

AMENDMENT NINETEEN
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 November 30, 2020 only**, 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 also temporarily amends the Plan's 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 month for November 2020 providing for eligibility in the month of December 2020;

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 NOVEMBER 2020). Effective for a participant who would otherwise lose coverage under the Plan, a Participant who originally was eligible for subsidized coverage through October 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 month of continued coverage under the Plan through November 30, 2020.

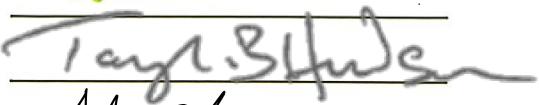
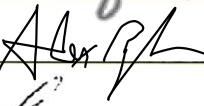
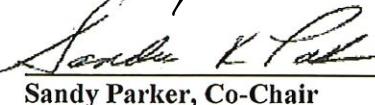
Participants who would otherwise lose coverage under these provisions can requalify for health and welfare benefits as early as December 1, 2020 by working the minimum number of required hours in November 2020. In addition, a qualifying participant returning-to-work would not have to wait the normal 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 in February 2021.

As the impact of the COVID-19 pandemic is ever changing and given the financial impact to the Plan, this means any time after November 30, 2020 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: October 19, 2020

LABOR TRUSTEES


Chris Rak, Chair




Sandy Parker, Co-Chair


MANAGEMENT TRUSTEES