



BENEFITS UPDATE

May 2012

The Electrical Insurance Trustees made the following changes to the Electrical Insurance Trustees Health & Welfare Plan for Construction Workers ("Health & Welfare Plan") which is described in the Health Care Booklet for Participants in the Construction Plan 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, the Trustees renamed the eligibility rules as the 15-Year Rule, the 25-Year Combined Service Rule and the 30-Year Rule found on page 74 of the Health Care Booklet so that the name of the eligibility rule reflects the applicable service requirements. The Trustees also corrected a scrivener's error to provide that two years of continuous coverage are required under the 15-Year Rule effective as of May 1, 2012. These changes are set forth as follows:

The 15 Year Rule

You are eligible under the 15-Year Rule if:

- You are receiving a retirement benefit from and have 15 years of credited service earned after December 31, 1976, under Pension Plan No. 2, *and*
- You have been covered as an active employee under this Plan throughout the two years prior to your retirement at age 62 or after.

The 25-Year Combined Service Rule

You are eligible under the 25-Year Combined Service Rule if:

- You are receiving a retirement benefit from and have a combined total of at least 25 years of credited service under Pension Plan No. 2 and Pension Plan No. 4 (with a minimum of at least 10 of those years earned under Pension Plan No. 2); *and*
- You have been covered as an active employee under this Plan throughout the two years prior to your retirement at age 62 or after.

The 30-Year Rule

You are eligible under the 30-Year Rule if you are receiving a retirement benefit from 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 Construction Workers. 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 Construction Workers

Employer Identification Number: 36-1033970 Plan Number 501

221 North LaSalle Street
Suite 200
Chicago, Illinois 60601-1214

