

AMENDMENT NUMBER 5
TO THE JANUARY 1, 2020, RESTATEMENT OF THE
RULES AND REGULATIONS
OF THE
CEMENT MASONS AND PLASTERERS
HEALTH AND WELFARE TRUST FOR
SOUTHERN NEVADA

The Rules and Regulations of the Cement Masons and Plasterers Health and Welfare Trust for Southern Nevada (restated January 1, 2020), are hereby amended effective January 1, 2024, as follows:

PART 1, ELIGIBILITY AND ENROLLMENT, is amended to delete the lined-out text and add the underlined text shown below.

A. Active Employees.

2. **Bargaining Unit Employees.** Your Eligibility is based on your Hour Bank. The “Hour Bank” is a system where your hours (reported by your Employer) are accumulated in an Hour Bank account established for you by the Administrator of the Plan. This system works very much like the way one might save money in a savings account.
 - d. Once you have qualified for coverage, you will then receive a month of coverage for each month for each unit of 100 hours (the number of hours required for one month of coverage) in your account in excess of the 320 hours required for initial Eligibility. You will be permitted to build up a maximum reserve accumulation of ~~600~~ 800 hours, after having deducted the current month’s charge for coverage. This reserve is intended to carry your coverage through any period of unemployment. If you have no “reportable hours” for a period of 12 consecutive months, you will lose your credit for any Hour Bank reserve that is less than 100 hours, or any accumulation of hours if you have never qualified for Eligibility. If your employer has not reported your hours worked and contributions paid to the Administrator, you are able to provide proof of hours of covered work to the Administrator’s Office to obtain Eligibility. You need to provide your check stubs that reflect hours worked to the Administrator.
 - f. Example 3. If you worked 110 hours in June, 120 hours in July and 130 hours in August, for a total of 360 hours:

Total would start on October 1	360
Eligibility for October	<u>-100</u>
Reserve	260
Then you worked 90 hours in September	<u>+90</u>
	350
Eligibility for November	<u>-100</u>
	250

Each month add the hours worked and subtract 100 hours for the next month following the reporting month. Your Employer should report your hours in the month immediately following the month you work them. You can accumulate up to a maximum of 600 800 hours in your Hour Bank reserve. The reserve hours will be used when you do not work at least 100 hours in a month.

All other terms and conditions of the Plan shall remain unchanged and in full force and effect.

Dated this 25th day of October, 2023.

Brenda Sturn
Chairman

Mark
Co-Chairman