



HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT/AFL-CIO  
RETIREE MEDICAL TRUST  
140 SYLVAN AVENUE – SUITE 303, ENGLEWOOD CLIFFS, NJ 07632  
PHONE (201) 947-8000 • FAX (201) 947-9192

### NOTICE OF PLAN AMENDMENT

**TO:** Plan Participants; Health Professionals and Allied Employees, AFT/AFL-CIO  
("HPAE"), Retiree Medical Trust

**FROM:** Board of Trustees, HPAE Retiree Medical Trust

**RE:** Prevention of Assignment of Benefits and Rights  
(Amendment No. 10 to the Medical Expense Reimbursement Plan)

**DATE:** March 2016

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You are a participant in the Medical Expense Reimbursement Plan (the "Plan") of the HPAE Retiree Medical Trust (the "Trust"). This Notice contains important information about your rights and benefits under the Plan. Please file it with your important documents.

The Board of Trustees recently adopted Amendment No. 10 to the Plan. This Notice summarizes the Amendment, which became effective January 25, 2016.

Prohibition of Assignment of Benefits and Rights. To protect your right to receive your benefits from this Plan, the Trustees have added provisions to the Plan prohibiting (by making void) any attempt by a creditor of a participant from suing the Plan. The provisions also prohibit any attempt by a participant to assign his or her rights and benefits under the Plan to medical providers or any other entity. This Plan will only pay benefit claims to a Plan Beneficiary, not to any other entity or individual (except a legal representative appointed by a court).

You may view Amendment No. 10 on the Trust's webpage at [www.hpae.org/members/retiree](http://www.hpae.org/members/retiree). If you would like to receive a hard copy of the Amendment, or if you have any questions, please don't hesitate to call Tara Carter at (201) 947-8000.

*NOTE: This Notice serves as the Summary of Material Modifications, as required by the Employee Retirement Income Security Act of 1974 (ERISA), and as such, is designed to explain recent changes made to the Medical Expense Reimbursement Plan (the "Plan"). However, this Notice does not provide all the details and limitations of the Plan. Exact specifications are provided in the "Medical Expense Reimbursement Plan of the Health Professionals and Allied Employees, AFT/AFL-CIO Retiree Medical Trust," effective August 1, 2014 (Dr. 4/10/14), and as amended thereafter, which will prevail in case of conflict with this Notice.*



**AMENDMENT NO. 10**  
to the  
**MEDICAL EXPENSE REIMBURSEMENT PLAN**  
of the  
**HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT/AFL-CIO**  
**RETIREE MEDICAL TRUST**

The Board of Trustees of the Health Professionals and Allied Employees, AFT/AFL-CIO Retiree Medical Trust does hereby amend the "Medical Expense Reimbursement Plan, restated, effective August 1, 2014" (the "Plan," 4/10/14 Dr.).

1. Under **Article 3. Benefits**, Section 3.6(b) is deleted and replaced to read as follows:

"(b) If the Trust Office grants coverage on the Beneficiary's claim, all Plan benefits are personal to the Beneficiary and payable only to the Beneficiary, except as provided in subsection 3.6(g) regarding Beneficiary deemed to be incompetent."

2. Under **Article 3. Benefits**, Section 3.6(g) is deleted and replaced to read as follows:

"(g) If a Beneficiary is deemed to be incompetent by a lawful judicial forum, then the Trust Office may pay any benefit claims payment to the person that the judicial forum has appointed as the Beneficiary's representative. The Trustees shall not be under any duty to oversee the application of funds so paid, and receipt by the Beneficiary's representative shall be full acquittance to the Trustees, the Trust Office, and the Plan."

3. Under **Article 3. Benefits**, new Section 3.7 is inserted to read as follows:

**"3.7 Prohibition of Assignment and Protection from Creditors.**

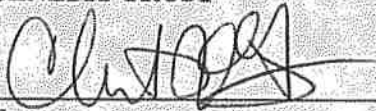
(a) **No Assignment or Encumbrance of Benefits.** No benefit payment under this Plan shall be subject in any way to assignment, alienation, sale, transfer, pledge, attachment, garnishment, or encumbrance of any kind. Any attempt by the Employee or Beneficiary, or any other person or entity, to assign, alienate, sell, transfer, pledge, attach, garnish, or encumber the benefits or monies due from this Plan, whether for current or future benefits, shall be void. The Plan shall not honor any direct or indirect arrangement, whether revocable or irrevocable, whereby a person or entity acquires or receives from an Employee or Beneficiary any right or interest under this Plan for part or all of the Employee's or Beneficiary's current or future benefit payments. Any such arrangement shall be void under this Plan.


(b) **No Assignment of Rights under Law.** Any attempt by the Employee or Beneficiary, or any other person or entity, to assign, alienate, sell, transfer, pledge, attach, garnish or encumber the Employee's or Beneficiary's rights under this Plan shall be void, including, but not limited to, the right to bring any action in court, file a lawsuit or appeal a coverage determination, the right to enforce rights or eligibility under the Plan, the right to benefits or eligibility under the Plan, the right to clarify rights to future benefits or eligibility under the Plan, and the right to request copies of Plan documents or annual reports. The Plan shall not honor any direct or indirect arrangement, whether revocable or irrevocable, whereby a person or entity acquires or receives from an Employee or Beneficiary any such right. Any such arrangement shall be void under this Plan.

(c) Protection of Benefits from Creditors. The Plan and Trust Fund are exempt from all claims from creditors or other claimants and from all orders, decrees, garnishments, executions, and legal processes or proceedings, except in connection with qualified medical child support orders or qualified domestic relations orders."

Adopted by the Board of Trustees on this 25<sup>th</sup> day of January, 2016, and effective as of such date.

**For the BOARD OF TRUSTEES  
HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT/AFL-CIO  
BENEFIT TRUST**

  
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Trustee  
Christine P. D. Heaven  
\_\_\_\_\_  
Print name  
1/25/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Trustee  
Mike Stoff  
\_\_\_\_\_  
Print name  
1/25/16  
\_\_\_\_\_  
Date