

SAN FRANCISCO ELECTRICAL WORKERS HEALTH & WELFARE TRUST

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San Francisco Electrical Workers Health & Welfare Plan Important Notice Regarding Benefit Changes

In recent months, the Board of Trustees of the San Francisco Electrical Workers Health & Welfare Plan has approved several changes to the Plan. This notice briefly describes these changes and includes several notices that you should read and keep with your Summary Plan Description booklet. Also enclosed with this notice is the Plan's Summary Annual Report for the Plan year ended January 31, 2018.

1. Orthodontic Benefits

Effective March 1, 2018, the Board approved active participants an increase in the lifetime orthodontic benefit to \$6,000 per Covered Individual effective March 1, 2018. Those currently in orthodontic treatment will be grandfathered and allowed to receive the new maximum.

2. Rolling Open Enrollment Effective August 1, 2018, the annual open enrollment period effective August 1 has been replaced by a rolling open enrollment for all Plan participants. A participant may now change his or her medical plan election anytime during the year, so long as the participant has not made an election change in the 12 months that precede the effective date of the change. Exceptions are available for those participants who move out of the Kaiser or Blue Shield HMO service area. Special enrollment rules will still apply for life events such as the birth of a new child, marriage or loss of other coverage (see SPD Section 6.4). Enrollment forms are available year round on the website at eisb.org.

3. Health Reimbursement Arrangement [info to come]

4. Parental Leave Benefit

Effective June 1, 2018, the Plan added a new supplemental parental leave benefit. This benefit is provided as an alternative, and is not identical, to the City of San Francisco's Paid Parental Leave Ordinance. Members are generally not eligible for the City's parental leave benefit. Attached is a summary of the Plan's supplemental parental leave benefit that was previously distributed.

If you have any questions about any of these benefits, please contact EISB at (415) 263-3670.