



# Los Angeles Machinist Benefit Trust

1325 N. GRAND AVE • STE 200 • COVINA, CA 91724

## IMPORTANT NOTICE

**DATE: NOVEMBER 14, 2014**

**TO: ALL ELIGIBLE ACTIVE EMPLOYEES**

**RE: OPEN ENROLLMENT – DECEMBER 1 – DECEMBER 31, 2014  
CHANGES EFFECTIVE JANUARY 1, 2015**

Under federal law, we are required to provide you with an updated SBC showing the 2015 benefits of each medical plan. The SBCs have not been received from the insurance carriers yet. As a result, the Open Enrollment period will begin as soon as the complete packages are received.

If you are planning to change benefit plans, the change will be effective with the first day of the month following the month the open enrollment ends. We are planning on the open enrollment period running from December 1 through December 31, 2014; changes would be effective January 1. If, however, there is a delay, benefits may have to begin February 1, 2015.

If you are not making a change in plans (Kaiser Permanente, Blue Shield, or the Indemnity Medical plan) you do not need to do anything. If you are making a change you need complete new enrollment cards for the new plan.

If you are currently eligible for one of the High Option Indemnity, Kaiser Permanente or Blue Shield medical plans the benefits are the same as the current benefits.

If you are currently eligible for one of the medium or low option Indemnity, Kaiser Permanente or Blue Shield medical plans, your benefits will be improved effective January 1, 2015 (see the Attached Summary of Material Modification (SMM)).

There were no changes to the retiree plans.

If you have any questions, please contact the Administrative Office where the personnel will be happy to assist you. We apologize for any delay this may cause.

Board of Trustees

Attachment: SMM