

AMENDMENT NO. 4
TO THE SAN FRANCISCO CULINARY, BARTENDERS AND
SERVICE EMPLOYEES RESTATED PENSION PLAN

WHEREAS, Article 9, Section 9.01 of the San Francisco Culinary, Bartenders and Service Employees Pension Plan ("Plan"), permits the Trustees to amend or modify this Plan;

WHEREAS, the Trustees, upon discussion at their meetings on November 8, 2017 and January 26, 2018, decided to amend the Plan;

A. Effective February 1, 2018, Section 4.16 of the Plan shall be amended and read as follows:

Section 4.16 – "Permanent \$35" Benefit. In lieu of whatever Normal, Early or Disability Retirement Pension Benefits are due Participants for a Normal, Early or Disability Retirement Pension as provided for in Sections 4.03, 4.05, and 4.07 above, and providing the Participant meets the eligibility requirements for one of said benefits, effective January 1, 2010, all Participants who had three months of Credited Service during the 2008-2009 Plan Year (April 1, 2008 through March 31, 2009) or anytime thereafter and who retire (for the first time) with at least one month of Credited Service with a "Level V Window Benefit Employer" (as that term is defined in section 4.17(4) below) will be eligible for a benefit level of \$2.92 per month (\$35 annualized) for all years of Credited Service, except that he or she will not be entitled to the Permanent \$35 benefit level for periods of Credited Service earned via employment with a Contributing Employer who is not a Level V Window Benefit Employer for hours worked after his or her last date of employment with a Level V Window Benefit Employer.

Also, if a Pensioner retired prior to January 1, 2010 and is reemployed by a Contributing Employer on or after January 1, 2010, his or her pension benefit, upon re-retirement, shall be equal to the sum of his or her accrued pension benefit at the time of initial retirement plus any accrued benefit earned on or after January 1, 2010 (after any applicable adjustments based upon age at retirement and/or form of payment). Specifically, the portion of such Pensioner's accrued benefit earned prior to his or her initial retirement (prior to January 1, 2010) shall not be subject to recalculation or benefit improvement based upon the Pensioner's reemployment on or after January 1, 2010.


The foregoing benefit shall also be available to those Participants who worked for a Level IV Window Benefit Employer that closed after January 1, 2010 provided such Participants are otherwise eligible for benefits.

In addition to the foregoing, and in lieu of whatever Normal, Early or Disability Retirement Pension Benefits are due Participants for a Normal, Early or Disability Retirement Pension as provided for in Sections 4.03, 4.05, and 4.07 above, and providing the Participant meets the eligibility requirements for one of said benefits, all Participants who 1) had three months of Credited Service during the 2014-2015 Plan Year (April 1, 2014 through March 31, 2015) or anytime thereafter, 2) who retire (for the first time) on or after August 1, 2015 and whose last Contributing Employer is required to make contributions to the Plan of at least a) \$125.00 per month by September 1, 2016; b) \$160.00 by September 1, 2017; c) \$208.00 by September 1, 2018; d) \$240.00 by September 1, 2019; and e) \$278.33 per month by September 1, 2020, and 3) have at least one month of Credited Service with said Employer on or after April 1, 2015, will be eligible for a benefit level of \$2.92 per month (\$35 annualized) for all years of Credited Service, except that he or she will not be entitled to the Permanent \$35 benefit level for periods

Also, if a Pensioner who retired previously with benefits calculated pursuant to Article IV is reemployed by a Contributing Employer, his or her pension benefit, upon re-retirement, shall be equal to the sum of his or her accrued pension benefit at the time of initial retirement plus any accrued benefits earned on and after such reemployment (after any applicable adjustments based upon age at retirement and/or form of payment). The portion of such Pensioner's accrued benefit earned prior to his or her initial retirement shall not be subject to recalculation or benefit improvement based upon the Pensioner's reemployment.

IN WITNESS WHEREOF, this Amendment has been executed by the Trustees on this 26th day of March 2018.

UNION TRUSTEES:



Charles Gilchrist

Michael Casey

Kim Wirshing

Tina Chen

EMPLOYER TRUSTEES

Douglas Cornford

Robert Berger

Dean Lehr

of Credited Service earned via employment with a Contributing Employer on or after September 1, 2016 who is not required to make contributions at a rate of at least a) \$125.00 per month by September 1, 2016; b) \$160.00 by September 1, 2017; c) \$208.00 by September 1, 2018; d) \$240.00 by September 1, 2019; and e) \$278.33 per month by September 1, 2020.

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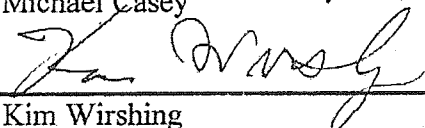
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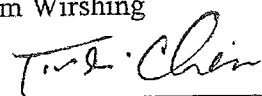
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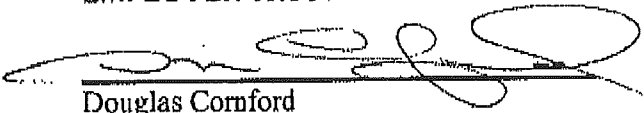
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