

PLAN AMENDMENT NO. 1
TO THE HEALTH AND WELFARE PLAN
OF THE PACIFIC COAST SHIPYARDS METAL TRADES TRUST FUND

The undersigned Chair and Co-Chair of the Board of Trustees of the Pacific Coast Shipyards Metal Trades Trust Fund hereby certify that the Board of Trustees authorized Chair and Co-Chair to execute this Plan Amendment to the Summary Plan Description dated May 1, 2016.

Effective on and after January 1, 2019, the following materials are added immediately following the eligibility example set forth on page 7 of the Summary Plan Description.

“RECIPROCITY ALTERNATIVE

Participants working under Reciprocal Health Trust Funds may have contributions made to those Funds transferred to this Fund for ongoing eligibility. A list of current Reciprocal Health Trust Funds is available from the Fund Manager.

The sudden permanent cessation of operations by certain contributing employers has created unique eligibility issues for certain longtime Participants. Some Participants are now employed by employers who do not contribute to a reciprocal Health Trust Fund. Such employers pay premiums on such a Participant's behalf to health care providers. This Plan also makes premium payments based upon the Dollar Bank eligibility rules. Duplicate premium payments by this Plan are a windfall to carriers but provide no benefit to such a Participant. Permitting such a Participant to freeze their Dollar Bank eligibility will minimize duplicative premium payments.

A Participant may freeze their Dollar Bank balance on and after January 1, 2019 only if all of the following conditions are met:

- (1) An application must be filed and approved by the Fund Manager.
- (2) Proof of coverage due to a Participant's employment from a source that is not a reciprocal Health Trust must be submitted with the application.
- (3) The Dollar Bank balance of the Participant on the date the application is received by the Fund Manager must equal or exceed \$5,000.00 (five thousand dollars).
- (4) No retroactive freeze of a Dollar Bank balance is permitted.


During the period of the freeze, the Participant shall be treated as employed under and eligible under this Plan solely for purposes of eventual retiree coverage eligibility.

To resume coverage under this Plan prior to or at the time of retirement, the Participant, or the surviving spouse of the Participant, must file an application with the Fund Manager and complete all necessary enrollment materials. Resumed coverage shall be purely prospective and no retroactive resumed coverage is available. Resumed coverage is limited to that then available under the Pacific Coast Shipyards Metal Trades Trust Fund Plan as then in effect. A frozen dollar bank balance can only be utilized for eligibility under this Plan and is in no fashion a vested benefit. This Reciprocity Alternative Program may be repealed or amended by the Board of Trustees subject only to proper notice to Participants."

Dated: 2/7/2019


Mr. Michael Grabowski, Chair

Dated: 2/7/2019


Mr. D. Carl Hanson, Co-Chair