

**AMENDMENT NO. 7 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 157 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 with hours worked in June 2018, the first paragraph on page 126 is revised to read as follows:

Introduction. The Health Reimbursement Arrangement ("HRA") gives Employees and former Employees with an HRA account flexibility to meet their family's health care needs. Employers contribute money for Employees' HRA accounts. The Contribution rate is determined by the Collective Bargaining Agreement or action by the Trustees, and was \$0.25 per hour for hours worked from January 2016 through December 2017, \$0.50 per hour for hours worked from January 2018, through May 2018, and \$1.00 per hour for hours worked effective June 1, 2018. The Contribution rate is subject to change through contract negotiations or action by the Trustees. Money in Your HRA that is not used in one year will be carried over to the following year.

2. Effective with hours worked in June 2018, the paragraph entitled **Contributions** on page 127 is revised to read as follows:

Contributions. The amount of the HRA Contribution an Employer contributes to the Trust is determined by the Collective Bargaining Agreement or action by the Trustees. The Contribution rate was \$0.25 per hour for hours worked from January 2016 through December 2017, \$0.50 per hour for hours worked from January 2018 through May 2018, and \$1.00 per hour for hours worked effective June 1, 2018. The Contribution rate is subject to change through contract negotiations or action by the Trustees. The funds allocated to the HRA accounts are general Trust assets and there is no specific Trust assets segregated or earmarked for Employees or their HRA accounts.

ADOPTED and EXECUTED this 6th day of November 2018.

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Employer Trustee

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Union Trustee