

SHEET METAL WORKERS LOCAL 104 HEALTH CARE PLAN
(As revised January 2021)

Amendment 16

Pursuant to the authority set forth in Article VII of the Agreement and Declaration of Trust, the Trustees hereby amend the Sheet Metal Workers Local 104 Health Care Plan as follows:

1. Effective September 26, 2023, item 30 of the “Medical Plan Exclusions” section is revised to read as follow:
 30. Care or treatment of **teeth or gums**, except as required by one of the following:
 - (a) on account of accidental injury to natural teeth sustained while the individual is covered, if service is performed within 6 months of the accident; or
 - (b) on account of accidental injury to natural teeth sustained by an individual before the age of 19, if:
 - (1) the injury occurred while the individual is covered by the Plan;
 - (2) the care or treatment occurs while the individual is covered by the Plan;
 - (3) the care or treatment could not be completed within 6 months after the accidental injury due to the individual’s age or development; and
 - (4) the care or treatment is directly related to the original injury sustained.

This Amendment was adopted by the Board of Trustees on December 12, 2023. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 16 may be executed in counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same Amendment 16.

Rick Werner

Chairman

Date: 12/13/2023 | 7:46 PM EST

Sean O'Donoghue

Co-Chairman

Date: 12/17/2023 | 4:59 PM PST