

**AMENDMENT NO. 8
TO THE
LABORERS PENSION TRUST FUND
FOR NORTHERN CALIFORNIA
PENSION PLAN
AMENDED AND RESTATED AS OF JUNE 1, 2014**

The undersigned Chairman and Co-Chairman of the Board of Trustees of the Laborers Pension Trust Fund for Northern California hereby certify that at a meeting of the Board of Trustees held on December 16, 2020 the following Amendment to the Pension Trust Fund was adopted pursuant to authority given to the Board by Section 1 of Article IV of the Amended and Restated Trust Agreement Establishing the Laborers Pension Trust Fund for Northern California dated September 2008. Effective immediately, the following changes are made to the Plan:

1. Article IX, Section 9.12, subsection (h) is deleted.
2. Article IX, Section 9.13 is revised to read as follows:

Section 9.13. Pensioner Work Addendum

Notwithstanding the provisions of Sections 9.11 and 9.12 above, a Pensioner may return to work without suspension of pension benefits if the Pensioner complies with any and all terms, conditions and provisions of any Retiree Work Addendum existing under an applicable collective bargaining agreement.

RETIREE RETURN TO WORK ADDENDUM

In accordance with Section 9.13 of the Plan, a Pensioner may perform certain types of work under specific conditions without having his monthly pension benefit from the Laborers Pension Trust Fund for Northern California suspended. The following list of positions includes, but is not limited to, those which the Pension Plan “exempts” from the suspension of benefits provisions. Unless specifically provided otherwise, any “exempt” position pursuant to Section 9.13 of the Plan must be paid on a bona fide salary basis.

- Owner or partial owner of a company provided the employer is signatory to a Northern California District Council of Laborers collective bargaining agreement.
- Equipment or Personnel Dispatcher for a signatory employer.
- Human Resources or Personnel Manager for a signatory employer.
- Instructor for a signatory employer on equipment not trained for at one of the Northern California District Council of Laborers training facilities.
- Supervisor or Superintendent in the construction industry for a signatory employer.
- Estimator for a signatory employer.
- Office worker for a signatory employer.
- Project Manager for a signatory employer.
- Safety Officer for a signatory employer.

- Inspector for a signatory employer.
- Employment by the Foundation for Fair Contracting in accordance with the terms, conditions and provisions governing that employment established by the collective bargaining parties.
- Pensioner performing instruction at any of the training centers operated by the Laborers Training and Retraining Trust Fund for Northern California on a salary or hourly basis.

The above types of work will be permitted as long as the retiree does not perform work of the kind covered by a Northern California District Council of Laborers Collective Bargaining Agreement in the state where he is working, even while working in one of the above capacities. This list is subject to revision at the discretion of the Board of Trustees.

Executed this 16th day of December, 2020.

/s/ Bill Koponen
Chairman

/s/ Oscar De La Torre
Co-Chairman