

AMENDMENT #5

to the

NORTHERN CALIFORNIA ELECTRICAL WORKERS PENSION PLAN


The Northern California Electrical Workers Pension Plan, restated effective as of January 1, 2008, and approved by the Internal Revenue Service on October 22, 2015, is hereby amended for the fifth time as follows, effective as of January 1, 2024:

Article VII, Section D, regarding Exemption from the Break in Service Provisions, is amended in its entirety to read as follows:

“Exemption from the Break-In-Service Provisions. Effective January 1, 2024, and notwithstanding other provisions of this article, a Participant shall be exempt from cancellation of accumulated Pension Credit and Credited Service due to a Break-In-Service if the Break-In-Service is attributable to a leave of absence due to disability or Military Service (excluding periods of voluntary re-enlistment), provided the Participant has at least three hundred (300) hours of Pension Credit that would, but for this provision, be forfeited. Separately, the Board may, in its sole discretion, in any Plan Year and on a Plan-wide basis, agree to exclude the immediately previous Plan Year when determining whether any Participants would incur a Break-in-Service during that previous Plan Year (for example, where work hours are substantially reduced due to economic conditions); provided, however, that any such excluded Plan Year will similarly be excluded for purposes of determining whether the consecutiveness condition of a permanent Break-in-Service has been satisfied.”

Approved unanimously by the Board of Trustees of the Northern California Electrical Workers Pension Trust by ballot on February 27, 2024, and thereafter duly executed as set forth below.

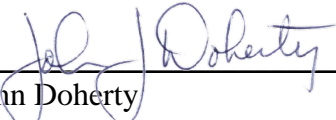
**Chair
Board of Trustees**



Thomas Coleman

February 27, 2024
Date

**Co-Chair
Board of Trustees**



John Doherty

February 26, 2024
Date