



BENEFITS UPDATE

May 2012

The Electrical Insurance Trustees made the following changes to the Electrical Insurance Trustees Health & Welfare Plan for Employees of the Contractors' Association, Fund Office, Apprentice Schools and Union Office ("Administrative Plan") which is described in the Health Care Booklet for Employees of the Contractors' Association, Fund Office, Apprentice Schools and Union Office dated as of January 1, 2008. Please keep this Update with your Health Care Booklet because it supplements the information contained in that Booklet.

In order to clarify the eligibility rules for retiree health care benefits under the Health & Welfare Plan, effective as of May 1, 2012, the Trustees renamed the eligibility rules as the Continuous Service Rule, the 30-Year Rule and the 30-Year Combined Service Rule found on page 66 of the Health Care Booklet so that the name of the eligibility rule reflects the applicable service requirements. The Trustees also added provisions under the Continuous Service Rule to allow service and retirement benefits under Pension Plan No. 2 to count towards the service requirement in the Continuous Service Rule. Finally, the Trustees added a 20-Year Rule for employees with 20 years of service as an employee of the Union Office under certain circumstances. These changes are set forth as follows:

The Continuous Service Rule

An employee is eligible under the Continuous Service Rule if all of the following criteria are met:

- You are receiving a retirement benefit from (1) the EIT Employees' Retirement Plan, (2) the I.B.E.W. Local 134 Staff Plan, and/or (3) Pension Plan No. 2 and have at least ten years of combined eligibility service under the above named Plans,
- Your employer continues to make contributions on your behalf, and
- You have been covered as an active employee under this Plan throughout the two years before your retirement at age 62 or after.

The 20-Year Rule

You are eligible under the 20-Year Rule if you are an employee of the Union Office and meet each of the following requirements:

- You are receiving a retirement benefit from the I.B.E.W. Local 134 Staff Plan, and/or Pension Plan No. 2 and you have 20 years of service as an employee of the I.B.E.W. Local 134 Union Office during which you were eligible for active employee benefits under the Administrative Plan, and
- You are not covered under the Collective Bargaining Agreement between Local 134 I.B.E.W. AFL-CIO and Teamsters Local Union 710, and
- The I.B.E.W. Local 134 Union Office continues to make contributions on your behalf.

The 30-Year Rule

You are eligible under the 30-Year Rule if you have at least 30 years of credited service under and are receiving a retirement benefit from the EIT Employees' Retirement Plan.

The 30-Year Combined Service Rule

You are eligible under the 30-Year Combined Service Rule if you are receiving a retirement benefit from Pension Plan No. 2 and have a combined total of at least 30 years of:

- Credited service under Pension Plan No. 2, and/or
- Eligibility service earned under Pension Plan No. 2 solely from employment as a Union business representative, apprentice school teacher or apprentice school administrator.

If you have any questions about the benefit changes described in this Update, please contact the Fund Office.

IMPORTANT INFORMATION

This Update is intended to serve as a Summary of Material Modifications for the Electrical Insurance Trustees Health & Welfare Plan for Employees of the Contractors' Association, Fund Office, Apprentice Schools and Union Office. If any conflicts exist between the terms of this Update and the official Health & Welfare Plan document, the terms of the official Health & Welfare Plan document will control. The Trustees reserve the right to amend, modify or terminate the Health & Welfare Plan at any time. Receipt of this Update does not confer any eligibility or entitlement to any benefits under the Health & Welfare Plan.

Electrical Insurance Trustees Health & Welfare Plan for Employees of the Contractors' Association, Fund Office, Apprentice Schools and Union Office

Employer Identification Number: 36-1033970 Plan Number 501

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