

San Francisco Electrical Workers Health & Welfare Plan
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ANNOUNCEMENT TO ALL PLAN PARTICIPANTS

**THIS ANNOUNCEMENT EXPLAINS RECENT CHANGES TO
THE LONG-TERM DISABILITY BENEFIT, AND MAY
AFFECT MEMBERS WHO BECAME, OR WILL BECOME,
DISABLED AFTER 2011**

The Trustees met on September 21, 2017, and approved a change to the notice provisions of the long-term disability (LTD) benefit provided under the Plan.

Before this change, Section 10.3 of the SFEW Health & Welfare Plan provided that an Active Employee who becomes Totally Disabled while working in Covered Employment becomes eligible to receive long-term disability benefits if (among other requirements) the Active Employee notified the Plan Office by submitting an *Attending Physician's Statement* no later than the later of (i) the 120th day following the date total disability commenced or (ii) the date the Active Employee's hour bank was exhausted.

Some members were unaware of this notice requirement for LTD benefits and did not qualify for LTD benefits because they failed to provide timely notice, or any notice at all. In several cases, members learned of the notice requirement at the time they received a COBRA notice that had been provided after the member's hour bank had exhausted. By then it was too late to provide timely notice.

The Trustees have amended the LTD benefit to provide that notice of disability (including the *Attending Physician's Statement*) must be provided to the Plan Office no later than the later of (i) the 120th day following the date the Active Employee's disability commenced or (ii) the last day of the second calendar month following the month in which the Active Employee's hour bank is exhausted. (The underlined text highlights the rule change.) In addition, if the Active Employee provides late notice to the Plan Office (such as more than two months after his or her hour bank is exhausted), the Active Employee will lose a number of monthly benefits equal to the number of months or partial months that the notice was provided late, but will not necessarily forfeit the entire LTD benefit.

This change is effective immediately, but for any member who lost LTD benefits solely because he or she provided late notice to the Plan Office, or no notice at all, and **where the member's LTD benefits would have commenced on or after February 1, 2012, the member may submit an *Attending Physician's Statement* supporting the Total Disability anytime before January 1, 2018.** The Plan Office will review the notice, and if evidence of Total Disability is sufficient, will authorize retroactive payment as if timely notice had been provided under the old notice rule. Please contact the Plan Office if you think you may be eligible for retroactive LTD benefits. Retroactive notice will not be accepted after December 31, 2017.

Note that LTD benefits are paid at the rate of \$1,000 per month, are restricted to 36 monthly payments, and terminate when a member commences a disability pension (and for other reasons stated in the SPD). All provisions of the SPD apply and will override this notice if this notice conflicts with the revised SPD.

If you have any questions regarding the change in benefits described above, please contact EISB at (415) 263-3670.