

**Amendment 3 to
Iron Workers Welfare Plan of Western Pennsylvania
Restated as of January 1, 2021**

WHEREAS, the Board of Trustees of the Iron Workers Welfare Plan of Western Pennsylvania ("Plan Sponsor") sponsors the Iron Workers Welfare Plan of Western Pennsylvania, restated as of January 1, 2021 (the "Plan");

WHEREAS, the Trustees wish to clarify the language regarding new, subsequent, unrelated disabilities;


NOW THEREFORE, the Plan is amended as follows effective January 1, 2023:

1. In the Section of the Plan titled "Weekly Accident and Sickness Benefit (Loss of Wages)," under the subsection entitled "Non-Occupational Injury or Sickness," the 4th paragraph is amended to read as follows (changes marked):

If you recover from a disability for which benefits have been paid and ~~immediately~~ subsequently become disabled due to an unrelated cause prior to returning to work, a new, ~~consecutive~~, period of disability will commence. After you have incurred two ~~consecutive~~ periods of unrelated disabilities without returning to work in between, a new period of disability for a claim not related to the previous disability cannot begin until you have recovered from your current disability and returned to work for at least two (2) full weeks, with a minimum of eighty (80) hours in covered employment. This is true whether benefits have been paid to you for the full 52-week period or not.

2. All other provisions of the Plan remain the same.

IN WITNESS WHEREOF, pursuant to the proper approval and delegation by the Trustees, the following Employer and Union Trustees have affixed their signatures this 8th day of December, 2023.


Danielle Harshman
Employer Trustee


Gregory Bernarding
Union Trustee