

PLUMBERS & STEAMFITTERS LOCAL 21 BENEFIT FUNDS

**1024 McKinley Street
Peekskill, NY 10566**

PHONE (914) 737-7220

UNION TRUSTEES

Sean Carey
Don Calabrese
Joseph Forintos
Craig Strasser
Michael Sweeney

FUND ADMINISTRATOR

Amir Wirr

FAX (914) 737-7299

EMPLOYER TRUSTEES

Grant Coppola
Robert Courtien
Andrew Cuomo
James Estabrook
Andrew Grundman

SUMMARY OF MATERIAL MODIFICATION TO THE PLUMBERS AND STEAMFITTERS LOCAL 21 WELFARE FUND

August 2026

To: All Participants and COBRA Beneficiaries

From: The Board of Trustees

Re: Exclusion of Gene Therapy and Cell Therapy

This notice is a Summary of Material Modifications (“SMM”) and provides important information about your benefits under the Plumbers & Steamfitters Local 21 Welfare Fund. Please read this notice carefully and keep it with your Welfare Fund Summary Plan Description (SPD) for future reference.

Effective November 1, 2026, the Plan is expanding its exclusion of coverage for Gene Therapy treatments to include any charges/claims related to all Gene Therapy and Cell Therapy, including but not limited to CAR-T therapy. Gene and Cell Therapies are excluded whether they have received approval from the U.S. Food and Drug Administration (FDA) or are considered experimental or investigational. The exclusion includes any corresponding Prescription Drugs and other related services including but not limited to health care services, professional fees, inpatient or outpatient facility charges, and diagnostic tests directly related to the administration or monitoring of these excluded therapies.

- It should be noted that Gene Therapy is different from genetic testing and genetic testing is a covered benefit under the Plan in certain circumstances and under specific conditions. Please also note, this exclusion does not apply to: (1) standard stem cell tissue transplants where no genetic manipulation of the donor cells is performed; or (2) coverage for other health care services related to the underlying condition for which a Gene Therapy or Cell Therapy may be available (e.g., sickle cell disease or hemophilia).

The following is added to the “General Exclusions and Limitations” section of the SPD:

“No payment made under this benefit for:

Charges, expenses or claims related to Gene Therapy or Cell Therapy as defined herein. The Fund does not cover any charges related to Gene Therapy or Cell Therapy, whether those therapies have received approval from the U.S. Food and Drug Administration (FDA) or are considered experimental or investigational.

Note, this exclusion does not apply to:

- Standard stem cell transplants where no genetic manipulation of the donor cells is performed.
- Coverage for other health care services related to the underlying condition for which a Gene or Cell Therapy may be available (e.g., sickle cell disease or hemophilia).

Additionally, the section of the SPD titled “Definitions” is amended to include the following:

“Gene Therapy”: Gene Therapy typically involves replacing a gene that causes a medical problem with one that does not, adding genes to help the body fight or treat disease, or inactivating genes that cause medical problems. The Fund does not cover any charges related to Gene Therapy whether those therapies have received approval from the U.S. Food and Drug Administration (FDA) or are considered experimental or investigational. Illustrative examples of Gene Therapy include but are not limited to Luxturna and Zolgensma, but new applications for Gene Therapies are submitted every year.

“Cell Therapy”: The administration of any living human cellular products, whether autologous (derived from the participant's own cells) or allogeneic (derived from a donor's cells). The Fund does not cover any charges related to Cell Therapy whether those therapies have received approval from the U.S. Food and Drug Administration (FDA) or are considered experimental or investigational. Illustrative examples of Cellular Therapy include but not limited to Chimeric Antigen Receptor T-cell (CAR-T) therapies, natural killer (NK) cell therapies, mesenchymal stem cell therapies, and tissue-engineered products but new applications for Cell Therapies are submitted every year.

As always, the Fund Office is available to assist you with any questions that you might have. If you have any questions, please contact the Fund Office at 914-737-7220.

Sincerely,

Board of Trustees
Plumbers and Steamfitters Local 21 Welfare Fund

This SMM is intended to provide you with an easy-to-understand description of certain changes to the Plan. While every effort has been made to make this description as complete and as accurate as possible, this SMM, of course, cannot contain a full restatement of the terms and provisions of the Plan. If any conflict should arise between this SMM and the Plan, or if any point is not discussed in this SMM or is only partially discussed, the terms of the Plan will govern in all cases.

The Board of Trustees reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the Agreement and Declaration of Trust establishing the Plan (the "Trust Agreement"). The Trust Agreement is available upon request at the above address and may be inspected by you free of charge during normal business hours.

No individual other than the Board of Trustees has any authority to interpret the plan documents, make any promises to you about benefits under the Plan, or to change any provision of the Plan. Only the Board of Trustees has the exclusive right and power, in its sole and absolute discretion, to interpret the terms of the Plan and decide all matters arising under the Plan.