

Northern Minnesota-Wisconsin Area Retail Clerks Fringe Benefit Funds

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SUMMARY OF MATERIAL MODIFICATIONS

The Board of Trustees has amended the Plan Document and Summary Plan Description (“SPD”). This notice summarizes the changes to the SPD and the effective dates of the changes.

Effective August 1, 2025

Effective with respect to claims processed August 1, 2025, or later, office visit claims billed in connection with preventive care visit claims are exempt from the Plan’s exclusion for multiple same-day same-provider visits.

Effective January 1, 2026

Beginning in 2026, the State of Minnesota will provide a paid leave program for employees who work at least 50% of the time in Minnesota (“Minnesota Paid Leave”). In summary, eligible employees may take up to 12 weeks of paid time off for both medical reasons and to care for others. The wage replacement amount varies, but it is generally 50% to 90% of your average earnings. The benefit is administered by the State of Minnesota and all payments come from the State. Employers are required to continue healthcare coverage when an employee qualifies for Minnesota Paid Leave. For more information on the Minnesota Paid Leave program, visit mn.gov/deed/paidleave/employees.

The Fund’s Weekly Disability Benefit provides the following benefits to eligible Plan A participants under the care of a Physician:

- 50% of your average gross weekly earnings, up to \$325 per week (gross amount) if you are unable to work due to a non-work related disabling illness or injury.
- Payments continue for up to a maximum of twenty-six weeks.
- Benefit payments begin on the first day of disability due to injury. Benefits begin on the fourth day of disability due to illness.

Effective January 1, 2026, the Board of Trustees modified the Weekly Disability Benefit to coordinate with Minnesota Paid Leave. The modifications are as follows:

- If you are disabled and eligible for Minnesota Paid Leave, you must first apply for the Minnesota Paid Leave benefits. The Fund will not pay you Weekly Disability Benefits while you are eligible to receive payments from Minnesota Paid Leave.
- If you continue to be disabled after you exhaust Minnesota Paid Leave benefits, the Fund will pay you Weekly Disability Benefits for up to an 14 additional weeks. (for a maximum total of 26 weeks of benefits between Minnesota Paid Leave and the Fund).

- Note that it is possible for you to meet the definition of disabled under Minnesota Paid Leave, but not meet the definition of disabled under the Fund's Weekly Disability Benefit. Eligibility for Minnesota Paid Leave does not automatically qualify you for disability benefits from the Fund, which will continue to apply its definition of disabled to determine if you are eligible for disability benefits from the Fund.
- If you are not eligible for Minnesota Paid Leave, the Fund's Weekly Disability Benefit will remain unchanged for you.
- You may not receive benefits under the Weekly Disability Benefit and Minnesota Paid Leave for the same period of leave. If you receive benefits from both programs for the same period, you are liable to pay the Fund the amount you improperly received under the Weekly Disability Benefit plus any costs the Fund incurs to collect. The Fund may take any lawful action to recover including, without limitation, offsetting benefits that are otherwise payable or bringing a lawsuit. The Fund is entitled to recover regardless of whether you intentionally received duplicative benefits. If you receive benefits from both programs for the same period, you must contact the Fund Office immediately to stop your benefits under the Weekly Disability Benefit.
- You must contact the Fund Office promptly at (218) 728 4231 or (877) 752-3863 when you take leave that may qualify for eligibility under Minnesota Paid Leave or the Weekly Disability Benefit. You must promptly provide information and documentation requested by the Fund Office in connection with Minnesota Paid Leave and the Weekly Disability Benefit.
- Nothing in this Summary of Material Modification changes the provisions of the Benefits Booklet regarding the federal Family and Medical Leave Act ("FMLA"). A contributing employer may still make contributions to the Fund for an employee's FMLA leave when the employer determines such contributions are required by law. Contributing employers must determine their responsibilities with respect to periods of leave that may qualify under both Minnesota Paid Leave and FMLA.
- The changes to the Weekly Disability Benefit described in this Summary of Material Modifications do not apply to benefits for a disabling injury or illness that occurred or commenced before January 1, 2026.

Please retain this notice with your current copy of the Plan Document and Summary Plan Description. If you have any questions about the Plan, contact the Fund Office at (218) 728 4231 or (877) 752-3863. Except as expressly described in this SMM, the terms of the SPD are unchanged. This Summary of Material Modification provides only highlights of recent changes to the Plan Document and Summary Plan Description. This SMM will be disregarded for purposes of administering the SPD. Contact the Fund Office for a copy of the SPD and all amendments. The Trustees reserve the right to amend, modify or terminate the SPD at any time.

REMINDER: If your address, telephone number, or email address has changed, or if you have married, divorced, had a child, or had a similar event, contact the Fund Office at (218) 728 4231 or (877) 752-3863 to update your contact, dependent, or beneficiary information.