

**EIGHTH AMENDMENT TO THE AMENDMENT AND RESTATEMENT OF
IRON WORKERS' HEALTH FUND OF EASTERN MICHIGAN BENEFIT PLAN**

WHEREAS, the Trustees of the Iron Workers' Health Care Trust of Eastern Michigan desire to amend the Amendment and Restatement of the Iron Workers' Health Fund of Eastern Michigan Benefit Plan dated May 1, 2013 (Plan);

WHEREAS, the Trust authorizes the Trustees to amend the Plan from time to time;

NOW THEREFORE, the Plan is amended as follows:

1. Article 2, Section 2.11 is amended as follows effective September 1, 2022:

2.11 Termination of Coverage

The coverage for benefits provided by this Plan shall terminate the earlier of:

- (a) On the date the Plan is terminated; or
- (b) On the date the Covered Person ceases to be eligible for coverage under the terms of the Plan or;
- (c) Upon written notification from the Union, on the first date a covered Participant works for a noncontributing employer in the iron working industry. As of that date such individual will not be entitled to continue coverage by way of Bank or self-payments and will be offered COBRA continuation coverage only; or
- (d) Upon written notification from the Union, on the date a covered Participant first works for an employer who is not in the iron working industry if such individual is not available for work for a contributing Employer. Such individual will not be entitled to continue coverage by way of Bank or self-payments and will be offered COBRA continuation coverage only.

Notwithstanding sub-paragraph (d) above, upon application by such a Participant, the Trustees will approve work for a covered Participant who is not available for work for a contributing employer if he/she is not working in the iron working industry or for an employer who competes directly or indirectly with contributing Employers. In such case, the covered Participant's Bank will be frozen for 90 days. Such an affected Participant will not be able to self-pay and will be offered COBRA coverage. Within such 90 days, the affected Participant's Bank will be reinstated upon cessation of work for such noncontributing employer if the Participant immediately becomes available for work for a contributing employer. After 90 days, if the Participant does not cease such employment and become available for work for a contributing Employer, his/her Bank will terminate.

This Amendment was adopted on 11- 2, 2022.

UNION TRUSTEES

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EMPLOYER TRUSTEES

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