

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


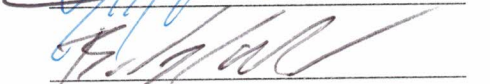
Effective October 1, 2019, Amendment #12 to the Plan Document is amended as follows:

“If a **Covered Person** obtained services from a **Non-PPO Provider** for out- patient 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:

  
  
Nephi Hanson  
Joe Isler

EMPLOYER TRUSTEES:

