

**1199SEIU NATIONAL BENEFIT FUND
FOR HEALTH AND HUMAN SERVICE EMPLOYEES
SUMMARY OF MATERIAL MODIFICATIONS**

This Summary of Material Modifications describes changes that affect your welfare benefit plan and updates the Summary Plan Description (“SPD”) and Summary of Benefits and Coverage (“SBC”) that was previously distributed to you. You should keep this summary with your current SPD and SBC until the booklet is updated to reflect the changes discussed herein.

Effective on or about January 1, 2023, the 1199SEIU National Benefit Fund for Health and Human Service Employees SPD shall be amended as follows, with the underlined bold language added and the strikethrough language omitted:

SECTION III. C: PAID FAMILY LEAVE BENEFITS

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WHEN YOUR BENEFITS BEGIN

Paid Family Leave Benefits may be used when you are unable to work due to the following qualifying events:

- To care for a sick family member with a serious health condition. Family members include spouse, domestic partner, child, parent, parent-in-law, grandparent, ~~and~~ grandchild **and sibling**. Self-care is excluded. Serious health condition means an illness, injury, impairment, or physical or mental condition that involves: inpatient care in a hospital, hospice, or residential healthcare facility; or continuing treatment or continuing supervision by a health care provider.

This summary highlights the key changes made to the 1199SEIU National Benefit Fund for Health and Human Service Employees. Summaries of Material Modifications, together with the Summary Plan Description, make up your official plan descriptions; please keep them together and refer to them as necessary. If you would like to review the Plan Document or have any questions, please contact the Fund’s Member Services Representatives at (646) 473-9200.

The 1199SEIU National Benefit Fund for Health and Human Service Employees believes it is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the “Affordable Care Act”). A grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted in 2010. Being a grandfathered health plan means that this plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for an external review process for claims appeals. 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 can be directed to the Plan Administrator at (646) 473-9200. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at (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.

The plan sponsor of the 1199SEIU National Benefit Fund for Health and Human Service Employees reserves the right to amend or terminate the Fund, or any part of it, at any time.