

AMENDMENT #1
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 April 1, 2025

Effective December 4, 2025, the Summary Plan Description/Plan Rules and Regulations are amended as noted below:

The Eligibility Information section is amended to delete the text in strikethrough and 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:

1. 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);
2. 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, ~~2025~~ 2027, “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.
3. 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.
4. 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, subsection (a)(2), is amended to delete the text in strikethrough and add the text in italics:

- (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 Paragraph (C) of this Subsection (a)(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, ~~2025~~ **2027**, 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.

Article II: Eligibility for Benefits, Section 2, subsection (a)(5), is amended to delete the text in strikethrough and add the text in italics:

- (5) **Temporary eligibility change, effective for participants dispatched for work between July 1, 2021, through ~~December 31, 2025~~ **June 30, 2027**, only:** Except for first-year apprentices, New Active Employees, as defined below, will have 340 hours advanced to their hour bank (an "hour bank loan") in their first month of work. Coverage will then begin the first of the month following the month employment began. Each month, any hours worked will apply first toward the minimum 150 hours required to maintain eligibility. Any excess will be applied to repay the member's hour bank loan.

- (A) In order to qualify as a New Active Employee, one must:
- (i) Be dispatched to work in the jurisdiction of the Plan by Local 469 to a Contributing Employer between June 1, 2021, and ~~December 31, 2025~~ **June 30, 2027**;
 - (ii) Not have any Covered Hours under or participated in the Plan in the 24 months prior to dispatch and beginning employment; and
 - (iii) Have had employer sponsored medical coverage in the month of or prior to dispatch by Local 469.
- (B) Exceptions and Limitations:
- (i) If the hour bank loan is not fully repaid after 24 months of the New Active Employee's month of initial eligibility, then the obligation to repay the hour bank loan will end and any remaining hour bank loan hours will be cancelled. At that point, the member must satisfy the continuing eligibility requirements under the Plan in order to continue coverage.
 - (ii) If during the first 12 months of coverage a New Active Employee loses Plan coverage and has an outstanding hour bank loan, the loan and banked hours will be cancelled. In order to have coverage reinstated, the member must reestablish Initial Eligibility by working at least 150 Covered Hours within three consecutive months.
 - (iii) The Plan must follow the National Reciprocity Agreement; so, if your home local is not Local 469 you are ineligible for the loan or for any other Plan coverage.
 - (iv) All other provisions of the Plan, including those on establishing and continuing eligibility, continue to apply. The Board of Trustees reserves the right to extend or terminate this eligibility provision under the Plan at any time, and may take action to terminate, replace or amend any part of the Plan.

This Amendment #1 to the 2025 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 effective December 5, 2025.

Darrell Fox

Chairman

Dean Van Kirk

Secretary