

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

Amendment 7

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. A new "HRA ACCOUNT BALANCE TRANSFERS" subsection within the "Health Reimbursement Account" section to read as follows:

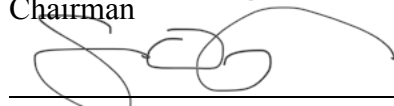
HRA ACCOUNT BALANCE INTER-DISTRICT TRANSFERS

If you have a Health Reimbursement Account with a remaining balance, you may transfer the account balance to an inter-district Health Reimbursement Account. You may also transfer into your District 1 HRA account a balance from another inter-district HRA account. To be eligible for an inter-district HRA account balance transfer you must meet all HRA eligibility requirements established by the Plan.

This Amendment 7 was adopted by the Board of Trustees by unanimous written consent on June 25, 2021. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 7 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 7.



Chairman



Co-Chairman

Date: 2.2.2022

Date: 2-2-22