

AMENDMENT TO THE  
SOUTHERN ILLINOIS LABORERS' & EMPLOYERS  
HEALTH & WELFARE FUND SUMMARY PLAN DESCRIPTION  
DATED JANUARY 1, 2022

SUMMARY PLAN DESCRIPTION C – AMENDMENT #2

WHEREAS, the Board of Trustees of the Southern Illinois Laborers' & Employers' Health & Welfare Fund may amend the Summary Plan Description pursuant to Article 13 of the Restated Agreement and Declaration of Trust; and

NOW THEREFORE, the Trustees hereby adopt the following amendments effective on the below listed date:

Article 3, Section 3.01 of the Summary Plan Description entitled "Employee Enrollment and Eligibility" is hereby *amended* as follows:

**CREDITING OF HOURS PROCEDURE**

Uncollected Employer contributions may be credited for welfare purposes according to the following procedures:

1. When written request from the Participant for crediting of hours is received by the Fund Office, the Fund Office will verify that the hours worked were in covered employment and are which is due to the Fund. The Fund Office may request supporting documentation, if needed, to verify the number of hours worked by the Participant. The Fund Office may summarily deny said request if additional and supporting documentation is not provided.
2. The request, along with supporting documentation (where applicable) shall be reviewed by the Fund Office and approved if the request meets the criteria set forth within this Crediting of Hours Procedure. will be taken to the Board of Trustees for review.
3. The Fund Administrative Manager shall report to the Trustees on a quarterly basis of all approved and denied crediting requests.
4. Participants shall be permitted the ability to request a reconsideration of any Fund Office denial of a crediting request, which shall be considered by the Board of Trustees at the next regularly scheduled meeting following Fund Office receipt of the reconsideration request; However, reconsideration requests received after the finalization of the Trustee meeting agenda and materials may be postponed to the next following meeting or addressed via special call meeting or email vote. The Trustees will determine the likelihood of collecting and impact on participants' welfare eligibility/benefits.
5. If the Participant's crediting of hours request is approved, by the Board of Trustees, the Participant will be notified via mail of the number of hours accepted by the Fund for crediting purposes; and that for welfare coverage purposes he or she will be completely or partially eligible for benefits or that a self-payment opportunity is available. The correspondence will also provide notice indicate that further employment with the same employer will result in

coverage being provided by the Fund only as a result of proper payment of required contributions by the employers. ~~No unpaid annuity or vacation fund contributions will be credited. The Local Union and District Council will be notified that any further employment with this employer, for any employees, may result in coverage being provided by the Fund only upon receipt of the proper contributions from the Participant's Employer.~~

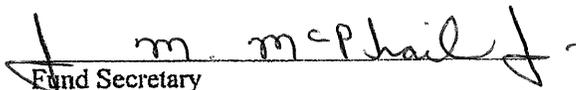
6. Crediting of hours to a Participant will be limited to the following circumstances:
- a. Hours credited through check stubs submitted by the participant to the Fund Office will be limited to establishing eligibility for coverage during one period of eligibility.
  - b. A Participant will be limited to one (1) crediting of hours per Employer. However, a Participant may receive one (1) additional crediting of hours if the Employer remits payment in full of the contributions previously credited to the Participant.
  - c. Crediting of hours will solely be permitted for hours worked that are required to be reported as contributions to the Southern Illinois Laborers and Employers Health & Welfare Fund.

All other provisions of this Plan shall remain unchanged.

Adopted by the Board of Trustees of the Southern Illinois Laborers' & Employers' Health & Welfare Fund this 18<sup>th</sup> day of ~~August~~ August 18, 2022.



Fund Chairman



Fund Secretary