

**AMENDMENT NO. 9
TO THE
PLAN DOCUMENT AND SUMMARY PLAN DESCRIPTION
OF THE
I.B.E.W. 292 HEALTH CARE PLAN
(2010 Restatement)**

WHEREAS, the Section entitled "Trustee Authority to Amend and Terminate the Plan" in the Plan Document and Summary Plan Description of the I.B.E.W. 292 Health Care Plan (Amended and Restated Effective January 1, 2010) (the "Plan") empowers the Board of Trustees to amend the Plan;

WHEREAS, the Trustees wish to amend the Plan to revise the definition of Dependent;

NOW THEREFORE, BE IT RESOLVED that the Plan is hereby amended as follows:

1. ***The definition of the term "Dependent", found on pages 139 and 140, is deleted in its entirety and replaced with the following:***

DEPENDENT – For purposes of the Plan, a person who is:

- ◆ The Spouse of an Eligible Employee or Eligible Retiree while not legally separated from such Employee or Retiree. The Plan may require that an Employee or Retiree provide a certified copy of his or her marriage certificate before any benefits are paid for a Dependent Spouse.
- ◆ An Eligible Employee's or Eligible Retiree's Child who is less than 18 years of age.
- ◆ An Eligible Employee's or Eligible Retiree's Child who is at least 18 years of age but less than 26 years of age and is not eligible to enroll in an eligible employer-sponsored health plan other than a group health plan of a parent.
- ◆ Any grandchild of an Eligible Individual or Eligible Retiree, provided that either:
 - A parent of that grandchild is (i) a Dependent Child under this Plan; (ii) under age 19 or a registered full-time student, as defined above; and (iii) unmarried, and provided also that you, the parent of the grandchild, and the grandchild all reside in the same household; or
 - The Eligible Employee or Eligible Retiree has been appointed the legal guardian of the grandchild.

Eligibility for the grandchild will terminate immediately if any of the above requirements are no longer met.

The value of Plan benefits provided to or premiums for individuals who are not tax dependent individuals is taxable income to the employee or retiree.

This Amendment will be effective as of May 1, _____, 2011.

IN WITNESS WHEREOF, we hereunto set our hands this 16 day of August, 2011.

UNION TRUSTEES

Ann Swepe
Robert J. Meinert
[Signature]

EMPLOYER TRUSTEES

[Signature]
Jim Holmberg
[Signature]

45283