

**AMENDMENT TO THE RESTATED  
UA LOCAL 190 HEALTH AND WELFARE PLAN AND THE UA LOCAL 190 MEDICARE RETIREE  
HEALTH AND WELFARE PLAN**

**THIS AMENDMENT** is executed at Ann Arbor, Michigan, on January 15, 2018, by the Trustees of the UA LOCAL 190 HEALTH AND WELFARE PLAN (“Plan”) and the Trustees of the UA Local 190 MEDICARE RETIREE HEALTH AND WELFARE PLAN (“Medicare Retiree Plan”).

Pursuant to a resolution adopted by the Trustees at their meeting of June 19, 2017, the Trustees amended and restated the Plan, Medicare Retiree Plan and Summary Plan Description in their entirety, effective June 1, 2017. The restated Plan, Medicare Retiree Plan and Summary Plan Description are hereby amended effective January 1, 2018 by replacing the subsection entitled “*Can Non-Bargaining Unit Employees be Participants in the Plan?*” under Section 2, “Eligibility: Actively at Work Members,” with the following:

***Can Non-Bargaining Unit Employees be Participants in the Plan?***

Non-Bargaining Unit Employees of an Employer may become Participants in the Plan if their Employer elects in writing that all of its eligible Non-Bargaining Unit Employees shall become Participants in the Plan, and the Employer pays to the Trustees an amount equal to the highest hourly contribution rate under the Collective Bargaining Agreements for each hour worked by an eligible Non-Bargaining Unit Employee. In order to be eligible for coverage, a Non-Bargaining Unit Employee must be regularly scheduled to work no fewer than 32 hours per week and no fewer than 140 hours per month, must have contributions paid by the Employer for no fewer than 32 hours per week and no fewer than 140 hours per month, and must have worked a cumulative total of 700 hours for which contributions have been paid on his or her behalf, which can be for hours worked before or after the date of the Employer’s election. The terms of participation of Non-Bargaining Unit Employees of an Employer shall be specified in a written agreement between the Employer and the Trustees. Unless otherwise specifically provided in the Plan, Non-Bargaining Unit Employees who are Participants are subject to the same provisions of the Plan applicable to Members, except that Non-Bargaining Unit Employees are not eligible to continue under any self-pay arrangement except COBRA Continuation Coverage at the full COBRA rate.

**IN WITNESS WHEREOF**, this Amendment to the UA Local 190 Health and Welfare Plan and SPD and the UA Local 190 Medicare Retiree Health and Welfare Plan has been approved and executed by the Trustees.

TRUSTEES representing UA Local 190  
Plumbers/ Pipefitters/ Service Technicians/  
Gas Distribution:

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David Forbes

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Kevin W. Groeb

TRUSTEES representing the Greater  
Michigan Plumbing & Mechanical  
Contractors Association, Inc.

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John T. Darr

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Michael D. Darr

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Andrew Fielder

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Sandra L. Miller

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Jeremy N. Finn

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Jeffrey Henry (Alternate)