

**AMENDMENT NO.10 TO THE PLAN DOCUMENT
OF THE
SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST**

The Plan Document of the San Diego Electrical Health & Welfare Trust is hereby amended with respect to ARTICLE I, "COVERED EMPLOYEES", Section III. Eligibility For Non-Bargaining Employees Under Plan A and Plan B:

The third paragraph of Article I, Section III. Eligibility For Non-Bargaining Employees Under Plan A and Plan B, is hereby replaced with the following:

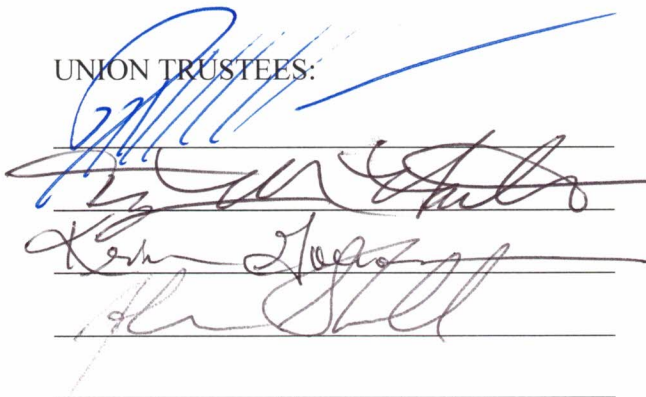
Effective April 1, 2019, in order for an **Employer** who is signatory to a collective bargaining agreement with the **Union** to be eligible to contribute on any **Non-Bargaining Employee(s)** the Employer must have an office or site location operating in the electrical construction business within San Diego, Imperial, Orange, Riverside, Los Angeles or San Bernardino Counties. Additionally, the Non-Bargaining Employee must work and/or resides in San Diego, Imperial, Orange, Riverside, Los Angeles or San Bernardino Counties in order to participate in the Plan subject to the terms of the same Eligibility Rules and Participation Agreement provisions. Continued participation will also be contingent upon the **Employer** working on at least one electrical contracting job within the jurisdiction of the **Union** during the immediately preceding calendar year and having hiring of at least one **Bargaining Employee** through the **Union** who is not financially connected to the **Employer** for a minimum of **500 hours** during **the twelve (12) month period commencing with the month of September of the prior calendar year through the month of August of the current calendar year.**

EXCEPT AS HEREIN AMENDED, THE PLAN DOCUMENT OF THE SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST SHALL REMAIN IN FULL FORCE AND EFFECT.

IN WITNESS THEREOF, the Board of Trustees has caused this Amendment to the Plan

Document to be signed this 21st day of May, 2019 to be effective April 1, 2019.

UNION TRUSTEES:



EMPLOYER TRUSTEES:

