

**Amendment to
Iron Workers Welfare Plan of Western Pennsylvania**

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 (the "Plan");

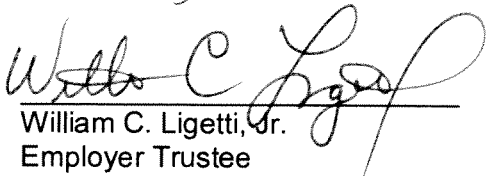
WHEREAS, the Plan offers various benefit plans and programs to Participants and their eligible Dependents, including a Value Bank that can be used to reimburse certain medical claims of members and their eligible dependents; and

WHEREAS, at a meeting of the Board of Trustees on January 18, 2013, the Board agreed to allow members to request and receive reimbursement from the Value Bank for breast pumps and supplies to assist lactation;

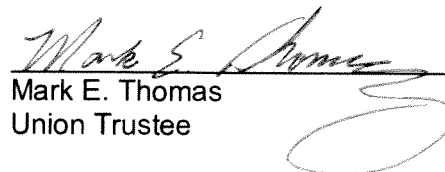
NOW THEREFORE, the Plan is amended, effective as of January 1, 2013, as follows:

- 1) For expenses incurred on or after January 1, 2013, the Value Bank may be used for reimbursement of the expenses to obtain a breast pump and for supplies to assist lactation of a Member or a Member's Eligible Dependent.
- 2) All other provisions in the Plan shall continue in full force and effect.

IN WITNESS WHEREOF, pursuant to the proper approval and delegation by the Trustees, the following Employer and Union Trustees have affixed their signatures this 18th day of January, 2013.



William C. Ligetti, Jr.
Employer Trustee



Mark E. Thomas
Union Trustee

**Amendment to
Iron Workers Welfare Plan of Western Pennsylvania**

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 (the "Plan");

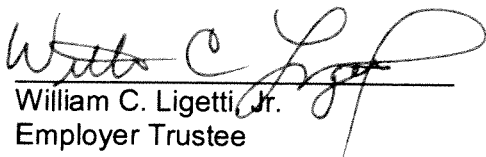
WHEREAS, the Plan offers various benefit plans and programs to Participants and their eligible Dependents, including a Value Bank that can be used to reimburse certain medical claims of members and their eligible dependents; and

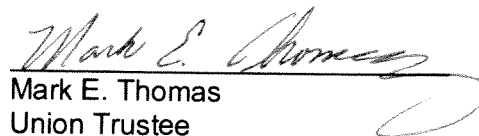
WHEREAS, the Board of Trustees wishes to allow members over age 65 to request and receive reimbursement from the Value Bank for Medicare Part B premiums;

NOW THEREFORE, the Plan is amended, effective as of January 1, 2013, as follows:

- 1) For a member who has attained age 65 and is enrolled in Medicare, the Value Bank may be used for reimbursement of Medicare Part B premiums. Reimbursement will only be made upon the request of the member. The current plan requirement of having a minimum of three months of premium banked at the coverage level and tier for which the member is enrolled before the Value Bank will reimburse medical expenses, does not apply for reimbursement of Medicare Part B premiums.
- 2) All other provisions in the Plan shall continue in full force and effect.

IN WITNESS WHEREOF, pursuant to the proper approval and delegation by the Trustees, the following Employer and Union Trustees have affixed their signatures effective as of the 7th day of December, 2012.


William C. Ligetti, Jr.
Employer Trustee


Mark E. Thomas
Union Trustee

**Amendment to
Iron Workers Welfare Plan of Western Pennsylvania**

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 (the "Plan");

WHEREAS, the Plan offers various benefit plans and programs to Participants and their eligible Dependents; and

WHEREAS, at a meeting of the Board of Trustees on April 19, 2013, the Board agreed to allow the Plan to receive contributions from an Employer for benefits under the Plan based on the terms of an agreement between the Employer and the International Association of Bridge, Structural and Ornamental Iron Workers;

NOW THEREFORE, the Plan is amended, effective as of March 1, 2013, as follows:

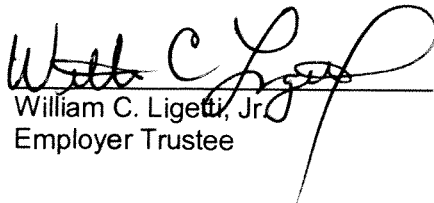
- 1) A new paragraph is added in the section called "Eligibility Rules" after the paragraph called "Participation Agreements" which shall read:

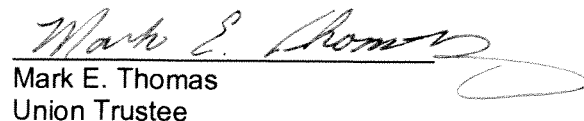
Agreements with the International

If you are covered by an agreement with the International Association of Bridge, Structural and Ornamental Iron Workers requiring contributions to the Welfare Plan, you are eligible for coverage under the Welfare Plan in accordance with the terms of that agreement.

- 2) All other provisions in the Plan shall continue in full force and effect.

IN WITNESS WHEREOF, pursuant to the proper approval and delegation by the Trustees, the following Employer and Union Trustees have affixed their signatures this 19th day of April, 2013.


William C. Ligetti, Jr.
Employer Trustee


Mark E. Thomas
Union Trustee