NORTHERN CALIFORNIA TILE INDUSTRY HEALTH AND WELFARE PLAN
(As revised January 1, 2018)

SECOND AMENDMENT

Pursuant to the powers conferred upon them by Section 5.5 of Article V of the Restated Agreement and Declaration of Trust to adopt and from time to time amend, alter or otherwise change the Welfare Plan, the Board of Trustees, amended the Northern California Tile Industry Health and Welfare Plan as follows, to be effective as indicated below, and authorized the Chairman and Secretary to authenticate the same by affixing their signatures thereto:

1. Effective April 1, 2018, amend Part 1, Article I, Section A to add the new subsection 3 as follows:

3. The Board of Trustees may, in its sole discretion, approve entry of newly-organized bargaining units with an advance of 360 hours to a reserve account for members of the new group, based on the specific facts and circumstances of each case. In such cases, affected individuals will be eligible for coverage the first of the month following dispatch, and will not accumulate an hours bank until they have worked a sufficient number of covered hours to reach parity with the initial eligibility requirements of the Plan.

IN WITNESS of the adoption of this amendment, the Chairman and Secretary hereby subscribe their names, on the dates indicated.

[Signature]
Chairman

[Signature]
Secretary

Date: 3/29/2018
NORTHERN CALIFORNIA TILE INDUSTRY HEALTH AND WELFARE PLAN
(As revised January 1, 2018)

SECOND AMENDMENT

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1. **Effective April 1, 2018, amend Part 1, Article I, Section A to add the new subsection 3 as follows:**

3. The Board of Trustees may, in its sole discretion, approve entry of newly-organized bargaining units with an advance of 360 hours to a reserve account for members of the new group, based on the specific facts and circumstances of each case. In such cases, affected individuals will be eligible for coverage the first of the month following dispatch, and will not accumulate an hours bank until they have worked a sufficient number of covered hours to reach parity with the initial eligibility requirements of the Plan.

IN WITNESS of the adoption of this amendment, the Chairman and Secretary hereby subscribe their names, on the dates indicated.

______________________________  ________________________________
Chairman  Date: ______________________

______________________________  Date: 3-30-2018
Secretary