Lithographers & Photoengravers
Local 285 Welfare Fund

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MINUTES OF THE MEETING
OF THE BOARD OF TRUSTEES OF THE
LITHOGRAPHERS AND PHOTOENGRAVERS LOCAL 285 WELFARE FUND
HELD ON OCTOBER 10, 2024
VIA WEBEX

The following persons were in attendance:

UNION TRUSTEES	EMPLOYER TRUSTEES
Mark Poole – Secretary	David Ashton – Chairman
Barry English	Dave King
Pete Gragnani	

Also present were:
Sam Abunassar[2] – Kaiser Permanente
Ed Chicoski[3] – Lakeshore Benefit Group Insurance Brokerage, LLC
Alicia Cochran – Associated Administrators, LLC
Stephen Frein[2] – Kaiser Permanente
Rachel Grant – Associated Administrators, LLC
Andrew Lin – Mooney, Green, Saindon, Murphy & Welch, P.C.
Paul McCourt[2] – Kaiser Permanente
Matt Walker[1] – The Philadelphia Trust Company

I. CALL TO ORDER

A quorum being present, the meeting was called to order.

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1 Present for the Investment report only

2 Present for the Kaiser report only

3 Present for the Kaiser and Broker report only

II. MINUTES

Ms. Cochran confirmed that there were no changes to the final draft of the July 17, 2024 minutes circulated prior to the meeting.

On Motion made and seconded, the Trustees unanimously voted approval of the following resolution:

RESOLVED that the minutes of the regular Board meeting held July 17, 2024 are approved as written.

III. THE PHILADELPHIA TRUST COMPANY

The Trustees welcomed Mr. Matt Walker of The Philadelphia Trust Company to the meeting. Mr. Walker provided a brief overview of the current market, including a portfolio recap as of August 31, 2024. He then reviewed the Fund's current holdings and the portfolio's performance, noting that the Fund benefited from the recent improvement in performance by dividend stocks. Mr. Walker stated that there were no changes to the investment allocations since the last meeting and that the account is yielding 4.22% returns as of October 8, 2024.

Ms. Cochran directed the Trustees' attention to the current availability of $200,000 as a result of recent CD maturities. Mr. Walker recommended transferring $200,000 from the cash account and investing $100,000 in Equity and $100,000 in Fixed Income. He noted that the transfer would be within the IPS range, with Equity totaling 13%, excluding the operating accounts. Mr. Lin also confirmed that the policy provides that the Fund can invest up to 20% of total Fund assets in equity.

RESOLVED in accordance with The Philadelphia Trust Company's recommendation to transfer $200,000 of assets available in the cash account, $100,000 into Equity and $100,000 into Fixed Income.

The Trustees thanked Mr. Walker for his report, and he was excused from the meeting.

IV. FINANCIAL REPORT

A. Financials

Ms. Cochran reviewed the unaudited Financial Statements for the second quarter of the Plan year beginning March 1, 2024. Through the second quarter, the Fund had total income of $609,928 and total expenses of $717,878. The Fund operated through the second quarter with a deficit of $107,950.

On Motion made and seconded, the Trustees unanimously voted approval of the following resolution:

> **RESOLVED to accept and approve the second quarter Financial Statements for the year beginning March 1, 2024 as presented.**

Ms. Cochran also reviewed the Fund Reserve review as of August 31, 2024, which reflected that the Fund had 17.8 months of reserve as of that date.

B. Delinquencies

Ms. Cochran reviewed the most recent report of outstanding delinquencies.

Mr. Lin reviewed the delinquency for Kelly Press. He stated that he has discussed potential resolutions with Kelly Press but has not received a response from Kelly Press's attorney. He said he will keep the Trustees updated on any response and would present any final settlement proposals for Trustee approval.

V. PROVIDER REPORT – KAISER

Mr. Chicoski reviewed the rate proposal provided by Kaiser prior to the meeting. The Trustees discussed the rate proposal, including a possible Request for Proposal.

The Trustees then welcomed Mr. Paul McCourt, Mr. Sam Abunassar, and Mr. Stephen Frein of Kaiser Permanente to the meeting.

Mr. McCourt reviewed the "Rate Proposal" report detailing Kaiser's renewal proposal effective March 1, 2025 broken out by plan option. The renewal proposal reflects a 9.4% increase in premiums. He explained that participant demographics substantially contributed to the rate increase.

After discussion, the Trustees thanked Mr. McCourt, Mr. Abunassar, and Mr. Frein for their report, and they were excused from the meeting.

The Trustees discussed the Kaiser proposal. Mr. Chicoski stated because the participant count remains below 100, Kaiser is not required to provide claims data and a manual rating is used in the renewal calculation, without any consideration of experience. The Trustees then

> **RESOLVED that Lakeshore should continue to pursue a lower rate with Kaiser, but that if a lower rate cannot be obtained, an RFP should be considered.**

Mr. Chicoski confirmed he would continue to work with Kaiser and inform the Trustees of any new developments.

Mr. Chicoski was thanked for his discussion and excused from the meeting.

VI. COUNSEL

Mr. Lin discussed final regulations recently issued concerning the mental health parity analysis that health funds must perform. He reported that he is reviewing whether the Fund may continue to rely on Kaiser's mental health parity analysis in light of the new regulations.

VII. OTHER FUND BUSINESS

A. Retirees – Medicare Rates

Ms. Cochran reported receipt of the retiree rates for the Kaiser Medicare plans effective January 1, 2025. Compared to the previous year, she stated the renewal reflects a 2.0% increase in premium for "Plan C++" and a 5.0% increase for "Plan A".

B. Positive Pay

Ms. Cochran reviewed an ACH positive pay program offered by PNC. She stated the program detects fraudulent ACH transfers at the point of presentation and prevents the transfer from being processed. Ms. Cochran stated PNC recommended applying the program to both accounts. She reported that PNC estimated a monthly fee of $20.00 for the services.

The Trustees requested that Ms. Cochran research whether fraudulent ACH transactions are covered under the Cyber Liability policy and that she request additional information from PNC related to the program.

C. Notice of Creditable Coverage

Ms. Cochran reported the Notice of Creditable Coverage was mailed to Plan participants on October 4, 2024.

D. Women's Health Cancer Rights Act Notice ("WHCRA")

Ms. Cochran said the WHCRA notice was mailed to Plan participants on October 4, 2024.

E. Fiduciary Liability Renewal

Ms. Cochran reported that the policy will renew October 16, 2024 for a one-year period with no change in premium. Ms. Cochran stated that the waiver of recourse letters were sent to the Trustees via email.

F. International Foundation Employee Benefits Plan ("IFEBP")

Ms. Cochran reported receipt of the 2025 membership with the International Foundation of Employee Benefit Plans. She said the annual fee is $1,195.

VIII. NEXT MEETING DATE AND LOCATION

The Trustees scheduled the next regular Board meeting to be held January 15, 2025 commencing at 10:00 a.m. via Zoom.

The Trustees also agreed to hold a special meeting on November 13, 2024, to review the status of the Kaiser renewal and to discuss whether the Fund should continue to explore the feasibility of a merger and if so, what steps should be taken.

IX. ADJOURNMENT

There being no further business, the meeting was adjourned.

Respectfully submitted,

Mark Poole, Secretary