

OPERATING ENGINEERS LOCAL 101 HEALTH & WELFARE FUND
EIGHTH AMENDMENT TO THE PLAN DOCUMENT

WHEREAS, the Operating Engineers Local 101 Health and Welfare Fund Combination Plan Document and Summary Plan Description dated January 1, 2012, provides that the Plan may be amended by the Board of Trustees from time to time;

WHEREAS, it is the desire of the Trustees to amend the Plan;

NOW, THEREFORE, BE IT RESOLVED that the Plan document and Summary Plan Description shall be amended as follows, effective as stated below:

The foregoing amendment shall be effective as stated above:

SCHEDULE OF BENEFITS

The Schedule of Benefits shall be amended effective August 20, 2014, at subsection N., Loss of Time Benefit by replacing the current schedule with the following one:

N. Loss of Time Benefit

Active, Fund and Union Employees Only

Maximum Benefit..... \$350 per week
Maximum number of weeks (within 12 months)26 weeks per incident

SCHEDULE OF BENEFITS

The Schedule of Benefits shall be amended effective August 20, 2014, at subsection T., Routine Colonoscopy Benefit by replacing the current schedule with the following one:

T. Routine Colonoscopy Benefit

- *The Plan will pay according to the applicable Coinsurance percentages only after the annual Comprehensive Medical Deductible has been met.*
- *Benefits are paid only for an Eligible Participant or Spouse age 50 and over*
- *Screenings will also be payable for Eligible Participant or Spouse under age 50 with family history of colon cancer*

Coinsurance

In-Network..... Preferred

Out-of-Network Standard

Frequency of Exam

Per person.....1 exam every 60 months

OPERATING ENGINEERS LOCAL 101 HEALTH & WELFARE FUND
EIGHTH AMENDMENT TO THE PLAN DOCUMENT

Section Four – Medical Benefits

Section Four shall be amended at subsection Q by deleting the current subsection Q and replacing it with the following:

Q. ***Routine Colonoscopy Benefit***

Benefits will be paid for a routine colonoscopy screening obtained by an eligible individual. To be eligible for this benefit, the patient must be an Active or Retired Participant or Spouse who is not less than 50 years of age. However, screenings will also be payable for eligible individuals under age 50 with family history of colon cancer, subject to Centers for Disease Control medical necessity guidelines. Each eligible individual is limited to one routine colonoscopy every 60 calendar months. Fees charged for this procedure will be paid at the Preferred or Standard Payment Level, as applicable. This benefit is not available to any Dependent except for an eligible Spouse.

Section Five – Prescription Drug Benefit

Section Five shall be amended at subsection F by deleting the first paragraph of subsection F and inserting in its place the following:

F. **Step Therapy Program**

Effective January 1, 2012, the Plan has also elected to implement the CVS/Caremark Step Therapy Program in an effort to maintain and preserve a high quality and cost-effective program for you. This program is **mandatory** for certain medication classes.

The medication classes which qualify for the mandatory Step Therapy Program include: Proton Pump Inhibitors, cholesterol-lowering statins, ARBs (antihypertensives), ARB/HCTZ (antihypertensives), sleep aids, oral osteoporosis medications, steroid nasal sprays, SSRI antidepressants. If you are not taking any Proton Pump Inhibitors, ARB antihypertensives, oral osteoporosis medications, cholesterol-lowering statins, sleep aids, SSRI antidepressants, or steroid nasal sprays medications this program will NOT apply to you. There is also an exception if you are currently taking any medications in the SSRI antidepressants category. If you are currently taking any of these medications, you will NOT be subject to the mandatory Step Therapy Program. However, if you are prescribed a new medication in this class after January 1, 2011 you will be required to follow the Step Therapy Program for that new prescribed medication in this class.

Effective October 1, 2014, the following medication classes also qualify for the mandatory Step Therapy Program: Cystic Fibrosis, Hepatitis C, Pulmonary Arterial Hypertension (PAH) and Multi Source Brand (MSB) drugs such as Xeloda, Temodar and Revatio.

OPERATING ENGINEERS LOCAL 101 HEALTH & WELFARE FUND
EIGHTH AMENDMENT TO THE PLAN DOCUMENT

Section Eight – Loss of Time Benefits

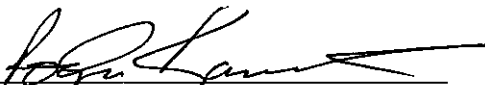
Section Eight-Loss of Time Benefits shall be amended by removing Benefit Limitations in its entirety and replacing with the following section:

Benefit Limitations:

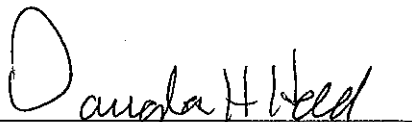
Maximum Benefit..... \$350 per week
Maximum number of weeks (within 12 months)26 weeks per incident

IN WITNESS WHEREOF, we have approved this amendment Eighth Amendment this ____ day
of _____ 2014.

APPROVED:



Rodger Kaminska, Co-Chairman



Douglas H. Hall, Co-Chairman