

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

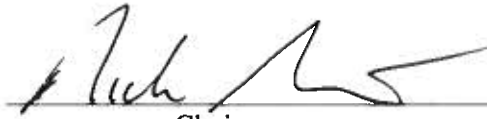
SEVENTH AMENDMENT

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 August, 2022, 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:

I. Amend Article VI, Section C Rule 4 in its entirety to state as follows:

4. The HRA of any employee shall be forfeited if he or she has a permanent break in service under the U. A. Local No. 159 Defined Benefit Plan, such that he or she shall never be eligible for benefits under that Plan. For employees who have never had contributions made on their behalf to the U.A. Local No. 159 Defined Benefit Plan or have never performed at least 300 hours of covered employment in a Plan Year in the U.A. Local No. 159 Defined Benefit Plan, the HRA contributions shall be forfeited if he or she has not been an active employee at any time in the last five (5) plan years.

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



Chairman

Date: 8/26/2022

Co-Chairman

Date: _____

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

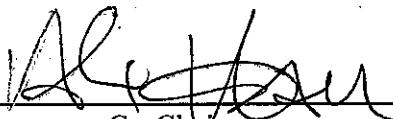
SEVENTH AMENDMENT

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 August, 2022, 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. Amend Article VI, Section C Rule 4 in its entirety to state as follows:

4. The HRA of any employee shall be forfeited if he or she has a permanent break in service under the U. A. Local No. 159 Defined Benefit Plan, such that he or she shall never be eligible for benefits under that Plan. For employees who have never had contributions made on their behalf to the U.A. Local No. 159 Defined Benefit Plan or have never performed at least 300 hours of covered employment in a Plan Year in the U.A. Local No. 159 Defined Benefit Plan, the HRA contributions shall be forfeited if he or she has not been an active employee at any time in the last five (5) plan years.

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: 8/26/2022