

AMENDMENT TWENTY-FIVE
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 December 31, 2021, 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 January 2022 and February 2022;

WHEREAS, the temporary waiver of the lag month period for those participants returning to work, will remain in effect until further notice by the Board of Trustees during the COVID-19 public health emergency;

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 Additional Month of Continued Coverage through FEBRUARY 2022).


The Board of Trustees has extended the temporary accelerated eligibility rules through February 2022. Participants can requalify for health and welfare benefits as early as January 1, 2022 by working the minimum number of required hours in December 2021 and January 2022 (providing for eligibility in the month of February 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 further notice. The Board of Trustees will review whether to continue this provision at their next scheduled meeting on February 8, 2022.

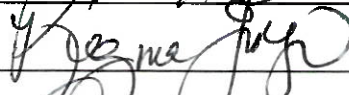
As the impact of the COVID-19 pandemic is ever changing and given the financial impact to the Plan, this means any time after February 2022, the Board of Trustees and/or its delegates can decide whether or not to extend this continued coverage based on the circumstances related to the pandemic.


Approved: November 17, 2021

LABOR TRUSTEES

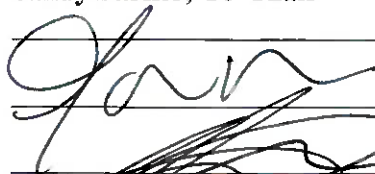



Ty Hudson, Chair






MANAGEMENT TRUSTEES

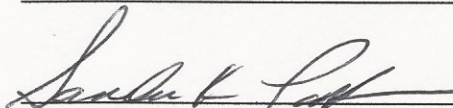
Sandy Parker, Co-Chair




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