



OE3 Trust Funds

Health. Security. Service.

OPERATING ENGINEERS TRUST FUNDS

1141 Harbor Bay Parkway, Suite 100, Alameda, CA 94502-6594

P.O. Box 23190, Oakland, CA 94623-0190

(800) 251-5014 • OE3TRUSTFUNDS.ORG

Date August 2025

To: All Active Employees, Retirees and their Dependents, including COBRA beneficiaries, of Operating Engineers Public and Miscellaneous Employees Health and Welfare Trust Fund

From: Board of Trustees

This notice will advise you of material modifications made to the Operating Engineers Public and Miscellaneous Employees Health and Welfare Trust Fund. **This information is VERY IMPORTANT to you and your Dependents.** Please take the time to read this notice carefully.

**LIFE INSURANCE BENEFITS (ACTIVE EMPLOYEES ONLY)
EFFECTIVE JUNE 1, 2025**

This notice clarifies your current Life Insurance Benefits. The Board of Trustees has made the following changes and/or clarifications to your Life Insurance Benefits effective June 1, 2025.

Prior to June 1, 2025, in addition to the \$10,000 life and AD&D benefit provided by the Fund, if your Collective Bargaining or Subscriber Agreement provided for an additional benefit amount of \$25,000, \$50,000 or \$75,000 and for which contributions have been received, that amount would have also been paid.

Effective for death on or after June 1, 2025, if your Collective Bargaining or Subscriber Agreement provides for an additional benefit amount, the amounts available are now \$25,000, \$37,500 or \$75,000. If contributions have been received, that additional amount will also be paid. The Fund continues to provide the \$10,000 life and AD&D benefits to all active participants who have medical coverage. Additionally, the Fund continues to provide a benefit of \$2,500 for burial expenses.

**ELIGIBILITY FOR REDUCED CONTRIBUTION RATES
(NON-MEDICARE RETIREES ONLY)
EFFECTIVE JANUARY 1, 2026**

The Board of Trustees has approved the reduced non-Medicare rates (an approximately 50% discount) with an additional eligibility requirement. In order to qualify for the reduced rate, you must meet the following:

- retire on or after January 1, 2026,
- have been covered under the Fund for **at least 60 months in the 72 month period immediately preceding the date of your retirement, and**

- **Pay monthly union dues for each month of reduced rate health coverage**

Zenith will contact you if you are eligible for the lower rate.

Receipt of this notice does not constitute a determination of your eligibility. If you wish to verify eligibility, or if you have any questions regarding the Plan changes, please contact the Administrative Office.

*In accordance with ERISA reporting requirements this document serves as your
Summary of Material Modifications to the Plan*