

MICHIGAN LABORERS' FRINGE BENEFIT FUNDS

December 2000

TO: All Eligible Participants

RE: Benefit Modifications

Dear Participant:

As you may know Board of Trustees routinely reviews the benefits provided by the Fund as well as the contribution and self-payment rates. Following review and discussion of the possible cost impact upon the Fund, the Trustees have made the following benefit and/or eligibility modifications:

Disability Benefits (Disability Hour Credit for Health Care) – Effective December 1, 2000

The current disability benefits provide that participants will be eligible for disability hour credit provided they are eligible on the date they become disabled. Participants receive five (5) hours a day, five (5) days per week up to one hundred (100) hours per month. This disability hour credit then maintains the participant's health care coverage.

The benefit is being modified to provide that the participant no longer needs to be eligible on the date of disability to be credited with disability hours to continue eligibility.

Supplement to Medicare Coverage - Effective December 1, 2000

One of the current provisions for the Supplement to Medicare Program require that the participant must have at least twenty (20) years of credited service with the Michigan Laborers' Pension Fund.

The benefit has been modified to provide that the participant must have twenty (20) years of service in the construction industry. The participant will be required to provide documentation to prove he has been in the construction industry for at least twenty (20) years. All other Supplement to Medicare Program requirements must still be met.

Self-Payment Rates - Effective February 1, 2001

The self-payment rates will be increased by four percent (4%) which is the amount the contribution rate increased. Your new self-payment rate will be displayed on your monthly self-payment notice and will be effective for coverage for the month of February 2001.

Chiropractic Benefits – Effective January 1, 2001

Effective January 1, 2001, the Chiropractic Benefits have been increased from \$400 per person, per calendar year to \$700 per person, per calendar year.

If you have any questions regarding the above, please do not hesitate to contact the Fund Office.

Sincerely,

Michigan Laborers' Health Care Fund

Board of Trustees

