

**AMENDMENT NUMBER FOUR
TO THE OPERATING ENGINEERS LOCAL 139 HEALTH BENEFIT FUND
SUMMARY PLAN DESCRIPTION/PLAN DOCUMENT, 2020 EDITION**

The Operating Engineers Local 139 Health Benefit Fund has adopted the following changes to the Summary Plan Description/Plan Document, 2020 Edition (“Plan”).

Effective January 1, 2020, the subsection entitled “Coordination Of Benefits With Medicare” on page 79, in the section entitled “Coordination of Benefits,” is amended to read as follows:

If you are Eligible for Medicare due to:

- **ESRD.** The Plan will be the primary source of coverage for up to the first 30 consecutive months. Beginning in the 31st month, Medicare will become the primary plan and benefit payments under this Plan will be reduced by the amount of benefits paid (or payable) under Medicare (see “How The Plan Coordinates Benefits With Medicare” on page 80). However, when this Plan is pays secondary to Medicare as a result of active coverage (not retiree coverage), Plan benefits will not exceed the total percentage of costs that the Fund would have paid had this Plan been the primary plan. In any event, the Fund will not pay an amount that is greater than, when added to other amounts paid or payable, the actual expenses incurred.

The subsection entitled “If You Do Not Continue Coverage Under USERRA” on page 21, in the section entitled “Taking a Military Leave,” is amended to read as follows:

The following information outlines the deadlines applicable to your rights to reemployment and reinstatement of health care coverage. When you are discharged or released from military service that lasted:

- More than 180 days, you have up to 90 days after discharge to either (1) return to work for a contributing employer or (2) be registered and available for full-time work in the “out-of-work book” with Local 139 within 90 days after discharge and have not refused to accept, or rejected, a work referral from Local 139.

This Amendment Number Four to the Operating Engineers Local 139 Health Benefit Fund Summary Plan Description/Plan Document, 2020 Edition, was adopted by the Board of Trustees on August 13, 2020.

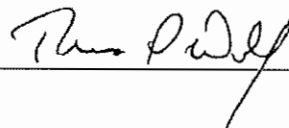
Union Trustees



11/06/2020

Dated

Employer Trustees



11/6/2020

Dated