

SECOND 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;

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, the Trustees amend the Plan Document effective December 1, 2012, as follows:

Article III, Section 10(A) is amended as follows:

- (A) The employee may assign all or part of his monthly vested contributions to the Union for payment of working dues and targeting fund assessments. Upon receipt of a signed voluntarily executed authorization and assignment form from the employee, the Trustees are authorized to remit to the Union that portion of the employee's contributions so designated to be forwarded to the Union for payment of these assessments. The employee may also assign all or part of his monthly vested contributions to the Ironworkers Political Action League (IPAL). Upon receipt of a voluntarily executed authorization and assignment from the employee, the Trustees are authorized to remit to IPAL that portion of the employee's contributions so designated to be forwarded to IPAL. The employee may also assign all or part of his monthly vested contributions to the Local 25 State Political Action Committee ("PAC"). Upon receipt of a voluntarily executed annual authorization and assignment from the employee, the Trustees are authorized to remit to PAC that portion of the employee's contributions so designated to be forwarded to PAC. The employee may also assign all or part of his monthly vested contributions to the Iron Workers Local 25 Credit Union. Upon receipt of a voluntarily executed authorization and assignment from the employee, the Trustees are authorized to remit to the Iron Workers 25 Credit Union that portion of the employee's contributions so designated to be forwarded to Iron Workers 25 Credit Union. Except as provided above, no right or claim to, or interest in, any part of the Fund, or any payment there from, should be assignable, transferable or subject to the debts, contractual liabilities of the Association, the Union, the Employers or the Employees, nor shall the Fund be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, charge, garnishment, execution, attachment or any legal process and any attempt thereto shall be utterly void.

IN WITNESS WHEREOF, this amendment has been executed 8-23 2012.

UNION TRUSTEES

Jack O'Donnell
Steve Sykes
Pat Burke

EMPLOYER TRUSTEES

SW [Signature]
X [Signature]
[Signature]

W1187792-2/A33/052345/pd