

**AMENDMENT NUMBER SIXTEEN
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.

Effective November 8, 2023, the following sections are amended or restated as follows:

1. Page 34 of the SPD, under the section titled "HRA Eligible Expenses Not Otherwise Covered by the Fund," the bullet point regarding weight loss program is restated in its entirety to read:
 - Weight loss program or FDA approved medication if it is a treatment for a specific disease diagnosed by a Physician (such as obesity, hypertension, or heart disease). This does not include the cost of food or beverages, vitamins, or supplements
2. Page 35 of the SPD, under the section titled "Expenses Not Eligible For Reimbursement" the bullet point regarding weight loss program is restated in its entirety to read:
 - Weight loss programs or medications for general health or appearance
3. Page 49 of the SPD, under the section titled "Covered Prescription Drug Expenses, a new bullet point will be added at the end of the section which reads as follows:
 - Weight loss medications are not covered. Diabetes drugs in the GLP-1 agonist and SGLT2 inhibitors class are only covered for the treatment of type 2 diabetes. They are not covered for any other treatment. Some examples are, dulaglutide (Trulicity), semaglutide (Ozempic and Wegovy), liraglutide (Victoza and Saxenda), and tirzepatide (Mounjaro), Jardiance, and Farxiga.
4. Page 50-51 of the SPD, under the section titled "Comprehensive Medical Benefit Exclusions and Limitations", a new subsection is added under "18. Prescription Drug Benefit exclusions: b. Medications, which reads as follows:
 - v. Weight loss medications are not covered. Diabetes drugs in the GLP-1 agonist and SGLT2 inhibitor class are only covered for the treatment of type 2 diabetes. They are not covered for any other treatment. Some examples are, dulaglutide (Trulicity), semaglutide (Ozempic and Wegovy), liraglutide (Victoza and Saxenda), and tirzepatide (Mounjaro). Jardiance and Farxiga.
5. Page 68-69 of the SPD, under "General Plan Exclusions and Limitations", the bullet point regarding treatment of obesity is restated in its entirety to read:
 - Treatment of obesity, except for counseling related to a mental health or addiction issue. Other treatment of obesity is covered under the Plan's gastric bypass surgery provisions. Weight loss medications are not covered. Diabetes drugs in the GLP-1 agonist and SGLT2 inhibitor class are only covered for the treatment of type 2

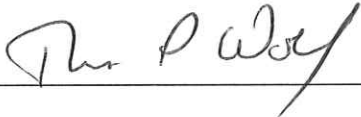
diabetes. They are not covered for any other treatment. Some examples are, dulaglutide (Trulicity), semaglutide (Ozempic and Wegovy), liraglutide (Victoza and Saxenda), tirzepatide (Mounjaro), Jardiance and Farxiga.

Union Trustees



11-8-2023
Dated

Employer Trustees



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