


**AMENDMENT NO. 3**  
**to**  
**THE CALIFORNIA TEACHERS ASSOCIATION**  
**EMPLOYEES' RETIREMENT BENEFITS PLAN**

**(As Amended and Restated Effective January 1, 2021)**

**EXECUTION**

The undersigned hereby amend the January 1, 2021 restatement of the California Teachers Association Employees' Retirement Benefits Plan as set forth in this document, to be effective January 1, 2021. This Amendment No. 3 to the Plan may be executed in two or more counterparts, all of which shall be deemed originals, and all of which taken together shall constitute one instrument.

**CALIFORNIA TEACHERS ASSOCIATION**

By: 

Date: 12/16/2021

**CALIFORNIA STAFF ORGANIZATION**

By: 

Date: 1/14/2022

**CALIFORNIA ASSOCIATE STAFF**

By: 

Date: 12/16/2021

**AMENDMENT NO. 3**  
**to**  
**THE CALIFORNIA TEACHERS ASSOCIATION**  
**EMPLOYEES' RETIREMENT BENEFITS PLAN**

**(As Amended and Restated Effective January 1, 2021)**

1. Section 10.3 is amended to read in its entirety as follows:

**10.3 Participating Employer's Failure to Contribute.** Furthermore, if any Participating Employer shall fail to contribute into the Trust Fund the contribution or contributions prescribed by the Board by the due date specified in the Participation Agreement, the Board may deem such Participating Employer to have withdrawn from the Plan. In any event, if the Participating Employer fails to make contributions plus interest within the time period specified in the Participation Agreement, the Participating Employer will be deemed to have completely withdrawn from the Plan as of the date specified in the Participation Agreement, and the withdrawal liability rules of Section 10.1 shall apply. Nothing in this Section shall limit the authority of the Board of Trustees under the Trust Agreement to demand and enforce the prompt payment of contributions to the Trust Fund, as required by any applicable collective bargaining agreement and/or Participation Agreement, including delinquent contribution payments.