



IMPORTANT ANNOUNCEMENT

September 28, 2020

TO: Laborers Health and Welfare Trust Fund for Northern California Active Plan Participants

FROM: Board of Trustees

SUBJECT: **Temporary Health and Welfare COVID Hour Credit Benefit**
For employees affected by COVID-19, who do not qualify for Paid Sick Leave under the Families First Coronavirus Response Act (FFCRA)

If you work exclusively for an Individual Employer who has over 500 employees and, as a result, do not qualify for paid sick leave benefits under the Families First Coronavirus Response Act, you may be eligible for temporary COVID Hour Credits provided through the Fund.

You may be eligible for the temporary COVID Hour Credits if you are unable to work (for the period beginning April 1, 2020 and ending December 31, 2020) because:

- 1) You are subject to a Federal, State, or local quarantine or isolation order related to COVID-19; or
- 2) You have been advised by a health care provider to self-quarantine related to COVID-19; or
- 3) You are experiencing COVID-19 symptoms and are seeking a medical diagnosis, or have been diagnosed with COVID-19; and
- 4) You are not otherwise eligible for contributions for health coverage under the Fund from the Individual Employer.

If you meet the eligibility requirements, you will receive a Temporary COVID Hour Credit of up to 80 hours, based on the amount of time you are unable to work.

In order to obtain the Temporary COVID Hour Credit, your Contributing Employer must provide documentation of lack of work due to a quarantine or experiencing COVID-19 symptoms to the Trust Fund Office.

If you should have questions about this Important Announcement contact the Trust Fund Office, Monday through Friday, 8:00 AM to 5:00 PM.

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