

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

Amendment 13

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 effective January 1, 2023:

1. The first paragraph of the “AMOUNT OF BENEFITS” subsection in the “SUPPLEMENTAL UNEMPLOYMENT BENEFITS” section under the “Supplemental Unemployment and Supplemental Health Care Benefits” heading is revised in its entirety to read as follows:

The amount of the SUB benefit payable to a Participant who has been involuntarily terminated shall be \$175.00 per week, except that each Participant collecting Workers’ Compensation or State Disability shall be entitled to \$185.00 per week. Participants serving on a jury or as a witness under subpoena for two (2) or more days shall be entitled to a weekly benefit of \$175.00 per week, to the extent eligible.

2. The chart under the “Supplemental Unemployment and Supplemental Health Care Benefits” heading is revised in its entirety to read as follows:

	Supplemental Unemployment Benefit (SUB)	Supplemental Health Care (SHC)
Credit Accumulations for Initial Eligibility	26 credits within 24 months	24 credits within 24 months
Earning Credits	Over 24 hours, but less than 48 hours in one month = 1 credit Over 48 hours per month= 2 credits	Over 24 hours, but less than 48 hours in one month = 1 credit Over 48 hours per month= 2 credits
Maximum Number of Credits that may be Accumulated (Banked)	26 credits	24 credits
Benefits	\$175 per week (unemployment and jury duty) \$185 per week (disability)	One month of Health Care Plan eligibility for four SHC credits
Maximum Annual Benefit	26 weeks maximum for non-disability employment 52 weeks maximum for disability	24 credits is the maximum that can be used in any year. 24 credits = 6 months of eligibility

Eligibility Requirements	<ol style="list-style-type: none"> 1. Involuntary unemployment, AND: <ol style="list-style-type: none"> (a) on the out-of-work list, AND (b) receiving state unemployment benefits, AND (a) available for work. OR 2. Jury Duty (2 + days), OR 3. On Worker's Comp for occupational illness or injury, OR 4. Receiving state disability benefits for non-occupational illness or injury. 	<ol style="list-style-type: none"> 1. Hour Bank has been used up, AND 2. Eligible for subsidized self-pay, AND 3. Available for work, AND 4. Either: <ol style="list-style-type: none"> (a) on the out-of-work list, OR (b) used up disability eligibility rights.
Application Required?	Yes; filed with the Trust Office	No; Trust Office and Union Office determine if eligibility requirements have been met.

This Amendment 13 was adopted by the Board of Trustees on March 14, 2023. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 13 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 13.

DocuSigned by:



Chairman

Date: 3/27/2023 | 6:53 PM EDT

DocuSigned by:



Co-Chairman

Date: 3/27/2023 | 9:17 AM PDT