

**AMENDMENT FOURTEEN**  
**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 of the COVID-19 public health emergency, for a Participant who would otherwise lose coverage under the Plan during May, June and/or July 2020, the Plan will provide subsidized coverage without a premium through July 31, 2020;

WHEREAS, the Plan Consultant has determined there is enough in the Plan's reserves to accommodate three 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 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 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**


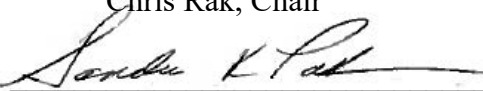
Article IV of the Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare Plan is amended by adding the following after subsection (6) relating to coverage for Participants:

COVID-19 Impact on Covered Employment (Continued Coverage). Effective as of May 1, 2020, a Participant who worked in Covered Employment during February 2020, that provided coverage during April 2020, 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 continued coverage under the Plan through July 31, 2020.

Effective: May 1, 2020

LABOR TRUSTEE

MANAGEMENT TRUSTEE

  
Chris Rak, Chair  
  
Sandy Parker, Co-Chair