

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

Amendment 6

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 April 1, 2021, the “ELIGIBILITY REQUIREMENTS” subsection within the “SUPPLEMENTAL UNEMPLOYMENT BENEFITS” section to read as follows:

ELIGIBILITY REQUIREMENTS

You will be initially eligible for Supplemental Unemployment Benefits (SUB) provided you have accumulated twenty-six (26) credits in your account based on contributions made on your behalf by a contributing Employer within a 24-month period, and you meet one of the following requirements:

- a. **Involuntary Termination of Employment**
you are involuntarily separated from employment, and:
 1. are signed on an out-of-work list, which is maintained by a Sheet Metal Workers’ Local Union No. 104 Dispatch Office and available for work, and **have not refused work covered under the Collective Bargaining Agreement or otherwise not been available for such work;** and
 2. are receiving State Unemployment Benefits; or
- b. **Jury Duty**
you are serving on a jury or as a witness under subpoena for two (2) or more days; or
- c. **Occupational Sickness or Injury**
you are unemployed due to an occupational sickness or injury and are receiving Workers’ Compensation Benefits; or
- d. **Non-occupational Sickness or Injury**
you are unemployed due to non-occupational sickness or injury and are receiving State Disability Benefits.
- e. If you are an Apprentice attending daytime classes at an Apprentice School affiliated with Sheet Metal Workers’ Local Union 104, you may be eligible for benefits for each full week of classes attended for each new week. Benefits will not be paid for training of less than one week, or for a class that you are retaking, unless authorized by the Bay Area JATC Board of Trustees.

Benefits are payable for a maximum of five (5) weeks for each year of training. Effective January 1, 2012, benefits are payable for a maximum of six (6) weeks for each year of training.

Apprentices that are employed are not required to be on the out of work list.

To receive benefits, you must file an Apprentice Training Benefit Application (including the Instructor's or Coordinator's signature) with the Trust Fund Office, be a member of Sheet Metal Workers' Local Union No. 104, and be a Certified Apprentice in accordance with the Bay Area Training Trust rules. The Apprentice Unemployment Benefit Application will be submitted to the Trust Fund Office on a weekly basis, but no later than sixty (60) days after the completion of the course.

Credits for Apprentices will be drawn from any credits earned. However, if you have not earned sufficient credits, the Plan will advance the benefits, which will be deducted from credits that are later earned. You will not be eligible for Apprentice Training benefits when receiving Supplemental benefits through the Local 104 Health Care Plan while on disability or other period of unemployment.

2. Effective April 1, 2021, the "ELIGIBILITY REQUIREMENTS" subsection of the "SUPPLEMENTAL HEALTH CARE BENEFITS" section to read as follows:

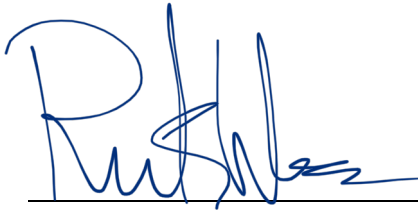
ELIGIBILITY REQUIREMENTS

You do not need to file an application to receive Supplemental Health Care (SHC) benefits. The Trust Fund Office will send a list of individuals who qualify for SHC benefits to the Local Union, and the Local Union will review the list to verify that these individuals are on the out-of-work list.

You will be initially eligible for monthly SHC benefits provided you have accumulated twenty-four (24) credits in your account based on contributions made on your behalf by a contributing Employer within a twenty-four (24) month period, and:

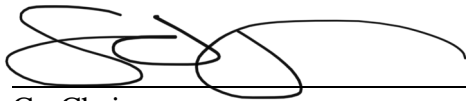
- a. You have used all reserve eligibility benefits (hour bank hours) under the Sheet Metal Workers Local 104 Health Care Plan; and
- b. You are eligible to make monthly subsidized self-payments for continued coverage under the Sheet Metal Workers Local 104 Health Care Plan; and
- c. You are signed on a Sheet Metal Workers' Local Union No. 104 Dispatch Office out-of-work list and available for work, or disabled, and your disability rights pursuant to the Sheet Metal Workers Local 104 Health Care Plan have been exhausted.

This Amendment 6 was adopted by the Board of Trustees on June 8, 2021. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 6 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 6.



Chairman

Date: 6.8.2021



Co-Chairman

Date: 6/8/21