

U. A. LOCAL NO. 159 HEALTH AND WELFARE PLAN
(As Revised September 1, 2019)

FIRST AMENDMENT

Pursuant to the authority conferred on them by Article IV, Section 4.4.01 of the U. A. Local No. 159 Health and Welfare Trust Fund Trust Agreement of July 1, 1996, the Board of Trustees, meeting on the 17th day of December, 2019, amended the following section of the Plan as indicated, to be effective immediately except as otherwise indicated below, and authorized the Chairman and Co-Chairman to authenticate the same by affixing their names hereto:

1. Effective January 1, 2020, amend Article I, Section B.7 in its entirety to state as follows:

7. Domestic Partner Defined. Domestic partner shall be defined pursuant to section 297 of the California Family Code and shall be registered with the California Secretary of State.

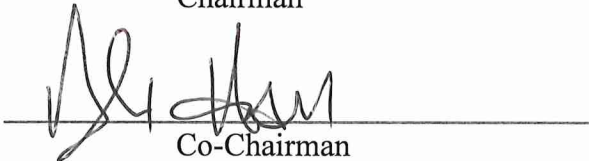
Notwithstanding any other provision of the Plan, domestic partners and their children are eligible for benefits under the Plan on the same basis as other qualified dependents.

In addition, as part of the Plan's coverage of domestic partners, this Plan pays the incidental federal employment payroll taxes relating to such coverage, in accordance with governing IRS and U.S. Department of Labor rulings.

IN WITNESS of the adoption of this amendment, the Chairman and Co-Chairman hereby subscribe their names, on the date indicated.


Chairman

Date: 12/17/2019


Co-Chairman

Date: 12/19/19