

Duluth Building Trades Health and Welfare Fund

Administered by Wilson-McShane Corporation

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SUMMARY OF MATERIAL MODIFICATIONS – No. 5

The Summary Plan Description for the Duluth Building Trades Health Fund dated September 1, 2023, is hereby amended as follows:

1. Effective January 1, 2025, the section entitled “HRA Post-Retirement Reimbursement Accounts” on pages 52-56 is amended as follows:

HRA POST-RETIREMENT REIMBURSEMENT ACCOUNTS

A. Establishment of HRA Post Retirement Reimbursement Accounts

4. Definitions:

g. **“Qualifying Premium Expenses”** means premiums for insurance or group health plan coverage that covers the costs of diagnosis, treatment, or prevention of disease, and for the purpose of affecting any part or function of the body. These expenses include payments for medical services rendered by physicians, surgeons, dentists, and other medical practitioners. They include the costs of equipment, supplies, and diagnostic devices needed for these purposes. Qualifying Premium Expenses include Retiree Premiums to the Duluth Building Trades Health Fund but also include premiums for the coverage of your spouse and your dependent children up to age 26, as defined in Internal Revenue Code Section 152.

- h. **“Retired Employee”** an employee that is eligible for Retiree benefits under this Plan.

B. Benefits Offered and Method of Funding

1. **Account Balances.** Each Employee who has money paid into his HRA either through employer contributions (specifically identified in the Collective Bargaining Agreement as a post-retirement contribution) or reciprocal contributions shall have an individual account established in his or her name. Effective January 1, 2026, the Trustees shall establish a separate investment account representing the sum of all monies deposited in employees’ HRA accounts. The Trustees will credit earnings, losses and assess administrative charges to your account and your account will be adjusted annually following January 1st of each year. Investment income (or losses), investment expenses and administrative expenses from the previous year shall be allocated to each HRA account in proportion that each account’s average balance for the year bears to the sum of the average balances of all HRA accounts. Average balances are determined by adding the account balances on January 1st plus December 31st of the prior year and dividing by two. The Employer or any other individual may not assign, transfer or alienate any interest in the accounts except to pay Qualifying Premium Expenses after retirement.

C. Health Reimbursement Benefits

6. **Establishment of Account.** The Fund Office will establish and maintain a HRA Account with respect to each HRA Participant.

8. **Debiting of Accounts.** A HRA Participant’s account will be debited for any reimbursement of Qualifying Premium Expenses to include COBRA premiums, retiree self-payments or premiums of another Plan covering the HRA Participant or his or her dependents or children under age 26.