

Northwest Ironworkers Trust Funds

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Administered by
Welfare & Pension Administration Service, Inc.

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TO: All Participants Receiving Health Reimbursement Account (“HRA”) Contributions to the Northwest Ironworkers Health and Security Trust

RE: Northwest Ironworkers Health and Security Trust’s Retiree Health Reimbursement Account Plan Changes– Effective April 1, 2026

This is a Summary of Material Modification describing changes to your health plan adopted by the Board of Trustees. Please be sure that you and your family read it carefully and keep this document with your 2019 Edition Summary Plan Description Booklet.

Effective April 1, 2026, the Board of Trustees of the Northwest Ironworkers Health and Security Trust (“Trust”) amended the Northwest Ironworkers Health and Security Trust’s Retiree Health Reimbursement Account (“HRA”) Plan’s participation and forfeiture rules. This amendment expands the HRA benefits in several ways. The amendment extends who can participate in the HRA Plan to include former active Employees, Retired Employees, and their Dependents. It expands the benefits that may be covered by the HRA Plan to include, Medicare, another health plan’s premiums, or COBRA premiums. And it extends the period before the Plan forfeits the account balance.

The Trust is also pleased to announce its partnership with Benepass, an HRA administrator who is partnering with the Administration Office to administer the HRA benefit. Additional details regarding access to Benepass will be distributed in the near future.

For purposes of the HRA Plan, “Employee” means a former employee on whose behalf contributions were made by the contributing Employer as provided for under a Collective Bargaining Agreement or other written agreement with the Union and/or Trust. The HRA does not provide benefits to individuals with active coverage under the Plan. A “Retiree” or “Retired Employee” is a former Employee who is eligible for Retiree coverage under the Plan.

The Plan changes are as follows:

Those eligible to participate in the HRA Plan include former active Employees and Retired Employees covered under the Northwest Ironworkers Health and Security Trust Retiree Health Plan, Medicare or another health plan.

Employees and Retired Employees are eligible to use their account balance on the first day of the calendar month in which they have accrued \$250 in their account, and they become eligible for retiree coverage under the Retiree Plan, Medicare or other health plan, or they commence COBRA coverage following exhaustion of hour bank eligibility.

Retired Employees can use their HRA account balance to pay all or a portion of their monthly contributions needed to maintain their retiree coverage under the Retiree Plan, Medicare, other health plan, or COBRA.

Formerly active Employees can use their HRA account to cover their COBRA premiums following the exhaustion of hour bank eligibility.

Also with this amendment, a participant's account will be forfeited, and eligibility terminated on the earlier of:

- The last day of the first plan year in which there has been no account activity for at least 60 months, if the retiree's account balance is less than \$1000; or
- The last day of the first plan year following the year the individual reaches 65 years old, provided there has been no account activity for the prior 60 months; or
- Upon an individual's death, unless the individual is survived by eligible dependents, in which case the account balance will be forfeited upon termination of the dependent's eligibility; or
- The date the HRA Plan is terminated by the Trustees.

For purposes of forfeiture, "account activity" means there has been no employer contributions to the account, no payment from the account, and the participant is unresponsive following the Trust's reasonable effort to contact the participant.

The Trustees also clarified that HRA account balances are available to surviving dependents following the death of an Active member to cover COBRA premiums. Any amounts remaining in an active deceased member's HRA account, after payment of COBRA premiums for the COBRA period shall be forfeited to the Health Trust.

A surviving spouse of a deceased Retiree may also use any amounts remaining in the deceased Retiree's HRA account to pay their COBRA, Medicare or other health plan premiums. A surviving dependent of a deceased Retiree may use the HRA funds to cover their COBRA premiums. Any amounts remaining shall be forfeit to the Health Trust.

If you have any questions, please contact the Trust Office at (206) 441-7226 or (866) 986-1515.

Board of Trustees
Northwest Ironworkers Health & Security Fund