

**AMENDMENT #3 TO THE
NATIONAL STABILIZATION AGREEMENT OF THE
SHEET METAL INDUSTRY TRUST FUND
AMENDED AND RESTATED ACTIVE RULES AND REGULATIONS
AS OF JULY 1, 2025**

**Eligibility for Welfare Benefit After
Transfer to a Local Union with no Contracts or
one with a Contract only requiring contributions to HCRA B**

Whereas, eligibility for benefits terminates after transfer to a Local Union with no Contracts or one with a Contract only requiring contributions to HCRA B; and

Whereas, there can be an initial period of employment under an Agreement with a Local Union or the International Union before establishment of eligibility for Welfare Benefits provided under that Agreement;

The undersigned Trustees of the National Stabilization Agreement of the Sheet Metal Industry Trust Fund (“SASMI”) resolve to amend the rules in the Active Plan as restated July 1, 2025 for eligibility for the Active Plan Welfare Benefit during this period for establishing Welfare Eligibility.

Amendment

Active Plan Article V “Welfare Benefits,” Section 1 “Qualification Requirements,” is amended as follows:

**ARTICLE V
WELFARE BENEFITS**

SECTION 1. QUALIFICATION REQUIREMENTS. An Employee qualifies for Benefits under this Article in a Stabilization Period for which all of the following conditions are met.

- (a) An Employee is available for suitable work but (1) does not work the number of hours necessary to be credited for the minimum contribution to continue his participation in the health plan in his Home Local Union or (2) either, has exhausted his hours or does not have sufficient hours in his credit or reserve bank to meet the participation requirements of the health plan of the Home Local Union.

(b) The Employee's lack of eligibility under the health plan of his Home Local Union is certified by the Employee's Local Union business manager or agent or other appropriate person as the Trustees may determine.

(c) The Employee is not eligible for health coverage in the jurisdiction of any Local Union.

(d) The Employee is eligible for Benefits under Article II and has not lost eligibility under Article II, Sections 6 or 7, and does not terminate participation nor lose qualification for Benefits under Article XIV at any time during such Stabilization Period or before receipt of payment. However, if an Employee transfers to a Local Union with no Contracts or one with a Contract only requiring contributions to HCRA B, see Article XIV(2)(b)(2) they will continue to be eligible to receive this Welfare Benefit for the period necessary to gain initial eligibility in a new Local Welfare Fund. This continuation for the period to gain initial eligibility is for a maximum of six (6) months after the transfer and is subject to the 200% rule.

(e) The Employee did not refuse an offer or opportunity of suitable work or work in the Sheet Metal Industry on referral from his Home Local Union during the Stabilization Period.

(f) The requirements in paragraph (a) above that the Employee be available for suitable work and in paragraph (e) above that the Employee not refuse work do not apply to an Employee who is unable to work the necessary number of hours due to an injury, illness or temporary disability that would qualify for a benefit under Article IV Section 1(b) or for a Maternity Benefit under Article X.

Amendment approved and signed on the ___ day of _____, 2025.

MANAGEMENT TRUSTEE

UNION TRUSTEE
