

**FIRST 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 is empowered to amend the Plan Document from time to time as needed by virtue of Article VIII of the Iron Workers' Local No. 25 Vacation Pay Fund Trust Agreement; and

WHEREAS, the Trustees of the Iron Workers' Local No. 25 Vacation Pay Fund now deem it advisable to amend the provisions of the Plan Document adopted on February 28, 2007;

NOW, THEREFORE, in an exercise of the powers reserved to them in Article VIII of the aforementioned Trust Agreement, the Trustees hereby amend the Plan Document effective May 1, 2008 as follows:

Article III, Section 11 shall be amended in part as follows:

Section 11. Hardship Distribution

The Plan Administrator, at the election of the Participant, shall direct the Trustees to distribute to any Participant 100% of his account prior to the semi-annual distribution date set forth in Section 2 of this Article, two times per distribution cycle calendar year for hardship as defined below. Distribution Cycle shall be defined as the period June through December of any given year and December through June of any given year.

...

IN WITNESS WHEREOF, the Board of Trustees has approved and adopted this Amendment to the Iron Workers' Local No. 25 Vacation Pay Fund Plan Document on this 7th day of May, 2008, to become effective as of May 1, 2008.

UNION TRUSTEES

James Hamric
Steve Gulak
George H. Young

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EMPLOYER TRUSTEES

Swamy
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