
SUMMARY OF MATERIAL MODIFICATIONS
Bakery and Confectionery Union and Industry P-Plan

The following is a Summary of Material Modifications that the Board of Trustees of the Bakery and Confectionery Union and Industry International Health Fund has made to the P-Plan effective January 1, 2017. You should keep a copy of this Summary until you receive an updated copy of the P-Plan Summary Plan Description.

1. TIME LIMIT FOR SUBMITTING A CLAIM

On or after January 1, 2019, the Fund must receive your Health Reimbursement Account (“HRA”) claim within three years of the date that the expense was incurred. No time limit applies, however, to an HRA claim received by the Fund before January 1, 2019. For example, if the Fund receives an HRA claim that you submit on December 1, 2018, it will be treated as timely regardless of when the expense was incurred. On the other hand, if the Fund receives an HRA claim that you submit on February 1, 2019, the claim will be treated as timely only if the expense was incurred on or after February 1, 2016.

2. P-PLAN BENEFIT IN EXCESS OF \$50,000

If you are not receiving a disability pension, any amount of your P-Plan Benefit that exceeds \$50,000 will be allocated to the Health Reimbursement Account (“HRA”) Plan. For example, if you are entitled to a \$53,400 P-Plan benefit, and you retire on a regular pension, your Death Benefit Account (“DBA”) Plan benefit will be \$50,000 and you will have an HRA with \$3,400 available to reimburse medical claims. If you die before either Retirement or disability, any P-Plan benefit amount in excess of \$50,000 will be used to establish an HRA to reimburse medical claims of your Spouse and your Dependents.