

U. A. LOCAL NO. 159 HEALTH AND WELFARE PLAN

(As Revised September 1, 2019)

THIRD 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 24th day of June, 2020, 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. Amended Article VI, Section B, Rule 2 in its entirety to state as follows:

2. Other Plan Premiums.

- a. Any employee may use his or her HRA to make Self-Payments for his or her coverage under this Plan, when otherwise eligible to make Self-Payments.
- b. An employee may use his or her HRA to pay for COBRA coverage under this Plan.
- c. A surviving spouse or surviving eligible dependent of an employee may use the employee's HRA to make monthly payments required for Plan survivor benefits, or to pay premiums for COBRA coverage under this Plan based on the death of the employee as the qualifying event. If the eligible dependent(s)' Plan survivor coverage or COBRA continuation coverage period ends before the employee's HRA is exhausted, that Account may be used to pay for extended coverage for the employee's dependent(s), at the COBRA continuation coverage rate, until the earlier of the following times:
 - i. the HRA is exhausted;
 - ii. other coverage becomes available (including, but not limited to, coverage through Medicare or through another group health plan); or
 - iii. in the case of a surviving child, the child attains the applicable limiting age under the plan.

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


Chairman

Date: 6/25/2020

Co-Chairman

Date: _____

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 - ii. other coverage becomes available (including, but not limited to, coverage through Medicare or through another group health plan); or
 - iii. in the case of a surviving child, the child attains the applicable limiting age under the plan.

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

_____	Date: _____
Chairman	
_____	Date: 6/24/2020
Co-Chairman	

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