

Operating Engineers' Local No. 428 Trust Funds

HEALTH AND WELFARE
PENSION

ADMINISTRATIVE OFFICE

VACATION

2001 West Camelback Road, Ste. 350
Phoenix, Arizona 85015
(602) 264-1804

Mailing Address
P.O. Box 16200
Phoenix, AZ 85011-6200

Date January 30, 2020

To: All Active Employees, Early Retirees and their Dependents, including COBRA beneficiaries, of the Operating Engineers Local No. 428 Health and Welfare Trust Fund

This Participant Notice will advise you of certain material modifications to the Operating Engineers Local No. 428 Health and Welfare Trust Fund to become effective February 1, 2020. **This information is VERY IMPORTANT to you and your dependents.** Please take the time to read it carefully.

NEW MEMBER ASSISTANCE PROGRAM (MAP)

EFFECTIVE FEBRUARY 1, 2020

The Trustees are pleased to be able to offer you the following new Member Assistance Program (MAP), provided by **Mines & Associates**. With this new MAP program, starting February 1, 2020, you will have access to professional and confidential advice, counseling, and referral services to help cope with personal problems that impact your home and work life. You may access a live MAP counselor 24 hours a day, 7 days a week by calling **Mines & Associates toll-free at 1-800-873-7138 or (303) 832-1068**.

Up to six (6) **confidential** MAP counseling visits per incident, per year are included **free of charge**. We encourage you to make use of these services.

Your MAP benefits consist of:

- **Counseling:** Through Mines & Associates, you and your eligible dependents are entitled to counseling sessions at no cost to you. When you call in for a referral, you can choose to be scheduled for a face-to-face appointment in an area of your choosing or you may choose to access your sessions telephonically.
- **Wellness Coaching:** You and your eligible dependents may each utilize up to four (4) free and confidential wellness coaching sessions. Each wellness session involves a 20 to 30 minute telephonic session. With your own personal certified wellness coach at the time that works best with your schedule. You'll have the opportunity to explore anything you'd like to discuss, from food & fitness to improved sleep, life balance, smoking cessation, stress reduction and even professional development. Your personal coach will help clarify the areas most important to you, help you create a plan that will fit with your life.
- **Online Services:** Access "PersonalAdvantage" (<https://mines.personaladvantage.com>) through Mines and Associates to gain access to a powerful online work/life balance tool and much more. The online PersonalAdvantage service helps you reduce stress, find balance in your life, and develop yourself personally and professionally with thousands of forms, articles, assessments, and

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 this Plan change, please contact the Administrative Office. In accordance with ERISA reporting requirements this document serves as your Summary of Material Modifications to the Plan advising you of Plan changes.

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online training on everything from resilience and wellbeing resources to financial forms and computer software skills.

- **Legal and Financial Services:** Each employee is entitled to one initial 30-minute office or telephone consult per separate legal matter at no cost with a network attorney. You also have financial counselors to advise you via telephonic consultations that are limited between thirty and sixty minutes per issue, as well as a 25% discount on services with in-network providers. Other tools under the Mines financial/legal benefit include mediation, tax consultation and preparation, and "Do-it-Yourself" legal forms and document preparation.
- **Work/Life Referrals:** Finding the right dependent care provider can be a time-consuming and exhausting endeavor. Each employee and their eligible dependents have access to unlimited specialized work/life services that provide information, research, and referrals for childcare, eldercare, and convenience services, including assisted living facilities, childcare centers, pet care, and more.

Those eligible for full MAP benefits include:

- Participants and their dependents who are eligible for Health and Welfare Fund benefits.
- Covered children and grandchildren, age 26 or under, residing in the US or Puerto Rico.
- All covered employees may bring anyone in their household with them to their covered sessions regardless of relationship to the employee.

You may access Mines & Associates MAP benefits 24 hours a day, 7 days a week by calling:

Toll free: 1-800-873-7138

or (303) 832-1068

Online resources available at www.minesandassociates.com

Mines & Associates provides a convenient way to obtain professional assistance in strict confidence. Please take advantage of the program if you have the need.

Please keep this important notice with your Plan Rules/Summary Plan Description (SPD) for easy reference to all Plan provisions. If you would like to view or receive a copy of the actual amendments or have any questions, please contact the Administrative Office at 602-264-1804 or 1-800-669-1909.

Sincerely,

Board of Trustees

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