

IDAHO PIPE TRADES TRUST

Administrative Office

Idaho Pipe Trades
Health & Welfare Trust
LU 296 & LU 648



Plumbers & Pipefitters
Pension Trust
LU 296 LU 648 LU 41 IGC

February 15, 2011

SUMMARY OF MATERIAL MODIFICATIONS

**To: All Participants
Idaho Pipe Trades Health and Welfare Plan**

Subject: Health and Welfare Plan Changes

This is an addendum to the June 1, 2008 Summary Plan Description ("SPD") for the Idaho Pipe Trades Health and Welfare Plan ("Plan"). This Addendum is called a Summary of Material Modifications ("SMM"), and it describes important changes to the Plan and revises the description of benefits in the SPD and succeeding SMMs. Please read this SMM carefully and keep it with your SPD booklet and other Plan records.

Effective January 1, 2011, the accidental death and dismemberment (AD&D) Principal Sum is reduced from \$90,000 to \$20,000 for active participants. There is no change to the benefit for retired participants.

The Principal Sum is used to determine the amount payable for covered AD&D losses, as shown in the chart below:

<u>AD&D Loss</u>	<u>Prior Benefit</u>	<u>New Benefit</u>
<u>Payable at 100% of Principal Sum:</u>		
<ul style="list-style-type: none">• Loss of life.• Double dismemberment, which means loss of:<ul style="list-style-type: none">• Both hands• Both feet• Sight in both eyesor• Any two of the following:<ul style="list-style-type: none">○ One hand, one foot, sight in one eye, hearing in both ears, and speech.• Quadriplegia (loss of movement of arms and legs).	\$90,000	\$20,000

<u>AD&D Loss</u>	<u>Prior Benefit</u>	<u>New Benefit</u>
<u>Payable at 75% of Principal Sum:</u> <ul style="list-style-type: none"> • Paraplegia (loss of movement of both legs). • Triplegia (loss of movement of three limbs). 	\$67,500	\$15,000
<u>Payable at 50% of Principal Sum:</u> <ul style="list-style-type: none"> • Hemiplegia (loss of movement of both the arm and the leg on one side of the body). • Single dismemberment, which means loss of: <ul style="list-style-type: none"> • One hand • One foot • Sight of one eye • Hearing (loss in both ears), or • Speech 	\$45,000	\$10,000
<u>Payable at 25% of Principal Sum:</u> <ul style="list-style-type: none"> • Loss of thumb and index finger on either hand • Uniplegia (loss of movement of one limb). 	\$22,500	\$5,000

Also, the Principal Sum is used to calculate additional AD&D benefits that apply in special circumstances. Therefore, the reduction in the Principal Sum will reduce the amounts payable to active participants under these additional benefits. For example, if your covered AD&D injury occurs while you are being robbed, you may be eligible for the Felonious Assault Benefit, which equals 10% of the Principal Sum. Before 2011, this benefit was \$9,000 (10% of \$90,000). Now, this benefit is \$2,000 (10% of \$20,000). See pages 48-49 of the SPD for more information about the additional AD&D benefits.

Note that the **maximum** payable for all covered AD&D losses due to the same accident cannot exceed the Principal Sum (now, \$20,000), except to the extent any additional AD&D benefits described on pages 48-49 of the SPD apply.

Idaho Pipe Trades Health and Welfare Trust
Board of Trustees