



NEW HEALTH FUND TRAVEL EXPENSE REIMBURSEMENT BENEFIT FOR ABORTIONS AND MENTAL/BEHAVIORAL HEALTH SERVICES

The Board of Trustees of the IATSE National Health & Welfare Fund is pleased to announce a new travel expense reimbursement benefit for covered participants (and their enrolled dependents) in Health Plans A and C, for expenses incurred on or after July 1, 2022. The benefit is available to enrolled participants and dependents who must travel out of state to obtain an abortion or mental/behavioral health or substance abuse treatment because that care is not lawful:

- in the state where that individual resides or
- in the state where that individual is temporarily located

The travel must be for a procedure/treatment that is covered by the Plan while you are enrolled and from a provider covered by the individual's Plan option (including an out-of-network provider if the individual is enrolled in an option that covers out-of-network care - i.e., Plans A, C-1 and C-2). The travel expenses (incurred on or after July 1, 2022) that are covered are listed below.

What is covered:

Transportation: The Fund will reimburse the following transportation expenses incurred by the participant or dependent plus one medically appropriate support companion:

- 100% of the actual cost for round trip airfare (by "coach" class travel only);
- 100% of the actual cost for travel via trains, subways, buses, taxis, ride shares, or other public transportation (at coach/economy class where applicable); and
- Mileage for use of a personal vehicle at the applicable rate set forth by the Internal Revenue Service and updated from time to time (e.g., 62.5 cents/mile in 2022)* as well as applicable parking fees and/or tolls.
- Reasonable rental car costs (budget or economy class only)

Lodging: The Fund will reimburse lodging expenses incurred by the participant or dependent up to a maximum of \$300 per night (including lodging for a medically appropriate support companion), for up to two nights.*

Meals: The Fund will reimburse meal expenses incurred by the participant or dependent up to a maximum of \$100 per day (including meals for a medically appropriate support companion) for up to three days.*

***Please note that certain reimbursements, as described above, are taxable to you, specifically:**

- Mileage above the medical transportation rate, currently 22 cents/mile; you will be taxed for the additional 40.5 cents per mile,
- Lodging above \$50 per night for an individual (and above \$100 per night if accompanied by a medically appropriate support companion) , and
- All meal reimbursements.

Annual Limit:

\$5,000 per year per covered individual

What is not covered:

- Any expenses other than the transportation, lodging and meal expenses listed above, such as personal care items, and car maintenance.
- Travel due to Plan network inadequacy
- Travel outside the U.S.
- Travel to a obtain a procedure from a provider that is not covered under your Plan option.

The travel benefit is not subject to Plan deductibles or coinsurance.

How to Submit Claims:

You can obtain a copy of the claim form by going to the "Forms" section of the Fund's website (www.iatsenbf.org) or by contacting the Participant Services Center (contact information below). Once you complete the form and have copies of all your receipts, you can submit the form and receipts to Empire by email to TravelandLodging@anthem.com.

If you have any questions about the travel benefit described in this notice, or about any aspect of the Plan, please contact the Fund Office by calling (212) 580-9092 or (800) 456-FUND (3863), or emailing the Participant Services Center at PSC@iatsenbf.org.

You should take the time to read this notice carefully and share it with your family. It is very important that you retain this notice; it is intended to serve as a Summary of Material Modifications ("SMM") to the Plan rules. Your Summary Plan Description ("SPD") booklet has a pocket on the back cover for keeping such notices handy. While every effort has been made to make this SMM as complete and as accurate as possible, it does not restate the existing terms and provisions of the Plan other than the specific terms and provisions it is modifying. If any conflict should arise between this summary and the terms of the SPDs (other than with respect to the specific terms and provisions this summary is modifying), or if any point is not discussed in this summary or is only partially discussed, the terms of the SPDs will govern in all cases.

The Board of Trustees (or its duly authorized designee) reserves the right, in its sole and absolute discretion, to interpret and decide all matters under the Plan. The Board also reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Plan or any benefits provided under the Plan (or qualification for such benefits), in whole or in part, at any time and for any reason.