

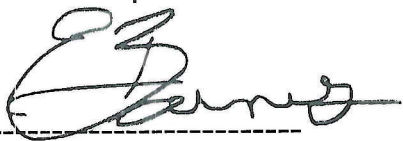
**NEW ENGLAND HEALTH CARE EMPLOYEES  
WELFARE FUND PLAN AMENDMENT**

Re: Spousal Benefit Premium Surcharge Change for coverage  
effective January 1, 2025

The Trustees of the New England Health Care Employees  
Welfare Fund, at a duly convened Board meeting on August  
22, 2024, adopted the following Plan change:

**NOW BE IT RESOLVED** that, effective January 1, 2025, the  
Welfare Fund makes the following change to its plan of  
benefits:

**Spousal Surcharge** applies to spouses of eligible Participants  
covered by the Plan who do not have access to health  
coverage through the spouse's own employer. The cost of  
spouse coverage for the spouses of Participants that meet the  
eligibility criteria for this benefit will decrease from \$200.00 to  
\$120.00 per month.



Ellen Barnes  
Management Co-Chair Trustee

9-27-2024

Date



David W. Pickus  
Union Co-Chair Trustee

9-27-2024

Date