

**AMENDMENT NO. 10 TO THE
LOCAL UNION 598 PLUMBING & PIPEFITTING INDUSTRY
HEALTH & WELFARE PLAN DESCRIBING MEDICAL, DENTAL & VISION
BENEFITS FOR EMPLOYEES & DEPENDENTS AND LIFE INSURANCE,
VACATION / HOLIDAY BENEFITS & HEALTH REIMBURSEMENT
ARRANGEMENT FOR EMPLOYEES**

The Board of Trustees, pursuant to Article IX, Sections 9.1 and 9.2 of the January 1, 2006 Trust Agreement for the Local Union 598 Plumbing & Pipefitting Industry Health & Welfare Fund and page 166 of the January 1, 2016 Benefit Booklet entitled **PLAN AMENDMENTS AND RESTATEMENTS** amend the January 1, 2016 Benefit Booklet for the Local Union 598 Plumbing & Pipefitting Industry Health & Welfare Plan Describing Medical, Dental & Vision Benefits for Employees & Dependents and Life Insurance, Vacation/Holiday Benefits & Health Reimbursement Arrangement for Employees (the "Benefit Booklet") as set forth below.

1. Effective July 29, 2019, Sick Leave Benefits required under Washington state statute Revised Code of Washington Section 49.46, were amended. The effect of such changes on the Trust are that each employer that is a party to the Local 598 Labor-Management Agreement shall pay such amounts directly to the employer's employees as part of the employee's hourly wages. Accordingly, effective July 29, 2019, the Sick Leave Benefits shall not be paid by the Trust or its Plan Administrator. The Sick Leave Benefits terms and conditions set out in the Benefit Booklet, as amended through Amendment No. 9, are hereby deleted. The following Sick Leave Benefits terms and conditions shall be effective from and after July 29, 2019:

The Plan Administrator will coordinate with Local 598 and the employers signatory to the then current Labor-Management Agreement to issue monthly reports to employees who have accrued sick leave hours. The monthly report will be for sick leave hours reported to the Health and Welfare Fund on and after July 29, 2019. The monthly report shall include the following information:

- (a) The sick leave hours paid to the employee's sick leave account since the last report;
- (b) The amount of sick leave hours used by the employee from their sick leave account since the last report; and
- (c) The total amount of sick leave hours in the employee's sick leave account.

2. Effective January 1, 2019, the Eligibility terms set out in the Benefit Booklet at page 18, third paragraph, are amended to read as follows:

There is one exception. If You are unable to work during one or more of the four consecutive months due to an occupational Injury, Sickness, or due to absence for military service, the period of Injury, Sickness or absence for military service, respectively, will be ignored when calculating the period of four consecutive months.

3. Effective January 1, 2019, the Military Service terms set out in the Benefit Booklet at page 28, third paragraph c, are amended to read as follows:

(c) When Your military service is expected to last thirty-one days or less, Your Employer may be required to pay Contributions to the Trust on Your behalf for this limited period of time just as if You had continued working for Your Employer. You must notify Your Employer of the expected military service and must return to employment within the timeframe established by USERRA. Your time absent from work for military service will be ignored for purposes qualifying for the Eligibility requirements of 420 hours and four consecutive months.

4. Effective January 1, 2019, the Military Service terms set out in the Benefit Booklet at page 28, last paragraph, are amended to add the following sentence at the beginning of the last paragraph to read as follows:

The Plan terms shall at all times be deemed to conform in all respects to the then current requirements of USERRA and You are entitled to all of the rights and protections provided under USERRA. If you have any questions concerning Your rights under USERRA, contact Your Employer. Also, contact the Plan Administrator prior to your leave for military service.

ADOPTED November 13, 2019 and EXECUTED November 13, 2019.

Employer Trustee

Union Trustee