

AMENDMENT NO. 20 TO THE PLAN DOCUMENT
OF THE
SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST

Effective June 1, 2020, the Plan document of the San Diego Electrical Health & Welfare Trust is hereby amended to add a new section entitled COVID-19 Plan Changes:

COVID 19- BENEFITS PLAN CHANGES

1. Eligibility.

Bargaining Employees excluding Retirees:

All Bargaining Employees (excluding Retirees) who had coverage for March 2020 will maintain insurance coverage through June 2020 based upon the following order:

A. Hours reported for January (April 2020 Coverage), hours reported for February (May 2020 Coverage) and hours reported for March (June 2020 Coverage); and

B. Reserve Account hours will be applied to any remaining shortfall for the corresponding month of coverage; and

C. If Hours reported plus Reserve Account hours are not sufficient to maintain coverage, the Trust will give the remaining hours necessary to maintain the coverage to the corresponding month.

Bargaining Employees (excluding Retirees) who timely made a Direct-Payment to maintain coverage for June 2020 will be sent a refund.

Non-Bargaining Employees:

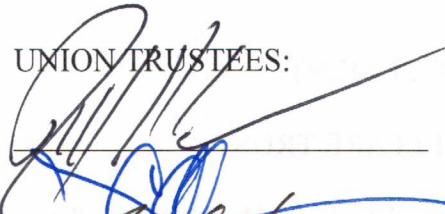
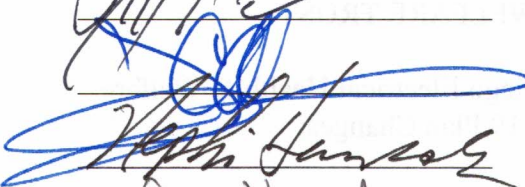
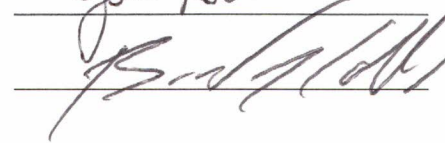
All Non-Bargaining Employees who are furloughed by their Employer will continue to maintain insurance coverage through the corresponding month for which hours were last reported and paid. If the last hours reported and paid were for April 2020, then coverage would continue through June 2020. If April 2020 hours are reported and paid, then coverage would continue through June 2020. Employers shall submit a list of their furloughed employees to the Trust Office.

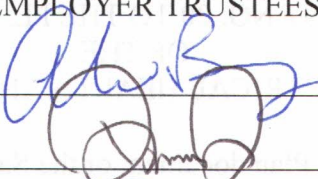

EXCEPT AS HEREIN AMENDED, THE PLAN DOCUMENT OF THE SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST SHALL REMAIN IN FULL FORCE AND EFFECT.

IN WITNESS THEREOF, the Board of Trustees has caused this Amendment to the Plan Document to be signed this 20th day of August 2020 to be effective June 1, 2020.

UNION TRUSTEES:

EMPLOYER TRUSTEES:



Alphi Hansen
Joe Hewler


All the following provisions of the existing Agreement shall remain in full force and effect except as amended by the following provisions:

1. Hereby agreed that the parties (AFL-CIO and the Employer) have entered into this Agreement in full and free knowledge of the rights and obligations of each party.

2. Hereby agreed that the parties have entered into this Agreement in full and free knowledge of the rights and obligations of each party.

3. It is the intent of the parties that this Agreement shall be binding on all persons who are or may be employed by the Employer at the time this Agreement is entered into.

4. This Agreement shall be binding on all persons who are or may be employed by the Employer at the time this Agreement is entered into.

5. This Agreement shall be binding on all persons who are or may be employed by the Employer at the time this Agreement is entered into.

6. This Agreement shall be binding on all persons who are or may be employed by the Employer at the time this Agreement is entered into.

7. This Agreement shall be binding on all persons who are or may be employed by the Employer at the time this Agreement is entered into.

8. This Agreement shall be binding on all persons who are or may be employed by the Employer at the time this Agreement is entered into.