

Lithographers & Photoengravers

Local 285 Welfare Fund

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MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF TRUSTEES OF THE
LITHOGRAPHERS AND PHOTOENGRAVERS LOCAL 285 WELFARE FUND
HELD ON FEBRUARY 7, 2014
LANDOVER, MD

The following persons were in attendance:

UNION TRUSTEES

William Tull - Secretary
Isaiah Thompson

EMPLOYER TRUSTEES

Michele Cirrincione - Chairperson
David Ashton
David King
Tom Labadie

Also present were:

Paul Green – Mooney, Green, Saindon, Murphy & Welch, P.C.
Andrew Lin – Mooney, Green, Saindon, Murphy & Welch, P.C.
Joseph Sears – Associated Administrators, LLC

I. CALL TO ORDER

A quorum being present, the meeting was called to order.

II. PLAN ELIGIBILITY

The Trustees engaged in a lengthy discussion regarding the Fund's eligibility rules. It was noted that there are two sets of rules in place, depending upon a participant's designation as a Lithographer or Bookbinder, and that the continued administration of the two sets of rules was a constant source of confusion for the Fund Office, employers, the Union, and participants. The Trustees noted that the principal problem with the Bookbinders' rules was that they provided for eligibility retroactive to the month prior to the date contributions are paid. Shifting the entire Plan to the Lithographers' rules, however, would result in a substantial cost to the Plan. Furthermore, the Lithographers' rules require employee contributions that are payable

following termination of employment, which are nearly impossible to enforce, in order to provide an extra month of post-severance benefits that few employees desire.

The Trustees discussed various possible modifications to the rules, and decided upon a new uniform set of rules to determine eligibility for all Fund participants. The Trustees decided on a blended set of rules, adopting the Lithographers' rules for determining the initial date of coverage and ongoing eligibility, and the Bookbinders' rules for termination of coverage following termination of employment. It was noted that the employers' contribution requirements would not change, as those are governed by their collective bargaining agreements.

On Motion made and seconded, unanimously voted approval of the following resolution, to be effective as soon as practicable:

RESOLVED to amend the Plan to provide that an employee is eligible for coverage on the first of any month following a month for which contributions are due and paid on the employee's behalf under the applicable collective bargaining agreement, and

RESOLVED to amend the Plan to provide that coverage is terminated on the final day of the month of the employee's termination of employment.

Mr. Lin noted that the change would require a minimum of 60 days notice before becoming effective, so a date of May 1, 2014 or June 1, 2014 will be chosen upon completion of the necessary documents. Fund Counsel was directed to draft copies of the Summary of Material Modification and letters to participants and employers describing the change.

III. ADJOURNMENT

There being no further business, the meeting was adjourned.

Respectfully submitted,

William Tull, Secretary

JMS(orig 2-11-14)