



UTILITY WORKERS' UNION OF AMERICA NATIONAL HEALTH & WELFARE FUND

September 2023

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

RE: SUMMARY OF MATERIAL MODIFICATIONS (SMM)
CHANGE TO SHORT HOUR BANK – EFFECTIVE OCTOBER 1, 2023

Dear Participants:

This SMM discusses an *October 1, 2023* 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. Your hour bank is capped at three (3) months or four hundred and twenty (420) hours.

Currently, bank hours must be utilized in one hundred and forty (140) hour increments.

Short Hour Change

Effective October 1, 2023, you can utilize your hour bank in one (1) hour increments. That is, your hour bank will now be used to supplement your monthly work hours to equal, but not exceed, one hundred and forty (140) hours.

Example: Your employer contributes 100 hours on your behalf to the Fund in October 2023 which does not satisfy the Fund's continuing eligibility requirements. You also have accumulated 150 hours in your hour bank. Your hour bank will be reduced by 40 hours so that you meet the Fund's one hundred and forty (140) hour continuing eligibility requirement. Your hour bank will now have 110 hours available for future usage.

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

Managed for the Trustees by: TIC INTERNATIONAL CORPORATION
6525 Centurion Drive • Lansing, MI 48917-9275
(517) 321-7502 • (800) 920-8116 Toll Free
FAX (517) 321-7508
www.uwuabenefits.org