

**AMENDMENT 2**  
**THIRD REVISED ELIGIBILITY RULES**  
**FOR THE**  
**SOLANO-NAPA COUNTIES ELECTRICAL WORKERS**  
**HEALTH & WELFARE PLAN**  
**(Revised and restated July 1, 2004)**

Whereas the Trustees of the Solano Napa Counties Electrical Workers Health and Welfare Plan desire to amend a provision of the Rules and Regulations and,

Whereas the Trust Agreement governing such amendments provides in Article 7, Sec. 7.1:

This Trust Agreement may be amended by the mutual signed agreement of the Union and NECA from time to time, and the Plan may be amended by the Trustees from time to time, in either cases effective as of any prior, current or future date, subject to the following limitations:

Therefore the Trustees hereby amend Section 2.1 (j0 to read as follows:

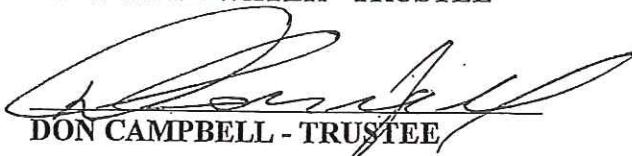
**2.1 (j) Family and Medical Leave Act**

The Family and Medical Leave Act (FMLA), effective August 5, 1993, requires an employer to maintain coverage under any group health plan for an employee on FMLA leave under the same conditions for which coverage would have been provided if the employee had continued working. Compliance with the requirements of the Family and Medical Leave Act to maintain coverage by submitting required contributions during a period of family or medical leave will be completely subsidized by the Plan. It remains the employer's responsibility to certify employee eligibility for and duration of FMLA.

Dated: 6-19-12

  
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DAN BROADWATER - TRUSTEE

Dated: 6-19-12

  
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DON CAMPBELL - TRUSTEE