

FIFTH AMENDMENT TO THE IRON WORKERS' LOCAL NO. 25
VACATION PAY FUND PLAN DOCUMENT

WHEREAS, the Board of Trustees of the Iron Workers' Local No. 25 Vacation Pay Fund may amend the Plan Document dated February 28, 2007 (Plan);

WHEREAS, the Trustees of the Iron Workers' Local No. 25 Vacation Pay Fund desire to amend the Plan Document;

NOW, THEREFORE, the Trustees amend the Plan Document as follows **effective** 2/1/16 ::

1. **Article III, Section 11, Hardship Distribution, is eliminated.**
2. **Article III, Section 12 is amended as follows:**

Section 2. Plan of Vacation Pay Payment. Payment of Vacation Pay shall be made on a semi-annual basis by check and distributed to the Employees as directed by the Trustees. The semi-annual distributions shall be made in June and December of each year. The June distribution shall include contributions for hours of work performed by the Employee from the preceding October through the end of March. The December distribution shall include all contributions made for hours worked by the Employee from the preceding April through the end of September. Notwithstanding, upon request an Employee may receive a distribution of amounts allocated to his/her account once per month (excluding the semi-annual distributions in June and December and the distributions for May and November are available only if requested during the first week of those months), subject to the deduction of reasonable expenses which otherwise would be taken on a semi-annual basis per Section 3, below.

This amendment has been adopted 1/27, 2016.

UNION TRUSTEES

B. D.
Cliff Miller
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EMPLOYER TRUSTEES

FW Miller
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