

**INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 25, MARINE DIVISION
• MEDICAL PLAN •
461 STATE ROUTE 33, MILLSTONE TOWNSHIP NEW JERSEY 08535
TELEPHONE (732)446-0394 • FAX (732) 446-9167**

ADMINISTRATOR

MEGHAN BRODOWSKI

January 2026

SUMMARY OF MATERIAL MODIFICATIONS

Dear Plan Participant:

This Summary of Material Modifications (“SMM”) is issued to notify you of an amendment to the IUOE Local 25 Marine Division Medical Plan (“Plan”) Summary Plan Description (“SPD”), which was previously distributed to you. You should take time to read this SMM carefully and keep it with your copy of the SPD. In the event of any discrepancy between this SMM and the SPD, the provisions of this SMM will govern.

MEDICARE PART B PREMIUM REIMBURSEMENT

Effective January 1, 2026, the Trustees have agreed to increase the reimbursement amount for Medicare Part B premiums from \$85.00 a month to \$102.00 a month. This amount replaces the amount provided under the “Reimbursement of Part B Medicare Premium” section on page 24 of the SPD.

HEARING AID BENEFIT FOR PENSIONERS

Effective January 1, 2026, the Trustees have agreed to cover hearing aids for Pensioners and their eligible spouses for \$2,500 per ear every five years. This portion of the SMM amends pages 23-25 of the SPD by adding a new hearing aid benefit for Pensioners.

REPLACING “RETIREE” WITH “PENSIONER”

Effective January 1, 2026, the Trustees have agreed to replace the word “Retiree” with the word “Pensioner” on pages 4 and 65 of the SPD.

Notice of Grandfathered Status

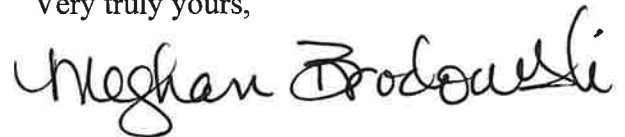
This Plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the “Affordable Care Act”). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However,

grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Plan Administrator at (732) 446-0394. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor, at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

This SMM does not restate all of the terms and provisions of the Plan and does not affect any benefit other than the ones discussed above. All other terms of the Plan, as set forth in the SPD, remain in effect. The Board of Trustees reserves the right, in its sole and absolute discretion, to interpret and decide all matters under the Plan. The Board also reserves the right in its sole and absolute discretion to amend, modify, or terminate the Plan or any benefits provided under the Plan (or eligibility for such benefits), in whole or in part, for active and retired participants at any time and for any reason.

Very truly yours,

A handwritten signature in black ink that reads "Meghan Brodowski". The signature is fluid and cursive, with the first name "Meghan" and last name "Brodowski" clearly legible.

Meghan Brodowski

Plan Administrator