

AMENDMENT EIGHT
to the
IBEW LOCAL 234 HEALTH AND WELFARE PLAN

WHEREAS, THE Board of Trustees desires to amend the Plan to permit non-bargaining unit employees who previously participated in the Plan as bargaining unit employees (also known as "Alumni", such as owners who were former bargaining unit employees) to be eligible for retiree medical coverage to the extent provided in the Plan for retirees;

THEREFORE, the Board of Trustees amends the Plan as follows:

Amendment

Section 2.07 of the IBEW Local 234 Health and Welfare Plan is amended by adding the following:

Non-Bargaining Alumni Employees who retire are Eligible for Retiree Medical Coverage.

Effective as of December 1, 2018, a non-bargaining unit employee who is an alumni employee of the Plan (he or she previously participated in the Plan as a bargaining unit employee) who retires is eligible for retiree medical coverage in the same manner (same eligibility rules) as retired bargaining unit employees are under this Section of the Plan as well as Section 2.08 of the Plan. Such individuals are not eligible for such coverage if they have worked in a position in the electrical industry for an employer that did not contribute to the Plan.

Dated: December 6, 2018

EMPLOYER TRUSTEES



Frederick A. Jensen, Chair

UNION TRUSTEES



Andy Hartmann, Co-Chair