

**AMENDMENT TWENTY-SEVEN**  
**to the**  
**SACRAMENTO INDEPENDENT HOTEL, RESTAURANT AND TAVERN EMPLOYEES**  
**WELFARE PLAN**

**Recitals**

WHEREAS, the Board of Trustees of the Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare Plan (“Plan”) previously temporarily amended the Plan due to the ongoing nature of COVID-19 public health emergency to provide subsidized continued coverage through February 28, 2022, which terms remains the same, for those originally eligible for the subsidized coverage only and who would otherwise lose coverage under the Plan **and** hereby temporarily extends the Plan’s accelerated eligibility rules on a temporary basis by waiving the normal one-month period (also known as a lag month) beginning with the participant’s work months for March 2022 and April 2022;

WHEREAS, the temporary extended waiver of the lag month period (for an additional two months only) does **not** apply to new hires returning to work and **only applies** to those originally eligible for subsidized coverage (who worked in covered employment during February 2020 and otherwise lost coverage because of lack of Covered employment due to the public health emergency and/or failure of the employer to make the required contributions to the Plan);

WHEREAS, the Board of Trustees believes this temporary amendment is in the best interest of its participants and dependents; and

THEREFORE, the Board of Trustees temporarily amends the Plan as follows:

**Temporary Amendment**




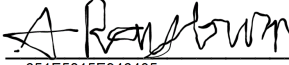
**Article IV, Subsection (6) of the Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare Plan’s Summary Plan Description (which is also the Plan Document) is temporarily amended by adding the following clarification on waiving the one-month lag period:**

**COVID-19 Impact on Covered Employment (Temporary Extension for Two Additional Months of Continued Coverage through APRIL 2022).**



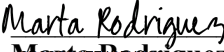
The Board of Trustees has extended the temporary accelerated eligibility rules for an additional TWO months for March and April 2022 eligibility, at this time. The extension **ONLY** applies to Participants who were originally eligible for subsidized coverage (meaning you had worked in covered employment during February 2020 and otherwise lost coverage under the Plan because of lack of covered employment due to the COVID-19 public health emergency and/or the failure of an Employer to make the required contributions to the Plan). This extension does **NOT** apply to new hires. Participants who would otherwise lose coverage under these provisions can requalify for health and welfare benefits as early as May 1, 2022 by working the minimum number of required hours in April 2022. In addition, a qualifying participant returning-to-work would not have to wait the normal one-month period (also known as the lag or skip month) between his/her work month and eligibility month. This temporary, accelerated eligibility provision will remain in effect until April 30, 2022.

**Approved: February 8, 2022**

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