



EMPLOYEE PAINTERS' TRUST

October 2025

NOTICE TO ALL SIGNATORY EMPLOYERS

As a contributing employer to the Employee Painters' Trust Health & Welfare Fund ("EPT" or "Trust"), you may be required by Federal and/or State Law to maintain existing health benefits for your employees who are on family or medical leave subject to Federal and/or State Law, including the Federal Family and Medical Leave Act (FMLA) and similar state laws. This Notice is not legal advice. It is your responsibility to determine if such contributions are required under Federal and/or State Law.

If you are required to do so under Federal and/or State Law, the following Notice provides instructions for determining the amount to be paid to EPT to maintain health benefits while an employee is on family or medical leave under Federal and/or State Law. This Notice replaces all prior notices on the subject, effective October 1, 2025. If you have any questions about which Plan or contribution obligation applies to your affected employee, please contact the Trust Office.

HOURLY PLANS:

For all Hourly Plans: Employers shall pay EPT contributions at the hourly rate established by their collective bargaining agreement for eight (8) hours per day while an employee is on family or medical leave, *if required by state and/or federal law*, up to one hundred twenty-five (125) hours per month for the employee for each month in which the employee is on such leave. For partial months in which the employee is on family or medical leave, the Employer shall report and pay contributions for the greater of actual hours worked or one hundred twenty-five (125) hours per month.

For Allied Metal – Residential "Dollar Bank" Plan (Sheet Metal Workers Local Union 55 and Paint Makers Local Union 1094 employers): Employers shall pay EPT contributions at the hourly rate established by their collective bargaining agreement for eight (8) hours per day while an employee is on family or medical leave, *if required by state and/or federal law*, up to one hundred forty-five and twenty-eight one hundredths (145.28) hours per month for the employee for each month in which the employee is on such leave. For partial months in which the employee is on family or medical leave, the Employer shall report and pay contributions for the greater of actual hours worked or one hundred forty-five and twenty-eight one hundredths (145.28) hours per month.

Please note that the minimum number of hours set forth above is based on the effective rate and required dollar bank effective July 1, 2025. The minimum number of hours required for a month of coverage is subject to change when the hourly contribution rate changes. Please contact your Trust Office after July 1st of each year to confirm the minimum hours required for employees on family or medical leave.

FLAT RATE PLANS:

For Associate/Non-Bargaining Employees: Employers shall pay EPT contributions at the current monthly premium rate for Associate/Non-Bargaining Flat Rate employees, *if required by state and/or federal law*, for any month (in whole or in part) in which an employee is on family or medical leave.

For Allied Metal – Commercial Flat Rate Employees (former Allied Metal Crafts Plan, Sheet Metal Workers Local Union 55, Sheet Metal Workers Union Local 66, and Paint Makers Local Union 1094): Employers shall pay EPT contributions at the current monthly premium rate for Allied Metal – Commercial Flat Rate employees, *if required by state and/or federal law*, for any month (in whole or in part) in which an employee is on family or medical leave. *Please note that some employers have a different hourly requirement for coverage under this Flat Rate Plan. Please refer to your specific agreement if there are any questions regarding the required hours for coverage.*

RESOURCES:

As a courtesy, the following resources are provided to Employers for more information on requirements on the FMLA and PFLA. These links are being provided as a convenience and for informational purposes only; they do not constitute an endorsement or an approval by EPT of any of the products, services or opinions of the corporation or organization or individual. The Library of Congress bears no responsibility for the accuracy, legality or content of the external site or for that of subsequent links. Contact the external site for answers to questions regarding its content.

To determine if you are required to continue Health coverage for employees covered under FMLA, please visit: <https://www.dol.gov/agencies/whd/fmla/faq>

Washington State Employers, to determine if you are required to continue Health coverage for employees covered under the Paid Family & Medical Leave Act, please visit: <https://www.paidleave.wa.gov/employers>

Oregon State Employers, to determine if you are required to continue Health coverage for employees covered under the Oregon Family Leave Act, please visit: <https://www.oregon.gov/boli/workers/Pages/oregon-family-leave.aspx>

Alaska State Employers, to determine if you are required to continue Health coverage for employees covered under the Alaska Family Leave Act, please visit: <https://doa.alaska.gov/dop/AbsenceManagement/familyLeave/>

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