

**AMENDMENT SEVENTEEN**  
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”) amends the Plan’s Family and Medical Leave (“FMLA”) provisions pursuant to the Families First Coronavirus Response Act (“FFRCA”) to clarify the continuation of group health coverage for those employees taking approved leave during April 1, 2020 to December 31, 2020, because of the inability to work due to childcare or school closure because of the COVID-19 public health emergency; and

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

**Temporary Amendment**

**Article III, Section F. of the Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare Plan’s Summary Plan Description (which is also the Plan Document) is amended as follows:**

**F. FAMILY AND MEDICAL LEAVE ACT (Continuation of Health Coverage)**

You may be entitled to continued health coverage under this Plan on the same terms as if you had continued to work, if you are on approved leave from your employment for the purposes set forth in the Family and Medical Leave Act (FMLA) of 1993, including:

- for incapacity due to pregnancy, prenatal medical care or child birth;
- the care of a child after birth, or placement for adoption or foster care;
- the care of a Spouse, Child, or relative who has a serious health condition;
- for a serious health condition that makes the employee unable to perform employee’s job;
- if you are unable to work or telework due to the care of your son or daughter because of the closure of the child’s school or place of care or the unavailability of a childcare provider due a public health emergency which is defined as an emergency with respect to COVID-19 declared by a Federal, State or local authority (during the period of April 1, 2020 through December 31, 2020); or
- any other purpose provided for by the FMLA.

Health Coverage will be continued for the period of time allowed by FMLA. If your Employer grants you an approved FMLA leave in accordance with FMLA, you may continue health care coverage for you and your eligible dependents provided your Employer maintains the required contributions to the Plan on your behalf or you make any required contributions to the Plan. The contribution rate shall be equivalent to your current cost of coverage at the time you go on leave in accordance with FMLA, subject to any increase or decrease resulting from any subsequent open enrollment and/or approved modification to the Plan. Coverage will not be continued beyond the earlier of:

- Date contributions are not timely made;
- Date your Employer determines your approved FMLA leave is terminated; or
- Date your coverage involved discontinues as to your eligible class.

If you are requesting Emergency Expanded FMLA leave during April 1, 2020 through December 31, 2020, please contact your employer regarding taking Emergency Expanded FMLA leave.

Any coverage being continued for a Dependent will not be continued beyond the date it would otherwise terminate.

If coverage terminates because your approved FMLA leave is deemed terminated by your Employer or you fail to return to work after exhausting your FMLA leave, you may, on the date of such termination, be eligible for COBRA continuation coverage under Federal law, on the same terms as though your employment terminated, other than for gross misconduct, on such date.

If you acquire a new dependent while your coverage is continued during an approved FMLA leave, your dependent will be eligible for continued health coverage on the same terms as would be applicable if you were actively at work, not on an approved FMLA leave.

**It is the responsibility of your Employer (not the Plan) to notify you of your rights under FMLA and to approve your request for FMLA leave. It will be your responsibility to notify your Employer that FMLA leave is being taken.**

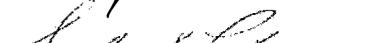
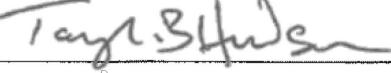
Approved:

LABOR TRUSTEES

Chris Rak, Chair



Beginning



MANAGEMENT TRUSTEES

Sandy Parker, Co-Chair

