

AMENDMENT #14
to the
ARIZONA PIPE TRADES HEALTH AND WELFARE TRUST FUND
Summary Plan Description (SPD)/Plan Rules and Regulations
for Active Employees and Non-Medicare Retirees
Amended, restated and effective June 1, 2018

Effective January 1, 2023, the Summary Plan Description/Plan Rules and Regulations are amended as noted below:

The Eligibility Information section is amended to add the text in italics:

Eligibility:

For Active employees (including non-bargaining alumni) eligible as of October 2006, eligibility for the benefits provided by the Health and Welfare Plan is earned under the “Hour Bank Plan.” The Hour Bank Plan is a system under which an Active Employee’s hours worked for a contributing employer are accumulated for credit in an Hour Bank account, much in the same manner as funds are accumulated in a savings account. Under this Plan, it is possible to accumulate as much as:

- a) Up to 1,120 hours (eight months of paid-up eligibility with a 140 hours per month charge off) for hours worked prior to November 1, 2016, for Employees who have contributions made on their behalf at the rate established in the Working Agreements for Building Trades Journeyman rate (not including the Retiree Health Reimbursement Account (HRA) contribution);
- b) Up to 700 hours (five months of paid-up eligibility with a 140 hours per month charge off) beginning with hours worked on or after November 1, 2016, for Employees who have contributions made on their behalf at the rate established in the Working Agreements for Building Trades Journeyman rate (not including the Retiree Health Reimbursement Account (HRA) contribution). Effective January 1, 2023, through June 30, **2024 2025**, “hours worked” shall include actual hours, not to exceed 40 hours in any week, that an Indentured Apprentice attended the day-time training program administered by the Arizona Pipe Trades Joint Apprenticeship Committee.
- c) Employees whose Hour Banks exceeded 700 hours as of November 1, 2016, will not forfeit those excess hours, but will be subject to the new 700-hour bank maximum once the Employee’s hour bank is less than the new 700-hour maximum.
- d) Up to 450 hours (three months of paid-up eligibility with a 150 hours per month charge off) for Employees who have contributions made on their behalf at less than the rate established in the Working Agreements for Building Trades Journeyman rate (not including the Retiree Health Reimbursement Account (HRA) contribution).

Article II: Eligibility for Benefits, Section 2 Eligibility Provisions, subsection (a)(2) is amended to add the text in italics and delete the text in strike through:

- (2) **An Hour Bank** is an account of hours established for each Active Employee, and includes all hours credited thereto less all hours deducted therefrom, as provided below:
 - a. Subject to the maximum set forth in item C of this Subsection (2), all hours worked by an Active Employee (including non-bargaining alumni) for one or more contributing employers shall be credited to the Active Employee’s Hour Bank.

- b. Hours of work credit shall be deducted from an Active Employee's Hour Bank for each month of eligibility at the rate of **150 hours** per month for the first 24 continuous months of eligibility and **140 hours** per month thereafter.
- c. The maximum balance in an Active Pipe Trades Employee's Hour Bank shall be **700 hours (up to 1,120 hours) after** the 150 or 140-hour deduction has been made for the current month's eligibility. An active Pipe Trades Employee is an individual who is having contributions made on his/her behalf at the Building Trades Journeyman rate. An Employee classified as a Metal Trades Journeyman, who is having contributions made on his/her behalf at the Building Trades Journeyman rate (not including the Retiree Health Contribution) shall accumulate an hour bank of 700 hours. All other Metal Trades Employees shall be eligible for a maximum balance of 450 hours after the current month's eligibility has been deducted.
- d. Effective January 1, 2017, members that currently have in excess of 700 hours will not forfeit the excess hours and instead will be subject to the new hour bank maximum once their hour bank is less than the 700-hour maximum.
- e. Non-bargaining non-alumni employees who first became eligible after 2006 do not have hour bank eligibility and instead, eligibility is determined on a month to month basis.
- f. Effective January 1, 2023, through June 30, **2024 2025**, an Indentured Apprentice shall be credited for actual hours, not to exceed 40 hours for any week, that the apprentice attended the day-time training program administered by the Arizona Pipe Trades Joint Apprenticeship Committee.

This Amendment #14 to the 2018 Arizona Pipe Trades Health & Welfare Trust Summary Plan Description/Plan Rules and Regulations for Active Employees and Non-Medicare Retirees was duly adopted by the Board of Trustees at a meeting held on September 26, 2024.



Chairman



Secretary