

**AMENDMENT SIXTEEN**  
**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”) has determined that because the COVID-19 public health emergency is still ongoing and previously amended the Plan to provide subsidized continued coverage through August 31, 2020 for a Participant who would otherwise lose coverage under the Plan during May, June, July and August and hereby extends subsidized coverage for two (2) more additional months through October 31, 2020, which terms remains the same, for those originally eligible for the subsidized coverage only;

WHEREAS, the Plan Consultant has determined there is enough in the Plan’s reserves to accommodate two more months of subsidized health coverage during the public health emergency for those participants whose covered employment is impacted by COVID-19;

WHEREAS, the Board of Trustees of the Plan has also temporarily amended the Plan to provide reimbursement of medically necessary Dental Personal Protective Equipment not to exceed up to \$10.00 only through December 31, 2020 for eligible participants only;

WHEREAS, the Board of Trustees believes adopting the changes in this Amendment for continued coverage is necessary to preserve and protect the benefits of participants and their eligible dependents during the public health emergency;

WHEREAS, it has been determined reasonable to also provide continued coverage during the same period referenced above in situations in which the Employer has failed to make contributions for Covered Employment; 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 amended as follows:**

COVID-19 Impact on Covered Employment (Continued Coverage- Temporary Extension for Additional Two Months). Effective as of September 1, 2020, a Participant who originally was eligible for subsidized coverage through August 31, 2020 (who worked in covered employment during February 2020 that provided coverage during April 2020) and who would otherwise lose 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 is eligible for an additional two months of continued coverage under the Plan through October 31, 2020.

As the impact of the COVID-19 pandemic is ever changing and given the financial impact to the Plan, this means after October 31, 2020 the Board of Trustees and/or its delegates will decide whether or not to extend this continued coverage based on the circumstances at that time.

Article XII of the Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare Plan's Summary Plan Description (which is also the Plan Document) is amended by adding the following temporary section after the fourth paragraph on page 50 as follow:

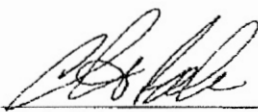
... Expenses incurred by eligible Employees will be considered as covered charges only if they meet the following criteria and are not eliminated under the "Exclusions and Limitations" provisions of this Plan...

Dental Personal Protective Equipment ("PPE") Reimbursement During Public Health Emergency (Limited Period). Effective May 1, 2020 and only through December 31, 2020 (unless extended by the Board of Trustees), the Plan will temporarily cover Personal Protective Equipment incurred for medically necessary dental procedures for eligible participants performed by or under the direct supervision of a dentist and will only be reimbursed up to a maximum of \$10.00 per visit for network and non-network dental providers.

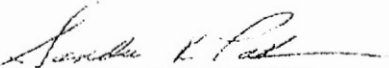
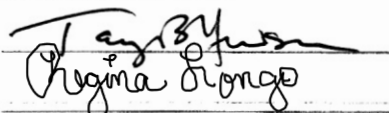
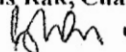
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Approved: August 17, 2020

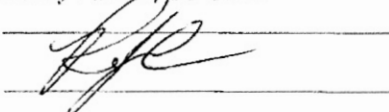
LABOR TRUSTEES



Chris Rak, Chair



Sandy Parker, Co-Chair



MANAGEMENT TRUSTEES