

**SEVENTH AMENDMENT TO THE
UA LOCAL 190 SUB PLAN**

Effective June 1, 2018

THIS AGREEMENT is an amendment to the UA Local 190 SUB Plan ("Plan").

In order to implement certain provisions of a collective bargaining agreement calling for a program to provide supplemental unemployment benefits, the Union and the Association, and the individuals appointed by said entities to serve as Trustees entered into a Supplemental Unemployment Benefit Plan (Plan). The original Plan was effective January 1, 1971. The Plan was amended and restated effective June 1, 2016. The Plan is amended effective June 1, 2018 as follows:

1) Under Article 3. "Credits," Section 3.03 "Credits Required for Initial Eligibility" is amended to read as follows:

3.03 Credits Required for Initial Eligibility. No Employee shall receive a Benefit under the Plan until 12 credits have been initially credited to the Employee's account.

2) Under Article 3. "Credits," subsections (b) and (c) under Section 3.04 "Maximum Credits Based on Employee's Classification" are replaced by the following:

“(b) Participants other than Mechanical Classification Participants shall be permitted to acquire a maximum of 12 credits. When such an Employee's account reaches 12 credits, there shall be no further credits added to the Employee's account until the account contains less than 12 credits.”

For purposes of implementing the increase in maximum credits resulting from this change, only hours worked after May 31, 2018 shall be counted.

3) Under Article 3. "Credits," a new Section 3.05 "Cancellation of Credits for Benefits Paid" shall be created by adding the header "Section 3.05 Cancellation of Credits for Benefits Paid." at the beginning of the paragraph beginning "Cancellation of Credits for Benefits Paid" and the subsequent Sections of Article 3. shall be renumbered accordingly.

4) Under Article 4. "Benefits," the second and third paragraphs under section 4.01 "Payment of Benefits" are replaced by the following:

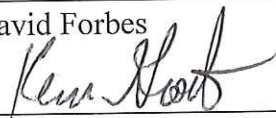
The Benefit payable to a Participant other than a Mechanical Classification Participant shall be \$60 per week. For jury duty, the Benefit payable to a Participant other than a Mechanical Classification Participant shall be \$80 per day, not to exceed \$400 in any week.

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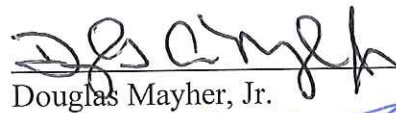
IN WITNESS WHEREOF, this Amendment to the UA Local 190 SUB Plan has been approved and executed by the Trustees.

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

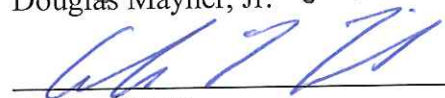
David Forbes



Kevin Groeb



Douglas Mayher, Jr.

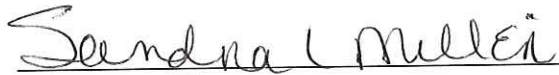


Andrew Fielder



Dennis Shoner, Jr. (alternate)

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



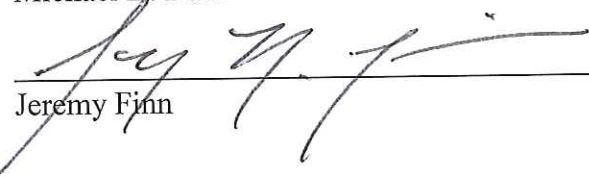
Sandra L. Miller



John T. Darr



Michael D. Darr



Jeremy Finn