AMENDMENT NO. 16 TO THE PLAN DOCUMENT
OF THE
SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST

Effective October 1, 2019, Amendment #12 to the Plan Document is amended as follows:

“If a Covered Person obtained services from a Non-PPO Provider for outpatient care between the dates of July 1, 2019 and October 1, 2019, then the Plan shall cover such services at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider. Additionally, the Plan shall continue to cover such out-patient services from the same Non-PPO provider at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider until April 1, 2020. After April 1, 2020, services obtained from a Non-PPO Provider shall not be covered unless it is due to an Emergency.”

EXCEPT AS HEREIN AMENDED, AMENDMENT #12 TO 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 20th day of February 2020 to be effective October 1, 2019.

UNION TRUSTEES:

EMPLOYER TRUSTEES: