

**AMENDMENT EIGHT**  
**to the**  
**SHEET METAL WORKERS PENSION PLAN OF NORTHERN CALIFORNIA**

**Recitals**

WHEREAS, the Sheet Metal Workers Pension Plan of Northern California ("Plan") provides under Section 10.3(e) of the Plan document that certain pensioners may return to Industry Service with a contributing employer (with the exception of the Sheet Metal Workers Local Union No. 104 JATC) in a position that is not covered by a collective bargaining agreement and not have their benefits suspended or delayed (the "Return to Work Rule") if such service is beneficial to the industry; and

WHEREAS, the Return to Work Rule shall be implemented based on procedures and guidelines adopted from time to time by the Trustees;

THEREFORE, pursuant to Article XVI, Section 16.1 of the Plan document, the Trustees hereby amend the Plan document, effective January 1, 2023, as follows:

**Amendment**

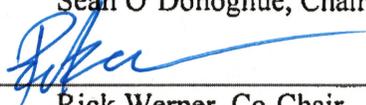
Article X, Section 10.3(e) of the Plan document is amended by adding the following to the end of Section 10.3(e):

The Trustees have the authority and discretion to assess a contribution to be paid by Employers on behalf of Participants that return to Industry Service under this section. Participants shall not be eligible to return to Industry Service under this section unless their Employer acknowledges in writing their contribution obligation as adopted by the Board of Trustees in connection with the Participant returning to Industry Service.

Eligible Participants that return to Industry Service under this section and their Employers shall immediately advise the Trustees if any circumstances change that affect a Participant's eligibility under this section. Additionally, Eligible Participants that return to Industry Service under this section and their Employers shall cooperate with the Trustees and shall supply the Trustees with any information reasonably requested in evaluating whether a Participant qualifies to return to Industry Service under this section. Failure to provide requested information shall be grounds for immediate cessation of the return to Industry Service by the impacted Participant.

Approved: February 6, 2023

  
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Sean O'Donoghue, Chair

  
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Rick Werner, Co-Chair