

**FIRST AMENDMENT TO THE
TEAMSTERS LOCAL 639 – EMPLOYERS PENSION TRUST PLAN DOCUMENT
as Amended and Restated Effective January 1, 2015**

Whereas, pursuant to Article XIII, Section 13.6 of the Agreement and Declaration of Trust for the Teamsters Local 639 – Employers Pension Trust Fund and Article 15, Section 15.5 of the Plan Document for the Teamsters Local 639 – Employers Pension Trust Fund, as amended and restated effective January 1, 2015, the Board of Trustee has reserved the right to amend the said Plan Document; and

Whereas, the Board of Trustees desire to conform the Plan Document by incorporating the following amendments to Part II (Retiree Medical Benefits);

Now, Therefore, the said Plan Document is amended effective as of the dates specified below as follows:

FIRST CHANGE

The first paragraph of Part II of the Plan Document is amended effective November 1, 2012 to add the following sentences:

The Summary Plan Description for the 401(h) Retiree Medical Plan of the Teamsters Local 639 – Employers Pension Trust, as it may be amended from time to time (“401(h) SPD”), and any Summaries of Material Modifications thereto, are expressly incorporated herein and fully enforceable as Plan Document terms under ERISA. It is intended that the provisions of the 401(h) SPD shall provide a more detailed description of the terms of Part II of the Plan Document.

SECOND CHANGE

Section 17.1(f) is amended effective June 1, 2015 to read as follows:

Initial Election of Coverage

A former Employee who satisfies the requirements for eligibility must elect retiree health benefits coverage under this Part II prior to the date the former Employee commences to receive his/her pension. A former Employee who does not elect retiree health benefits coverage under this Part II prior to the date the former Employee commences to receive his/her pension, shall not be entitled to make a subsequent election, unless the former Employee satisfied all of the rules for Initial Eligibility in effect at the time the former Employee retired (other than the rule requiring that he/she elect to participate), but chose to defer retiree health benefits coverage under this Part II due to the availability of health coverage through his/her Spouse’s employer. In such a case, if the Spouse’s coverage is subsequently terminated, the former Employee shall become eligible for benefits under this Part II as of the date on which his/her Spouse’s health coverage terminated, provided

that the former Employee elects coverage under this Part II within forty-five (45) days of the termination of his/her Spouse's health coverage and provides proof of such termination.

THIRD CHANGE

A new Section 17.1(g) shall be added effective June 1, 2015 as follows:

Subsequent Elections Following Termination of Coverage

A former Employee who terminates his/her retiree health benefits coverage under this Part II shall not be permitted to make a subsequent election of coverage under Part II. Provided, however, that if the former Employee terminated such coverage in order to obtain health coverage through his/her Spouse's employer, the former Employee may subsequently re-elect coverage under this Part II only when the Spouse's health coverage is terminated either because the Spouse is no longer employed, the Spouse has moved to a position where health coverage is not provided by his/her employer, or the Spouse's coverage fails to meet the requirements of "adequate alternate coverage" as provided in Article 18. In such a case, the former Employee must make his/her re-election for coverage under this Part II within forty-five (45) days of the termination of his/her Spouse's health coverage and must provide proof of such termination.

FOURTH CHANGE

Section 17.2(c) is amended effective June 1, 2015 to Read as follows:

Initial Election of Spouse Coverage

A Spouse who satisfies the requirements for eligibility must elect retiree health benefits coverage under this Part II prior to the date the former Employee commences to receive his/her pension. A Spouse who does not elect retiree health benefits coverage under this Part II at the time when such Spouse satisfied the rules for Initial Eligibility for Spouses in this Section 17.2 (other than the rule requiring that the Spouse elect to participate), shall not be entitled to make a subsequent election, unless the Spouse elected to defer retiree health benefits coverage under this Part II due to the availability of health coverage through the Spouse's employer. In such a case, if the Spouse's coverage is subsequently terminated, the Spouse shall become eligible for benefits under this Part II as of the date on which the Spouse's health coverage terminated, provided that the Spouse elects coverage under this Part II within forty-five (45) days of the termination of the Spouse's health coverage and provides proof of such termination.

FIFTH CHANGE

A new Section 17.2(d) shall be added effective June 1, 2015 as follows:

Subsequent Elections Following Termination of Coverage

A Spouse who terminates retiree health benefits coverage under this Part II shall not be permitted to make a subsequent election of coverage. Provided, however, that if the Spouse terminated such coverage in order to obtain health coverage through the Spouse's employer, the Spouse may subsequently re-elect coverage under this Part II only when the Spouse's health coverage is terminated either because the Spouse is no longer employed, the Spouse has moved to a position where health coverage is not provided by his/her employer, or the Spouse's coverage fails to meet the requirements of "adequate alternate coverage" as provided in Article 18. In such a case, the former Employee must already be receiving retiree health benefits coverage under this Part II or must be re-electing coverage at the same time as the Spouse. Further, in such a case, the Spouse must re-elect coverage under this Part II within forty-five (45) days of the termination of the Spouse's health coverage and must provide proof of such termination.

In Witness Whereof, the Trustees of the Teamsters Local 639 – Employees Pension Trust herewith affix our signatures:

EMPLOYER TRUSTEE:

DATE:

UNION TRUSTEES:

Philip S. Gilks 6-18-15
Thomas Fathoff

DATE: