

AMENDMENT ONE  
to the  
Restated  
IBEW/NECA SOUND AND COMMUNICATIONS HEALTH  
& WELFARE PLAN

Recitals

WHEREAS, the Board of Trustees of the IBEW/NECA Sound and Communications Health and Welfare Plan (“Plan”) has determined that as of March 16, 2020, if a Participant loses coverage because of the Coronavirus (and his or her hour bank is already depleted), the Plan will provide coverage without a premium, at least through July 31, 2020 (unless the Participant returns to Covered Employment);

WHEREAS, the Board of Trustees has determined that if a Participant tests positive for the Coronavirus, he or she will continue to have coverage under the Plan, without a premium, even if his or her hour bank has been deleted, at least through July 31, 2020;

WHEREAS, the Board of Trustees has determined that it is in the best interests of the participants and beneficiaries to provide coverage for Coronavirus Testing with no-preapproval required if medically necessary in both in-network and non-network facilities hospital, emergency room, urgent care facility or medical office, follow-up tests and provider visits or tests, and that for treatment for the Coronavirus in an in-network facility, the Plan will pay the full amount (including co-pays and no deductible);

WHEREAS, a treatment for Coronavirus at a non-network facility will be treated in the same manner as other treatment when performed at a non-network facility (Participant pays 20% of the cost);

THEREFORE, the Board of Trustees amends the Plan as follows:

Amendment

Article II, Section A is amended by adding the following:

Coronavirus Impact on Covered Employment. Effective as March 16, 2020, a Participant who worked in Covered Employment or was on the out-of-work list during February 2020, who loses coverage under the Plan because of lack of covered employment on account of impacts of the Coronavirus is eligible for continued coverage under the Plan for the period of such unemployment through July 31, 2020, or when the Participant returns to covered employment (whichever occurs earlier). This has to be an involuntary unemployment and the person cannot have worked in non-covered employment for a non-signatory

employer. Moreover, if a Participant tests positive for the Coronavirus, resulting in continued absence from covered employment, his or her coverage will be extended without a self-payment if the person's hour bank has been depleted. This rule is applicable through July 31, 2020.

Article VI, Section V.27 is added to the IBEW/NECA Sound and Communications Health and Welfare Plan as follows:

27. Coronavirus Testing. Charges for the Coronavirus Test at an in-network Provider or non-network Provider facility with no co-pays or deductibles.

28. Coronavirus Treatment. Charges for treatment of the Coronavirus will be covered in full if performed at a non-network Provider facility as provided in this Plan (without a co-pay or deductible). Coronavirus treatment at a non-network Provider will be covered in the same manner as other treatments performed at a non-network Provider (Participant pays 20% of the cost).

Effective: March 13, 2020

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Dan Rodriguez, Chair

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Doug Lung, Co-Chair