

Ohio Conference of Plasterers and Cement Masons Health and Welfare Fund

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SUMMARY OF MATERIAL MODIFICATIONS FOR THE SUMMARY PLAN DESCRIPTION (SPD) OF THE OHIO CONFERENCE OF PLASTERERS AND CEMENT MASONS HEALTH AND WELFARE FUND

The Trustees have made a **change** to the Plan that will affect various provisions of your SPD. This "Summary of Material Modifications" explains these changes and should be kept with your SPD.

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Effective immediately, the Section of the Plan entitled "Eligibility for Early Retirees and Dependents (Under Age 65)", currently presented on Page 25 of the current Summary Plan Description (SPD), shall be deleted in its entirety and the following shall be inserted:

Eligibility for Early Retirees and Dependents (Under Age 65)

You are able to continue your coverage as an Early Retiree and coverage for your Dependents through timely self-payments if you:

- have had at least twenty (20) quarters of eligible participation in this Welfare Plan out of the forty (40) quarters immediately before retirement date; and
- have had at least twelve (12) consecutive months eligible participation in this Welfare Plan immediate before retirement date; and
- are receiving a pension or early retirement benefits under the Federal Social Security Act; and:
- are retired from Covered Employment in the trade.

You are also able to continue your coverage as an Early Retiree and coverage for your Dependents through timely self-payments if, immediately prior to being an early retiree, you had been receiving continuation coverage under subsidized COBRA pursuant to the ARRA of 2009.

You must notify the Fund Office in writing that you want to maintain eligibility through the retiree program within thirty-one (31) days of the last month in which you are covered as an active Employee or Retiree.

You will be notified by the Fund Office of the amount due. Self-payments must be made from the date coverage was lost. These self-payments count toward the duration of COBRA continuation coverage. If you fail to make a self-payment, you lose your coverage and it cannot be reinstated. Benefits will terminate when you become eligible for the Normal Retiree Program.

Coverage for the Early Retiree's Dependents as of the Retiree's effective retirement date may be continued for the same periods, as set forth above, upon timely self-payment. Dependents acquired after the Retiree's effective retirement date will not be eligible for benefits under this Plan.

Retiree benefits have been made available by the Trustees as a privilege, not a right. No person acquires a vested right to such benefits, either before or after their retirement. The Trustees may expand, reduce, or cancel coverage for Retirees, change eligibility requirements or the amount of self-payments and otherwise exercise their prudent discretion at any time without legal right or recourse by a Retiree or any other person.

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As always, if you should have any additional questions, please contact the Fund Office.

BOARD OF TRUSTEES
OHIO CONFERENCE OF PLASTERERS AND
CEMENT MASONS HEALTH AND WELFARE FUND

October 8th, 2010