
**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 effective January 1, 2021 (hereinafter “Trust Agreement”);

WHEREAS, the Trustees are each appointed by parties empowered to do so by the terms of the Trust Agreement;

WHEREAS, the Trustees, pursuant to Sections 9 and 33 of the Trust Agreement, are empowered to amend the Trust Agreement and interpret the provisions of the benefit plan adopted pursuant to their authority under the Trust Agreement; and

WHEREAS, effective November 9, 2017, the Trustees adopted resolutions (the “Resolutions”) regarding Contribution Methodologies for Bargaining Units in Excess of 150 Employees and Participation by Non-Bargaining Unit Employees; and

WHEREAS, the Trustees find it desirous to revise the Resolutions relating to participation in the Fund’s benefit program by non-bargaining unit employees of a contributing Employer to the Fund as provided herein.

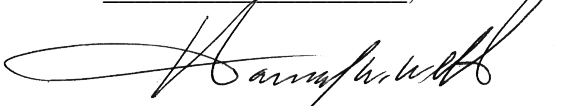
NOW THEREFORE, be it resolved by the Trustees of the Teamsters Health and Welfare Fund of Philadelphia and Vicinity that section 2 of the Resolutions be revised to add new subsection d. as follows:

- d. Notwithstanding the foregoing, the Trustees shall have discretion to interpret these resolutions with respect to specific employers and the Trustees' determination of what is in the best interests of participants and beneficiaries in accordance with the Trustees' fiduciary obligations (including, if necessary, limiting the participation of non-bargaining employees to ensure the Fund's continued multiemployer plan status under applicable law).

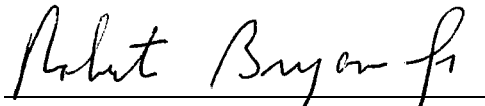
Unanimously approved and adopted by the Trustees of the Teamsters Health and Welfare Fund of Philadelphia and Vicinity this 4th day of January 2021.



William Hamilton, TRUSTEE



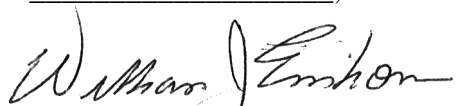
Howard Wells, TRUSTEE



Robert Bryan Jr., TRUSTEE



Daniel Schmidt, TRUSTEE



William Einhorn, TRUSTEE



William D. Evans, TRUSTEE