

CEMENT MASONS HEALTH AND WELFARE TRUST FUND
220 CAMPUS LANE
FAIRFIELD, CALIFORNIA 94534-1499
TELEPHONE: (707) 864-3300 OR TOLL-FREE (888) 245-5005

IMPORTANT NOTICE REGARDING YOUR HEALTH AND WELFARE PLAN

To: All Active Cement Masons

ELIGIBILITY RULES EFFECTIVE MARCH 1, 2004

Currently, a Cement Mason earns eligibility for a six-month *Eligibility Period* based on Hours Worked during the prior six-month *Qualifying Period*. Effective for eligibility beginning on March 1, 2004, eligibility will be determined on a month-to-month basis as described below:

Initial and Continuing Eligibility

Beginning with eligibility for the month of March 2004, you will be eligible for Plan benefits on the first day of the second calendar month after you work at least 300 hours for contributing employers. All hours worked for contributing employers will be credited to your “Hour Bank.” For each month of coverage, 100 hours will be deducted from your Hour Bank. Eligibility will continue as long as you maintain at least 300 hours in your Hour Bank *before* the 100-hour deduction is made for the current month’s eligibility.

For example, to be eligible for coverage on March 1, 2004, you must have a minimum of 300 hours in your Hour Bank as of January 31, 2004—200 hours are required to maintain a “minimum balance” in your Hour Bank and 100 are required to establish coverage for the month of March 2004 (*the second calendar month after you work at least 300 hours*).

A *maximum* of 800 hours can be accumulated in your Hour Bank *after* the deduction of 100 hours for the current month’s eligibility.

Termination and Reinstatement of Eligibility

You will lose eligibility at the end of the month in which the balance in your Hour Bank falls below 300 hours. Your eligibility will be reinstated on the first day of the second calendar month following the month in which the hours in your Hour Bank equal a minimum of 300. If you do not regain eligibility within 12 months of losing it, you will forfeit any hours in your Hour Bank. If this occurs, you must then satisfy the initial work requirements described above—that is, work at least 300 hours for contributing employers.

Consider Joe, a Cement Mason who has 300 hours in his Hour Bank as of January 31, 2004:

Work Month	Hour Bank Beginning Balance	Add Worked Hours	Hour Bank Subtotal	Deduct 100 Hours for a Month's Coverage	Hour Bank Balance	Provides Eligibility for Month Of
January 2004	300	100	400	100	300	March 2004
February 2004	300	150	450	100	350	April 2004
March 2004	350	160	510	100	410	May 2004
April 2004	410	100	510	100	410	June 2004
May 2004	410	170	580	100	480	July 2004
June 2004	480	200	680	100	580	August 2004

In this example, Joe has sufficient hours in his Hour Bank for eligibility effective March 2004, that is, he has a minimum of 300 hours on January 31, 2004, which entitles him to eligibility on the first day of the second month. (Remember, if you are currently eligible for health and welfare coverage, you are covered through the end of February 2004.) Joe maintains his eligibility because he works sufficient hours so that his Hour Bank never drops below 300 *before* a deduction is made for the current month's eligibility.

Now consider Bill, a Cement Mason who also has 300 hours in his Hour Bank as of January 31, 2004:

Work Month	Hour Bank Beginning Balance	Add Worked Hours	Hour Bank Subtotal	Deduct 100 Hours for a Month's Coverage	Hour Bank Balance	Provides Eligibility for Month Of
January 2004	300	100	400	100	300	March 2004
February 2004	300	50	350	100	250	April 2004
March 2004	250	100	350	100	250	May 2004
April 2004	250	-0-	250	----	250	June 2004*
May 2004	250	170	420	100	320	July 2004
June 2004	320	100	420	100	320	August 2004

*Bill loses coverage on June 1, 2004 when his Hour Bank drops below 300 *before* a deduction is made for the current month. He regains it on July 1, 2004 because he works sufficient hours in May 2004 to return his Hour Bank balance to 420 hours. Had Bill not regained eligibility within 12 months from the date of having lost it, he would forfeit any remaining hours in his Hour Bank and would have to satisfy the initial work requirements described above, that is, work at least 300 hours for contributing employers

Now consider Bob, a Cement Mason who also has 300 hours in his Hour Bank as of January 31, 2004:

Work Month	Hour Bank Beginning Balance	Add Worked Hours	Hour Bank Subtotal	Deduct 100 Hours for a Month's Coverage	Hour Bank Balance	Provides Eligibility for Month Of
January 2004	300	200	500	100	400	March 2004
February 2004	400	150	550	100	450	April 2004
March 2004	450	200	650	100	550	May 2004
April 2004	550	200	750	100	650	June 2004
May 2004	650	170	820	100	720	July 2004
June 2004	720	200	920	100	800*	August 2004

*In this example, 20 hours are not credited to Bill's Hour Bank because it reached the maximum of 800 hours after the deduction for the current month's eligibility. The maximum that may be stored in your Hour Bank is 800 hours, after a deduction is made for the current month's eligibility

Disability hours will be granted if a Cement Mason has met the work-hour requirement, that is, he has a minimum of 300 hours in his Hour Bank when he becomes disabled. He will receive up to 8 hours per day, up to 40 hours per week, not to exceed 100 disability hours in any month. Disability credit will not be granted for more than 6 months during any consecutive 12-month period. After applying disability credit in a 6-month period, any disability credit in excess of the total hours needed to maintain eligibility during that time may not be carried over.

TO BE ELIGIBLE FOR COVERAGE UNDER THE PLAN AS OF MARCH 1, 2004, YOU MUST QUALIFY FOR ELIGIBILITY UNDER THE NEW SYSTEM. That is, as of January 31, 2004, you must have a minimum balance of 300 hours in your Hour Bank to be eligible for coverage on March 1, 2004.

If you have any questions regarding these new eligibility rules, please contact the staff at the Fund Office at 707 864-3300 or toll-free at 888 245-5005 between the hours of 8:30 AM and 4:00 PM, Monday through Friday.

Sincerely,

BOARD OF TRUSTEES

**REVISED INSERT #11 TO 4/1/00 BOOKLET
NOVEMBER 2003**

This notice is only intended to be a brief summary of selected Plan provisions. As such, it cannot address all aspects governing the payment of benefits under the Plan. In order to more fully understand your entitlement to benefits, rights and obligations, you should refer to your Summary Plan Description booklet and Plan Rules and Regulations.

- PLEASE PLACE THIS NOTICE IN YOUR HEALTH AND WELFARE PLAN BOOKLET -