

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

FIFTH 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 25th day of November, 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 I, Section C, Rule 1(b) and (c), to read in their entirety as follows:

1. Medical Benefits.

b. Effective for claims incurred January 1, 2014 through December 31, 2021, employees enrolled in the Blue Shield of California Out-of-Area PPO plan shall be eligible for reimbursement of the amount of out-of-pocket costs that they incur and pay resulting from the co-insurance requirement under the PPO plan, in excess of \$300 for an individual and \$600 for a family, up to the applicable out-of-pocket maximum amount.

c. Effective for claims incurred January 1, 2013 through December 31, 2021, active employees shall be eligible for reimbursement of the amount of out-of-pocket costs that they incur and pay resulting from the co-insurance requirement under the Plan's insurance carriers, in excess of \$300 for an individual and \$600 for a family, up to the applicable out-of-pocket maximum amount.

2. Amended Article II, Section C, Rule (c), to read in its entirety as follows:

C. Benefits provided

c. Effective for claims incurred January 1, 2013 through December 31, 2021, retired employees who are not Medicare-eligible shall be eligible for reimbursement of the amount of out-of-pocket costs that they incur and pay resulting from the co-insurance requirement under the Plan's insurance carriers, in excess of \$300 for an individual and \$600 for a family, up to the applicable out-of-pocket maximum amount.

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

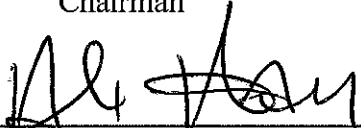
Thomas Lawson
Chairman

Date: 11/30/2020

Co-Chairman

Date: _____

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

Chairman


Co-Chairman

Date: _____

Date: 11 / 27 / 2020