Industry And Local 338
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Minutes of the Meeting of the Board of Trustees

Held on December 19, 2025
Via
Zoom

The following Trustees were present:

UNION TRUSTEES	**EMPLOYER TRUSTEE**
Dan Maldonado	Chris Palmer
Lori Polesel	

Also present were:

Alicia Cochran – Associated Administrators, LLC
Michele Domash – Cheiron
Rachel Grant – Associated Administrators, LLC
Elizabeth O'Leary, Esq. – Kauff McGuire & Margolis LLP
Amul Shah – Cheiron

I. CALL TO ORDER

The meeting was called to order at 1:02 p.m.

II. CONSULTANT'S REPORT

Ms. Domash and Dr. Shah presented Cheiron's report, Contribution Planning and Impact on Reserves.

Ms. Domash reviewed the updated asset levels through June 30, 2025, at $6.43 million. This compared to projected assets of $6 million, with an improvement in the Plan's financial status. In the last year, the revenues, including investment income, were approximately break-even with paid expenditures. She stated that the Fund's reserve level measured in months declined to 21.4 months compared to 26 months two years ago.

Ms. Domash outlined the projection scenarios evaluated, starting with a review of current employer contribution rates. The first scenario modeled the current rates and demonstrated that the Plan's financial status would deteriorate without future contribution increases.

Ms. Domash noted that other scenarios modelled included target rate increases of 10%, 15% and 20% for plan years 2026 onwards. A target rate assumes that all groups will ultimately contribute the same amount. She stated that, at a 10% increase, the Fund's reserve level declines to 16.7 months at the end of 2028. At 20%, the reserve level still declines but to 19.4 months, and at 15%, to 18 months on June 30, 2028.

Discussion ensued regarding 7% rate increase. Ms. Domash commented that a 10% increase is more in line with program trends and conducive to retaining the Plan's financial status. She commented on overall market trends and continued pressures for higher health care costs.

The Trustees discussed implementing a contribution policy which would require all employers to pay the same contribution rate. Ms. O'Leary recommended this approach.

III. ADJOURNMENT

With no further discussion, the meeting was adjourned at approximately 1:48 p.m.