

**2024 FIRST AMENDMENT TO THE  
PLUMPERS AND PIPEFITTERS LOCAL UNION 344  
HEALTH AND WELFARE PLAN**

Pursuant to the authority vested in the undersigned, the Plumbers and Pipefitters Local Union 344 Health and Welfare Plan (as amended and restated effective January 1, 2024) (the "Plan") is hereby amended, effective as of April 1, 2024, to read as follows:

**I. Change to Retiree Eligibility**

Section 4.05(A) of the Plan is amended and restated in its entirety to read as follows:

**"Section 4.05. Self-Payment Provisions for Retired Employees.**

**A. Retiree Eligibility.**

1. An individual may, upon retirement, continue comprehensive medical, dental, vision, prescription drug, and health reimbursement account benefits under this Plan (for the avoidance of doubt, Retirees are not eligible for life insurance or AD&D benefits under this Plan) for himself or herself and his or her spouse, provided he/she:
  - a. was covered under this Plan on the date his/her retirement commenced;
  - b. has exhausted the hours in his or her Hour Bank Account;
  - c. qualifies for an Early, Regular, or Disability Retirement Pension from the Plumbers and Pipefitters National Pension Plan (as those terms are defined under that plan);
  - d. does not engage in Competitive Employment during any month for which a self-payment is made;
  - e. has attained the age of 55;
  - f. is not eligible for Medicare; and
  - g. is covered under this Plan with an active hour bank during the two-year period immediately prior to qualifying for the retirement benefit described above from the Plumbers and Pipefitters National Pension Plan if the person was not covered under this Plan with an active hour bank for a period of five or more consecutive years at any point after initial coverage under this Plan.

An individual who meets these requirements is considered a "Retiree" and eligible for Retiree coverage under the Plan. Retiree coverage is effective as of the date all requirements specified above are met. If an Employee retires and stops working prior to exhausting all hours in the Employee's Hour Bank Account, the Employee may use the accumulated hours to make full or partial self-payments until exhausted but will not be eligible for Retiree coverage until the Hour Bank Account is exhausted.

2. A Dependent Child(ren) shall not be eligible for coverage as a Dependent of a Retiree.
3. A Dependent Spouse shall be eligible to participate if not eligible for Medicare.
4. Coverage for either a Retiree or his or her Spouse shall terminate upon Medicare eligibility.
5. Retirees or their Spouses that qualify for a federal or state health insurance subsidy are not eligible if the subsidy is greater than the benefit provided by the Plan."