

AMENDMENT NO. 16

TO THE SUMMARY PLAN DESCRIPTION OF THE SOUTHERN CALIFORNIA IBEW-NECA SUPPLEMENTAL UNEMPLOYMENT BENEFIT TRUST FUND as of January 1, 2015

This Amendment to the Southern California IBEW-NECA Supplemental Unemployment Benefit Trust Fund *Summary Plan Description*, for Inside Wiremen, Intelligent Transportation and Inspectors effective as of January 1, 2015, is made by the Board of Trustees of the Southern California IBEW-NECA Supplemental Unemployment Benefit Trust Fund ("Board of Trustees") with reference to the following facts and circumstances.

The Board of Trustees has reserved to themselves the ability to amend the Plan from time to time.

- A. The Board of Trustees wishes to extend the benefits as set forth in Amendment 15 to provide the weekly benefit payment amounts through June 30, 2026. The benefit amounts will expire in accordance with the language of this Amendment No. 16 on June 30, 2026. Without further amendment to the Plan, SUB Plan weekly unemployment benefit amounts will revert to the original weekly benefit amount of \$24.00 per week (\$4.80 per workday) as set forth in the SPD. The Board of Trustees also wishes to continue to provide a temporary benefit of \$200 per week for a week of Mandatory Day Classes on or after November 1, 2020 through June 30, 2026. This temporary Mandatory Weekly Day Class benefit will terminate on June 30, 2026 unless further action is taken by the Board of Trustees. The second paragraph of the **BENEFITS** Section, at page 5, of the *Summary Plan Description* is amended as follows:
1. Journeyman – The Supplemental Unemployment Benefit Trust Fund benefit is increased from \$4.80 per each weekday to \$20.00 per each weekday to a maximum of \$100.00 per week through June 30, 2026.
 2. Apprentices – The Supplemental Unemployment Benefit Trust Fund benefit is increased from \$4.80 per each weekday to \$10.00 per each weekday to a maximum of \$50.00 per week through June 30, 2026. No benefit under this subsection (2) is payable for an Apprentice's period of Mandatory Weekly Day Class attendance.
 3. Apprentices Attending Mandatory Weekly Day Classes – An Apprentice meeting the eligibility requirements of this Plan while attending a week of Mandatory Day Classes shall be entitled to receive a benefit of \$200 per week for a week of Mandatory Day Classes upon timely application if the report received by this Plan from the Electrical Training Institute (ETI) shows: (1) The Apprentice attending every required class during the week. (2) The Apprentice received a passing grade for every required course during the week. This benefit is payable for Mandatory Weekly Day Classes conducted November 1, 2020 through June 30, 2026. No other benefits are payable to an Apprentice for a week of Mandatory Weekly Day Classes even if the Apprentice receives California Unemployment Benefits for that week.

In order to receive this benefit, an eligible Apprentice must file an appropriate claim with the Administrative Trust Funds Office. No interest applies to any benefit paid or payable under this provision due to any inaccuracy in a report received from ETI, any delay in receipt of an ETI report or any reasonable processing delays of a report received from ETI. Any Apprentice disputing the accuracy of an ETI report must resolve any alleged inaccuracy with ETI and not this Plan. The timing of required reports being issued by ETI is within the control of ETI and not this Plan or the Administrative Trust Funds Office. No benefit is payable for any Mandatory Weekly Day Classes as set forth above unless the Apprentice files an application with the Administrative Trust Funds Office not later than six (6) months subsequent to the week of Mandatory Day Classes for which a benefit is being claimed.

NOW THEREFORE, the second paragraph of the **BENEFITS** Section, at page 5 of the *Summary Plan Description*, is amended temporarily, effective for benefits accrued on or after January 1, 2024 through and including June 30, 2026, to read as follows:

- A. Journeyman – The Supplemental Unemployment Benefit Trust Fund benefit is increased from \$4.80 per each weekday to \$20.00 per each weekday to a maximum of \$100.00 per week through June 30, 2026.
- B. Apprentices – The Supplemental Unemployment Benefit Trust Fund benefit is increased from \$4.80 per each weekday to \$10.00 per each weekday to a maximum of \$50.00 per week through June 30, 2026. No benefit under this subsection (B) is payable for an Apprentice's period of Mandatory Weekly Day Class attendance.
- C. Apprentices Attending Mandatory Weekly Day Classes – An Apprentice meeting the eligibility requirements of this Plan while attending a week of Mandatory Day Classes shall be entitled to receive a benefit of \$200 per week for a week of Mandatory Day Classes upon timely application if the report received by this Plan from the Electrical Training Institute (ETI) shows: (1) The Apprentice attending every required class during the week. (2) The Apprentice received a passing grade for every required course during the week. This benefit is payable for Mandatory Weekly Day Classes conducted November 1, 2020 through June 30, 2026. No other benefits are payable to an Apprentice for a week of Mandatory Weekly Day Classes even if the Apprentice receives California Unemployment Benefits for that week.

In order to receive this benefit, an eligible Apprentice must file an appropriate claim with the Administrative Trust Funds Office. No benefit under this provision of the Plan is payable for a week of Mandatory Day Classes prior to November 1, 2020 or subsequent to June 30, 2026. No interest applies to any benefit paid or payable under this provision due to any inaccuracy in a report received from ETI, any

delay in receipt of an ETI report or any reasonable processing delays of a report received from ETI. Any Apprentice disputing the accuracy of an ETI report must resolve any alleged inaccuracy with ETI and not this Plan. The timing of required reports being issued by ETI is within the control of ETI and not this Plan or the Administrative Trust Funds Office. No benefit is payable for any Mandatory Weekly Day Classes as set forth above unless the Apprentice files an application with the Administrative Trust Funds Office not later than six (6) months subsequent to the week of Mandatory Day Classes for which a benefit is being claimed.

The benefits as set forth above are paid after meeting all the eligibility requirements including meeting the hours requirement, filing a timely application (i.e., no later than 60-days from the day for which benefits are claimed for Supplemental Unemployment Benefit Trust Fund benefits), and if applicable, registering with the Union Referral Hall "Out-of-Work Book", and providing proof of terminated covered employment.

All other terms and conditions of the Plan shall remain in full force and effect.

Executed this 19th day of October 2023, in Pasadena, California.

**BOARD OF TRUSTEES
SOUTHERN CALIFORNIA IBEW-NECA
SUPPLEMENTAL UNEMPLOYMENT BENEFIT TRUST FUND**

By: Joël Barton
Chairman, Joël Barton

By: Jim Willson
Secretary, Jim Willson