

**Amendment No. 20
to the
Rules and Regulations Providing Health and Welfare Benefits of the
Brick Masons' Health and Welfare Trust**

The Rules and Regulations providing Health and Welfare Benefits of the Brick Masons' Health and Welfare Trust (Restated June 12, 2007) are amended, as follows:

- (1) Article II, section 7, entitled "Coverage During Family and Medical Leave" is modified to reflect the requirements imposed by the state law, i.e., the California Family Rights Act, as set out below;
- (2) Effective April 1, 2022, under Article II, a new section 9 entitled, "Extended Benefits During Total Disability" is inserted after the current section 8, as set out below;
- (3) Effective April 1, 2022, Article III, section 9, entitled, "Extended Benefits During Total Disability" is deleted in its entirety; and is kept as "[Reserved]."

Underlined, italicized language reflects insertions; stricken language reflects deletions.

I. Article II. Eligibility Rules

Section 7. Coverage During Family and Medical Leave.

- a. Under a federal law known as the Family and Medical Leave Act (FMLA) and a state law known as the California Family Rights Act (CFRA), a Covered Employee may continue medical, prescription drug, dental, and vision coverage (but not life insurance, accidental death and dismemberment insurance, and loss of time benefits) for the Covered Employee and any eligible Dependents subject to the terms of such applicable laws.
- b. Eligibility will continue for the Covered Employee and eligible Dependents until the end of the applicable leave, provided the contributing Employer properly grants the leave under the FMLA and/or CFRA and makes payment of the required contributions to the Plan.
- c. Whether or not the Covered Employee keeps coverage while on FMLA and/or CFRA leave, if he or she returns to work promptly at the end of that leave, coverage will be reinstated without any additional limits or restrictions imposed on account of the leave. This is also true for any of Dependents who were covered by the Plan at the time of the leave.
- d. Any changes in the Plan's terms, rules and practices that went into effect during a FMLA and/or CFRA leave will apply to the Covered Employee and Dependents.

II. Article II. Eligibility Rules

Section 9. Extended Benefits During Total Disability

Effective April 1, 2022, if an Employee ~~Eligible Individual~~ is Totally Disabled at the time his coverage terminates, medical and prescription drug benefits will be provided by the Trust payable for the

Employee and his Eligible Dependents to the same extent as if the coverage had not been terminated until the earliest of:

- a. the date on which such Total Disability ceases;
- b. the date on which coverage for such Individual becomes effective under any (i) group health plan, (ii) any coverage under governmental programs (such as Medicare, Medi-Cal, and Medicaid), and (iii) any coverage required or provided by any statute; or
- c. the end of the period of 12 months following the date on which such coverage on account of such Individual ceases.

The extension of disability coverage applies to any and all of the medical and prescription drug benefit plans of the Fund; and this extension of disability coverage is provided after any coverage is otherwise provided for under the FMLA or the CFRA as set out in section 7 of Article II, above.





III. Article III. Fee-For-Service Major Medical Benefit Plan

Section 9. [Reserved].

Certification of Adoption

The undersigned Trustees of the Brick Masons' Health and Welfare Trust do hereby certify that the foregoing Amendment No. 20 to the Rules and Regulations providing Health and Welfare Benefits of the Brick Masons' Health and Welfare Trust (Restated June 12, 2007) was duly adopted at a meeting held on June 28, 2022.

Union Trustees

Employer Trustees

