
**TEAMSTERS HEALTH AND WELFARE FUND
OF PHILADELPHIA AND VICINITY**

**Resolution of the Board of Trustees regarding Contribution Methodologies
for Bargaining Units in Excess of 150 Employees and Participation by
Non-Bargaining Unit Employees**

WHEREAS, the Teamsters Health & Welfare Fund of Philadelphia and Vicinity (hereinafter "Fund") was established on December 13, 1951 through an Agreement and Declaration of Trust authorizing the establishment of a health and welfare plan for certain of those employees of such original Employers who were in collective bargaining units represented by said Unions; and

WHEREAS, from time to time, the original Agreement and Declaration of Trust has been amended and restated, with the last such restatement having been made as of July 1, 2000;

WHEREAS, the Trustees of the Fund are each appointed by parties empowered to do so by the terms of the Amended and Restated Agreement and Declaration of Trust (hereinafter "Trust Agreement");

WHEREAS, the Trustees, pursuant to Sections 9 and 20 of the Trust Agreement, are empowered to amend the Trust Agreement and clarify and interpret the provisions of the benefit plan adopted pursuant to their authority under the Trust Agreement; and

WHEREAS, the Trustees find it desirable to clarify long standing practices previously approved by the Trustees relating to contribution methodologies for bargaining units in excess of 150 employees; and

WHEREAS, the Trustees find it desirable to clarify long standing practices previously approved by the Trustees relating to participation in the Fund's benefit program by non-bargaining unit employees of a contributing Employer to the Fund;

NOW THEREFORE, be it resolved by the Trustees of the Teamsters Health and Welfare Fund of Philadelphia and Vicinity as follows:

1. In the case of a bargaining unit represented by a participating Union having a complement of 150 or more employees, the contributing Employer and the participating Union may provide, under the terms of their collective bargaining

agreement setting forth the wages, hours and other terms and conditions of employment of said employees, for employer contributions and set forth a contribution rate payable to the Fund equal to the Fund's then-published rate for single employees for those unmarried employees with no dependents and the then-published composite contribution rate for all other employees whose enrollment status is "other than single," provided that such classification for purposes of calculating the appropriate contribution rate is based upon the employee's actual census. Should the complement of bargaining unit employees fall below 150 for more than 5 months, the above contribution methodology set forth above shall not be available for that bargaining unit and continued participation shall be conditioned upon payment of the then-published composite contribution rate for all employees in the bargaining unit.

2. In the case of a contributing Employer who desires to have its non-bargaining unit employees participate in the Fund's benefit program, such participation by non-bargaining unit employees shall be permitted under the following conditions:
 - a. The contributing Employer and the participating Union enter into a separate Participation Agreement in the form attached to this Resolution as Exhibit "A";
 - b. Non-bargaining unit participation shall only be available if (i) all non-bargaining employees of the contributing Employer are covered under said Participation Agreement and (ii) the number of said non-bargaining unit personnel does not exceed 50% of the number of Teamster bargaining unit employees covered under the collective bargaining agreement between the contributing Employer and the participating Union; and
 - c. Should the complement of non-bargaining unit employees exceed 50% of the number of Teamster bargaining unit employees for more than 5 months, participation by the non-bargaining unit personnel in the Fund's benefit program shall be terminated.

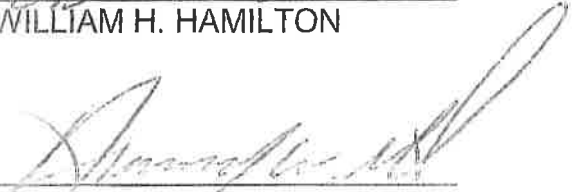
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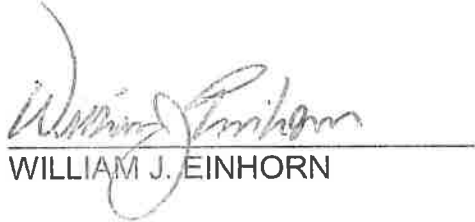
Unanimously approved and adopted by the Trustees of the Teamsters Health and Welfare Fund of Philadelphia and Vicinity this 9th day of November, 2017.


BOB SCHAEFFER, JR.,


WILLIAM H. HAMILTON


TOM J. VENTURA


HOWARD WELLS


WILLIAM J. EINHORN


ROBERT BRYAN, JR.