

**SHEET METAL WORKERS LOCAL 104 HEALTH CARE PLAN**  
**(As revised December 2020)**

Amendment 1

Pursuant to the authority set forth in Article VII of the Agreement and Declaration of Trust, the Trustees hereby amend the Plan as follows:

A new paragraph is added to the end of "Eligibility Rules" to read as follows:

1<sup>st</sup> Year Apprentices – Effective for work hours on or after January 1, 2021, a 1<sup>st</sup> year apprentice will be credited with 8 work hours towards his/her reserve hour bank for everyday he/she misses work to attend day-time classes, up to a maximum of six (6) weeks. This provision shall not apply to any class a 1<sup>st</sup> year apprentice has to repeat.

This Amendment 1 was adopted by the Board of Trustees on December 16, 2020. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 1 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 1.

  
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Chairman

Date: 8.9.2021

  
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Co-Chairman

Date: 8/9/21