

**SECOND AMENDMENT TO THE AMENDMENT AND RESTATEMENT OF
IRON WORKERS' LOCAL NO. 25 PENSION PLAN**

WHEREAS, the Trustees of the Iron Workers' Local No. 25 Pension Fund desire to amend the Amendment and Restatement of Iron Workers' Local No. 25 Pension Plan dated December 18, 2013 (Plan);

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

NOW THEREFORE, the Plan is amended as follows effective December 18, 2013 to reinstate language inadvertently omitted:

1. Article III, Section 3.2 states as follows:

3.2 YEARS OF SERVICE FOR ELIGIBILITY AND VESTING

- (h) The Vested portion of any Participant's Accrued Benefit shall be a percentage of such Participant's Accrued Benefit determined on the basis of the Participant's number of Years of Service according to the following schedules:

Vesting Schedule for Bargaining Unit Participants Who Do Not Perform At Least One Hour of Service On or After May 1, 1999:

<u>Years of Service</u>	<u>Percentage of Accrued Benefit in Which Vested</u>
Less than 5 years	0%
5 Years	50%
6 Years	55%
7 Years	60%
8 Years	65%
9 Years	70%
10 Years	100%

Vesting Schedule for Bargaining Unit Participants Who Perform at Least One Hour of Service On or After May 1, 1999:

<u>Years of Service</u>	<u>Percentage of Accrued Benefit in Which Vested</u>
Less than 5 years	0%
5 Years	100%

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Vesting Schedule for Non-Bargaining Unit Participants

<u>Years of Service</u>	<u>Percentage of Accrued Benefit in Which Vested</u>
<u>Less than 5 years</u>	<u>0%</u>
<u>5 Years</u>	<u>100%</u>

Any reference in this Plan to eligibility for benefits based upon 5 years vesting means such participant has performed at least one hours of service on or after May 1, 1999.

This Amendment was adopted on 4/27, 2016.

UNION TRUSTEES

B. D.

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