

**SUMMARY OF MATERIAL MODIFICATIONS  
AND  
NOTICE TO PARTICIPANTS**

**NEW YORK STATE TEAMSTERS COUNCIL -  
UNITED PARCEL SERVICE (“UPS”) RETIREE HEALTH FUND**

**(Plan No.: 501; I.D. No.: 46-411565)**

May 30, 2019

Dear Participant:

The following is an updated notice for your Summary Plan Description effective May 30, 2019:

1. Section 3 entitled **ELIGIBILITY & COVERAGE FOR FUND BENEFITS**, Subsection A, entitled INITIAL ELIGIBILITY AND COVERAGE, is amended by deleting the first full paragraph of that section and replacing it with the following:

To be eligible to participate in the Fund, you must be active in the New York State Teamsters Council Health & Hospital Fund at the time of retirement, retired and collecting a pension from the New York State Teamsters Conference Pension and Retirement Fund and meet either of the following two (2) requirements:

1. Be at least age 50 with 25 or more years of service in a collectively bargained unit position with UPS; or
2. Be under age 50 with 30 or more years of service in a collectively bargained unit position with UPS.

Service in a collectively bargained unit position with UPS shall include all years of service with UPS prior to holding a position in the collectively bargained unit.

2. Section 3 entitled **ELIGIBILITY & COVERAGE FOR FUND BENEFITS**, is amended to add a new Subsection F. as follows:

## F. DEFERRED ENROLLMENT

Effective May 30, 2019, if you satisfy the service requirements of Section 3(A) but do not commence New York State Teamsters Conference Pension and Retirement Fund pension benefits at the time you lose “active” health coverage, you may defer initial enrollment in this Plan subject to the following conditions:

1. You must not be employed by UPS in a non-collectively bargained unit position.
2. You must provide the Fund with proof satisfactory to the Trustees that you maintained continuous qualifying health coverage during your “Deferral Period”. Your other health coverage, to qualify, must be at least “minimum value” coverage as that term is defined in the Patient Protection & Affordable Care Act.

Your “Deferral Period” is the time between the end of your active participation in the New York State Teamsters Council Health & Hospital Fund through the date of enrollment in this Plan.

2. You may only enroll during this Plan’s annual enrollment process, or immediately after losing eligibility for your other qualifying health coverage.
3. You must be retired and collecting a pension from the New York Teamsters Conference Pension & Retirement Fund as of the date of your enrollment.
4. You must meet all other applicable eligibility conditions under this Plan.
5. Upon enrollment, in addition to the monthly retiree contribution, you must pay the “Deferral Fee”. The Deferral Fee is equal to the sum total of monthly retiree contributions you would have paid to this Plan if you did not defer coverage. For purposes of calculating the Deferral Fee, the contribution amount is based on the type of coverage [Single or Family] you elect at enrollment.

The Deferral Fee is billed on a monthly basis by dividing the total Fee by the number of months you deferred coverage (“monthly charge”) and applying that monthly charge going forward for the same number of months eligibility was deferred.

For example, if your Deferral Period is 12 months and the contributions due during that time would have equaled \$1800, then for your first 12 months of retiree coverage under this Plan you will be charged \$150 per month ( $\$1800 \div 12$ ) in addition to the retiree contribution for that month.

The Deferral Fee monthly charge is automatically deducted from your pension benefits payment. In the event you die prior to satisfaction of the Deferral Fee, any eligible dependents that continue coverage will be responsible for the remainder of the Fee as well as the applicable premium.

6. Your Deferral Period will count against this Plan’s 15-year (180 months) coverage limit.

If you have any questions, please contact the Fund Office at 315.455.9790.

Sincerely,

BOARD OF TRUSTEES  
NEW YORK STATE TEAMSTERS COUNCIL -  
UNITED PARCEL SERVICE (“UPS”) RETIREE  
HEALTH FUND