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MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES OF THE PRESSMEN WELFARE FUND OCTOBER 1, 2021

The following Trustees were present:

UNION TRUSTEES	**EMPLOYER TRUSTEES**
Paul Atwill - Co-Chairman	Beth Swanson – Chairman (via videoconference)
Janice Bort	Jay Goldscher (via videoconference)
Dennis Larkin	

Also present were:

Ellen Boardman, Esq. - O'Donoghue & O'Donoghue, LLP
Ed Chicoski - Lakeshore Benefit Group Insurance Brokerage, LLC (via videoconference)
Joe Herishen – Calibre CPA Group
Kathy Phillips - Associated Administrators, LLC
Dawn Welch - Associated Administrators, LLC

I. CALL TO ORDER

A quorum being present, Chairman Swanson called the meeting to order at 12:30 p.m.

II. APPROVAL OF THE MINUTES

The Trustees reviewed the minutes of the regular meeting held June 11, 2021, which were circulated in advance of the meeting.

On MOTION made, seconded, and unanimously adopted, the Trustees

> **RESOLVED to approve the minutes of the regular Board meeting held on June 11, 2021, as written.**

III. FUND AUDITOR'S REPORT

The Trustees welcomed Joe Herishen from the Calibre CPA Group. Mr. Herishen reviewed the financial statement for the years ended December 31, 2020 and 2019 and reported that, in

Calibre's opinion, the financial statements present fairly, in all material respects, the financial status of the Plan as of December 31, 2020 and 2019, and the changes in its financial status for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Mr. Herishen reviewed the payroll audit status report as of September 29, 2021. H&H bindery and Linemark are completed. The H&W audit was delayed because the bookkeeper passed away and the records are in storage. Trustee Atwill advised that the company is now out of business and thus collection of any delinquencies discovered in an audit would be uncollectible. After discussion, the Trustees directed Mr. Herishen to take no further action with respect to the audit. Doyle and Caslon have been identified for the 2021 payroll audits.

The Trustees thanked Mr. Herishen for his presentation, and he was excused from the meeting**.**

IV. <u>ADMINISTRATIVE MANAGERS' REPORT</u>

A. <u>Financial Statement</u>

Ms. Welch reviewed the Administrative Managers' Report for July 2021. The period ending July 31, 2021, indicated a total income of $947,620 and total expenses in the amount of $1,022,890, resulting in a loss of $75,269. The Fund's net assets as of July 31, 2021 were $1,682,469.02.

B. <u>Delinquency Report</u>

There were no delinquent employers to report.

C. <u>CBA Report</u>

The Trustees reviewed the CBA Report. Trustee Atwill advised that the Local is currently in negotiations for the Doyle renewal.

D. <u>Invoices</u>

Ms. Welch presented a list of invoices paid from April 1, 2021, through July 31, 2021. She noted that there were no additions, deletions or changes to the list. The Trustees reviewed the list and determined that all invoices represent proper Fund expenses.

On MOTION made, seconded, and adopted, the Trustees

RESOLVED to approve the invoices paid from April 1, 2021, through July 31, 2021.

E. Investments

The Trustees reviewed the Fund's investments as of September 29, 2021. The Fund's assets include Certificates of Deposit totaling $300,000.00 and cash in the Operating Account totaling $306,948.85. The assets also include the Fidelity Spartan 500 Index Fund, with a balance of $847,226.03. The Trustees reviewed the investment return report for the Fidelity Spartan 500 Index Fund – Investor Class.

Ms. Welch noted that the Fund's asset allocation is 54.51% in the Fidelity Spartan 500 Index Fund, 19.30% in Certificates of Deposit, 6.43% in Money Market and 19.75% in cash.

On MOTION made and seconded, and unanimously approved, the Trustees

RESOLVED to approve the Financial Report as presented.

V. BROKER REPORT – DENTAL PLAN PROPOSALS

The Trustees welcomed Mr. Chicoski from Lakeshore Benefit Group to the meeting via videoconference.

Following Aetna's purchase of Group Dental Insurance Services of MD, Inc., the Trustees had requested Mr. Chicoski to solicit bids to evaluate Aetna's proposal to replace the GDS plan.
Mr. Chicoski presented a report that contained competitive bids from Aetna, Dentegra, Guardian and Cigna (two options). All were compared to the existing Group Dental Services of MD, Inc. Plan annual premium of $33,222. Aetna proposed an 11.8% increase ($37,142.40) in the current premium. The Aetna Plan allowed the participants an option of a DHMO or a PPO Plan. Cigna Option One proposed a 20.57% decrease ($26,389.80) in the current premium. Cigna Option Two proposed a 1.35% increase ($33,670.08) in the current premium, Dentegra proposed a 73.35% increase ($57,591.00) in the current premium, Guardian proposed a 17.37% increase ($38,992.32) in the current premium. Aetna provided a one-year rate guarantee. The of the carriers proposed. a 2-year rate guarantee.

The Trustees requested that Mr. Chicoski contact Aetna to determine if they would extend the rate guarantee to 2 to 3 years and provide a member disruption analysis.

The Trustees thanked Mr. Chicoski for his presentation and excused him from the meeting.

VI. FUND COUNSEL REPORT

Ms. Boardman reported on certain requirements related to the Consolidated Appropriations Act of 2021 (CAA). The purpose of this new law is to provide transparency and protection for consumers. The No Surprises Act (NSA) protects against surprise balance billing for emergency services provided by out-of-network providers, non-emergency services provided at an in-network facility by an out-of-network provider, and out-of-network air ambulance services.

Ms. Boardman noted that changes will have to be made to the Summary Plan Description once Kaiser confirms they have implemented all the requirements as outlined in the No Surprises Act. She noted that the Administrative Manager has reached out to Kaiser for confirmation that Kaiser will be fully compliant with the requirements of the CAA as well as the requirements of the Mental Health Parity and Addiction Equity Act. This includes notices to the Members. Counsel and the Administrative Manager will continue to press Kaiser for the required information to ensure compliance with the new laws.

VII. OTHER FUND BUSINESS

Ms. Welch presented the following:

A. Summary of Material Modification ("SMM") #11

The SMM regarding the employee premium subsidy for July, August and September 2021 was mailed to participants on June 15, 2021.

B. SMM #12

The Notice of Open Enrollment and Schedule A: Plan of Benefits Summary for October 1, 2021, to September 30, 2022, were mailed to Plan participants on September 1, 2021.

C. Kaiser Policy Renewal

The Trustees, via email poll on August 31, 2021, unanimously approved the Kaiser Renewal Proposal that included a 3.5% increase in premium and replacing the Minimum Value Plan with the Virtual Forward Minimum Value Plan.

VIII. <u>NEXT MEETING DATE AND LOCATION</u>

The next regular meeting of the Board of Trustees was scheduled for Friday, January 28, 2021, at 12:30 p.m., with the location to be determined.

IX. <u>ADJOURNMENT</u>

There being no further business to come before the Board of Trustees, the meeting was adjourned at 2:17 p.m.

Respectfully submitted,

H. Beth Swanson, Chairman

Paul Atwill, Co-Chairman