



UTILITY WORKERS' UNION OF AMERICA NATIONAL HEALTH & WELFARE FUND

December 2019

TO: PARTICIPANTS OF THE UTILITY WORKERS' UNION OF AMERICA
NATIONAL HEALTH AND WELFARE FUND (FUND)

RE: SUMMARY OF MATERIAL MODIFICATIONS (SMM)
HOUR BANK CAP INCREASE – EFFECTIVE JANUARY 1, 2020

Dear Participants:

This SMM discusses a *January 1, 2020* change to the Fund's hour bank system.

Hour Bank System

As a Fund participant, you can accumulate or “bank” hours when your employer contribution hours (bank hours) exceed the Fund's one hundred and forty (140) hour monthly eligibility requirement. You accumulate bank hours in one (1) hour increments.

Bank hours can be used to satisfy the Fund's continued eligibility requirements in a month in which you have *not* earned one hundred and forty (140) hours. Bank hours must be utilized in one hundred and forty (140) hour increments.

Currently, your hour bank is capped at two (2) months or two hundred and eighty (280) hours.

Hour Bank Cap Increase

Effective January 1, 2020, you will have the opportunity to increase your hour bank to three (3) months or four hundred and twenty (420) hours of eligibility.

The one hundred and forty (140) hour utilization requirement will not change.

If you have any questions, please contact the Fund office at (800) 920-8116.

Sincerely,

The Board of Trustees of the
Utility Workers' Union of America National Health and Welfare Fund

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