



STATIONARY ENGINEERS LOCAL 39 TRUST FUNDS

Date December 2023

To: All Kaiser Active and Non-Medicare Retiree Participants and Dependents
(including COBRA beneficiaries)
Stationary Engineers Local 39 Health & Welfare Plan

From: Board of Trustees

SUMMARY OF BENEFITS AND COVERAGE (SBC)

Attached you will find a document called a **Summary of Benefits and Coverage**, commonly referred to as a “**SBC.**” This SBC provides a brief overview of the medical plan benefits provided by **Kaiser**. We have also included a **supplement** to the SBC that summarizes the self-funded dental and vision benefits provided by the Welfare Plan. You will want to review this and share it with your other family members who enroll for coverage.

As required by law, across the US, insurance companies and group health plans like ours are providing plan participants with a consumer-friendly SBC as a way to help understand and compare medical benefits.

What the SBC Contains

Each SBC contains concise medical plan information, in plain language, about benefits and coverage, including, what is covered, what you need to pay for various benefits, what is not covered and where to go for more information or to get answers to questions. Government regulations are very specific about the information that can and cannot be included in each SBC. Plan sponsors are not allowed to customize very much of the SBC. An SBC includes: a health plan comparison tool called “Coverage Examples”, a link to a “Glossary” of common terms used in describing health benefits, and Websites and toll-free phone numbers you can contact if you have questions or need assistance with benefits.

When You Will Receive an SBC

The SBC will be provided to you at important points in the enrollment process, such as when you apply for coverage, with each new plan year, and at any time you want, upon request. Distribution of the SBC is required by law in accordance with the Affordable Care Act (ACA).

60-Day Notice for Material Modification of Plan Benefits

If a material change is made to a medical plan during the plan year that is not reflected in the most recent Summary of Benefits and Coverage (SBC), a notice will be provided to you at least 60 days before the effective date of the change. A material change is any change that would be considered

by an average participant to be an important enhancement or reduction in benefits. This 60-day notice applies only to changes that become effective during the plan year. Changes made at the beginning of a new plan year do not require 60-day advance notice.

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Please keep this important notice with your Plan Document/Summary Plan Description (SPD) for easy reference to all Plan provisions. Should you have any questions, please contact Kaiser at 800-278-3296 for medical benefits and the Administrative Office at 925-208-2280 for supplemental benefits.

*This document has been uploaded and is available on the participant website at:
www.Local39benefits.org*