

NORTHERN CALIFORNIA PIPE TRADES TRUST FUNDS FOR UA LOCAL 342

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SEPTEMBER 2025

TO: ACTIVE PARTICIPANTS

**RE: NORTHERN CALIFORNIA PIPE TRADES HEALTH AND WELFARE PLAN ("PLAN")
Hour for Hour Credit Extension**

The Board of Trustees of the Northern California Pipe Trades Health and Welfare Plan ("Plan") is pleased to announce that the Hour for Hour Credit for Incoming Reciprocity Contributions has been extended.

Previously the Plan was amended to allow for a limited one-year period only for all Incoming Reciprocal Health and Welfare hours/contributions for ALL UA Local Unions worked from January 1, 2025, through December 31, 2025, to be credited based on actual hours worked, regardless of the standard Health and Welfare contribution rate.

Effective January 1, 2026, (for a limited one-year period only) this Hour for Hour credit of Incoming Reciprocal Health and Welfare hours/contributions for ALL UA Local Unions has been extended through December 31, 2026, for hours worked from January 1, 2026, through December 31, 2026, (February 2027 eligibility).

Please note that this Hour for Hour credit only applies to Incoming Reciprocal Health and Welfare hours/contributions and does not affect other fringe benefits such as Pension contributions. Additionally, Incoming Reciprocity does not count for eligibility purposes for Retiree Health and Welfare. Furthermore, all Incoming Reciprocal Health Reimbursement Account ("HRA") hours/contributions are not applied to your individual HRA, they are applied to Active Health and Welfare benefits in order to help you maintain eligibility. For Retiree Health and Welfare benefits and HRA Plan rules, refer to your copy of the Health and Welfare Summary Plan Description Booklet also the Plan Document.

The Board of Trustees has the discretion to extend and/or terminate this provision at any time.

IN ACCORDANCE WITH THE REQUIREMENTS OF THE EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974, AS AMENDED ("ERISA"), THIS DOCUMENT SERVES AS A SUMMARY OF MATERIAL MODIFICATIONS ("SMM") TO THE PLAN AND SUPPLEMENTS THE RESTATED SUMMARY PLAN DESCRIPTION THAT HAS BEEN SEPARATELY PROVIDED TO YOU. YOU SHOULD RETAIN THIS DOCUMENT WITH YOUR COPY OF THE RESTATED SUMMARY PLAN DESCRIPTION.

If you have any questions, please contact the Trust Fund Office at 925/356-8921 ext. 246.

Respectfully submitted,

Fund Manager
On Behalf of the Board of Trustees