

**AMENDMENT NO. 4  
TO THE EAST BAY RESTAURANT AND TAVERN RETIREMENT PLAN**

WHEREAS, Article XI, Section 11.1 permits the Trustees to amend or modify this Plan; and  
WHEREAS, the Trustees, at a meeting held on February 5, 2020, and upon written agreement  
herein, decided to clarify and amend the Plan with respect to the suspension of benefit rules.

NOW THEREFORE, effective March 1, 2020, the Trustees do hereby declare that the Plan shall  
be clarified as follows:

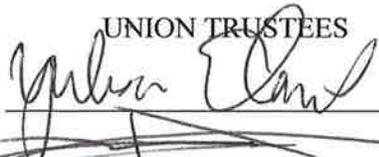
**A. Section 7.15 of the Plan shall be clarified and amended and state as follows:**

7.15. Suspension of Benefits. For any months prior to a retiree's Required Beginning Date, Early Retirement and Normal Retirement pension benefits shall be suspended for any month in which a retiree completes or accrues 120 or more "Hours of Service" or receives pay on 15 or more days (or shifts) in a month, in a trade or craft in which the retiree was employed at any time during which he or she accrued service credits under the plan, in the food service, hospitality or gaming industry and in the geographic area covered by the Plan. For the purpose of this Section and rule, the term "food service industry" means business activities of the type engaged in by employers maintaining the plan, i.e. food concessions, restaurants, and in-flight meal services, whether or not such employer contributes or contributed to this Plan or any other multiemployer plan. For the purpose of this Section and rule, the term "gaming industry" means business activities of the type engaged in by employers maintaining the Plan, i.e. betting parlors, casinos and race tracks, whether or not such employer contributes or contributed to this Plan or any other multiemployer plan. For the purpose of this Section and rule, the term "hospitality industry" means business activities of the type engaged in by employers maintaining the plan, i.e. the hotel, motel, restaurant or tavern industry, whether or not such employer contributes or contributed to this Plan or to any other multiemployer plan.

IN WITNESS WHEREOF, this Amendment has been executed by the Trustees on this 5<sup>th</sup> day of

February, 2020.

UNION TRUSTEES

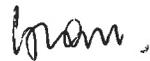


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Lian Allan

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EMPLOYER TRUSTEES



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José Zarate

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