



LOCAL 36 BENEFIT FUNDS

2319 CHOUTEAU AVE., SUITE 300 · ST. LOUIS, MO 63103 · www.smw36benefits.org
Tel: (314) 652-8175 Toll-Free: (800) 741-9411 Fax: (314) 652-0338

October 15, 2021

SHEET METAL WORKERS' LOCAL 36 WELFARE FUND

Summary of Material Modification

Applicable to All Participants

Saint Louis Plan

Arkansas Plan

Missouri Plan B

The Trustees of the International Association of Sheet Metal, Air, Rail and Transportation Workers ("SMART") Local Union No. 36 Welfare Fund (your Welfare Plan) are pleased to announce changes in the Specialty Drug Benefit.

When the Plan initially implemented the Specialty Drug Co-Pay Assist Program it was made a part of the medical benefit with patient out-of-pocket amounts applying to the medical deductible and out-of-pocket maximum for administrative purposes. As part of the plan review done in conjunction with the change to the AmWINS Rx PBM, the Trustees reviewed the procedures and rules for administering the Specialty Drug benefit including the Specialty Drug Co-Pay assist program. Based on that review, the Trustees determined that most specialty drugs can now be processed as part of the prescription drug benefit rather than the medical benefit. Accordingly, effective January 1, 2022,

- The separate \$500 Specialty Drug Out-of-Pocket maximum is eliminated,
- Most participant cost sharing will be applied to the Prescription Drug deductible and out-of-pocket maximums (instead of the medical),
- However, some Specialty Drugs such as chemotherapy and related medications will continue to be covered under the Medical Coverage benefit not the prescription drug benefit – if you have a question about a medication call the Fund Office.

In all other respects the Plans of Benefits are not changed.

The Saint Louis Plan and the Missouri Plan B are non-grandfathered plans under the Affordable Care Act and provides all the benefits required for a non-grandfathered plan. The Arkansas Plan is a grandfathered plan under the Affordable Care Act under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was

already in effect when that law was enacted. Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the plan administrator at the Fund Office, (314) 652-8175. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

Trustees of the Sheet Metal Workers' Local 36 Welfare Fund