

**Amendment 7 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"), as subsequently amended;

WHEREAS, the Trustees wish to increase the retiree death benefit and the retiree health insurance reimbursement amounts;

NOW THEREFORE, the Plan is amended as follows effective June 1, 2025:

1. In the Section of the Plan titled "Benefits for Certain Retired Members," in the subsection called "Retiree Death Benefits," the paragraph regarding the benefit amount is amended to read as follows:

**Benefit Amount**


Upon submission of proof of your death, the Trustees will pay from the Welfare Plan a \$12,500 Death Benefit to your eligible beneficiary(ies).

2. In the Section of the Plan titled "Benefits for Certain Retired Members," in the subsection called "Retiree Health Insurance Reimbursement Benefit," the second paragraph is amended to read as follows:

If you retire prior to age 65 and choose to purchase your own medical coverage, the Welfare Plan provides a partial reimbursement if you meet the eligibility requirements below. Reimbursement is currently your cost for coverage up to a maximum of \$1,200 per month toward an insurance contract for family coverage or \$600 per month for an insurance contract for your individual coverage (and for individual coverage for your spouse or Eligible Dependent).

3. 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 2<sup>nd</sup> day of May, 2025.

  
Danielle Harshman  
Employer Trustee

  
Richard Danko  
Union Trustee