

AMENDMENT
TO THE _____ HEALTH AND WELFARE FUND
TO ADOPT THE SMART/SMACNA MATERNITY PROGRAM

Pursuant to the resolution adopted at the _____ meeting of the Trustees of the _____ Health and Welfare Fund (hereinafter referred to as the "Fund"), the Fund is hereby amended as follows:

WHEREAS, it has been determined that the Fund may be eligible for certain reimbursements under the SMART/SMACNA Maternity Program if it provides certain Fund Participants with specific maternity leave benefits as specified by the SMART/SMACNA Maternity Program;

WHEREAS, the Trustees have determined that it is in the best interest of the Fund Participants to amend certain short-term disability benefit, long term disability benefit and any sick and safe time provisions of the Fund to provide certain limited maternity leave benefits to be eligible for reimbursement by the SMART/SMACNA Maternity Program.

NOW THEREFORE, the Fund is amended effective _____, 202_ as follows:

1. Section _____ of the Fund is amended to read in its entirety as follows:

2. Section _____ of the Fund is amended to read in its entirety as follows:

3. This Amendment shall be effective as indicated herein. This Amendment shall remain effective only for as long as all benefits provided remain reimbursable as approved by the SMART/SMACNA Maternity Program. In the event the benefits described in this Amendment are no longer fully reimbursable from the SMART/SMACNA Maternity Program, this Amendment shall immediately become ineffective, null and void and any benefits provided to any beneficiary hereunder shall immediately cease.

IN WITNESS WHEREOF, _____ of the Board of Trustees has caused this Amendment to the Fund to be executed effective _____.

By: _____