

**CEMENT MASONS PENSION TRUST FUND  
FOR NORTHERN CALIFORNIA  
CERTIFICATE OF CHAIRMAN AND CO-CHAIRMAN  
CONCERNING AMENDMENT NO. 1  
TO THE PENSION PLAN  
EFFECTIVE SEPTEMBER 1, 2014**

The undersigned Chairman and Co-Chairman of the Board of Trustees of the Cement Masons Pension Trust Fund for Northern California hereby certify that at a meeting held on March 9, 2018, the following amendment to the Pension Plan of the Fund was adopted pursuant to authority given to the Board of Trustees by Section 1, Article IV of the Trust Agreement dated November 2, 1959, establishing the Fund and Article 13 of the Pension Plan.

Effective January 1, 2018, Section 10.13 of the Plan is revised to read as follows:

1. Section 10.11.a. is revised to read as follows:

**Section 10.11. Retirement**

**a. Before Normal Retirement Age**

To be deemed retired before he has attained Normal Retirement Age, a Pensioner must withdraw completely and refrain from engaging in employment prohibited by the Plan. Prohibited employment includes (1) any employment covered by the Collective Bargaining Agreement with the Union or an affiliated local union; or (2) any employment for the Northern California Cement Masons Joint Apprenticeship and Training Committee – except as an instructor, the District Council or one of its affiliated local unions; or (3) any employment or self-employment for wages or profit in the Building and Construction Industry in the geographical jurisdiction of this Plan or a Related Plan with which the Fund has a reciprocal agreement.

2. Section 10.13 is revised to read as follows:

**Section 10.13. Pensioner Work Addendum**

Notwithstanding the provisions of Sections 10.11 and 10.12 above, a Pensioner may return to work without suspension of pension benefits if the Pensioner complies with any and all terms, conditions and provisions of any Retiree Work Addendum existing under an applicable collective bargaining agreement.

**RETIREE RETURN TO WORK ADDENDUM**

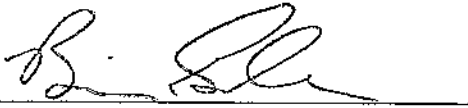
In accordance with this Section 10.13 of the Plan, a Pensioner may perform certain types of work under specific conditions without having his monthly pension benefit from the Cement Masons Pension Trust Fund for Northern California suspended. The following list of positions includes, but is not limited to, those, which the Pension Plan “exempts” from the suspension of benefits provisions.

- Owner or partial owner of a company provided the employer is signatory to a District Council of Plasterers and Cement Masons of Northern California collective bargaining agreement.
- Equipment or Personnel Dispatcher for a Contributing Employer.
- Human Resources or Personnel Manager for a Contributing Employer.
- Instructor for a Contributing Employer on skills not trained for at one of the District Council of Plasterers and Cement Masons of Northern California training facilities.
- Supervisor or Superintendent in the construction industry paid on a bona fide salary basis by a Contributing Employer.
- Estimator for a Contributing Employer.
- Office worker for a Contributing Employer.
- Project Manager for a Contributing Employer.
- Safety Officer for a Contributing Employer.
- Inspector for a Contributing Employer.
- Instructor for the Northern California Cement Masons Joint Apprenticeship Committee.

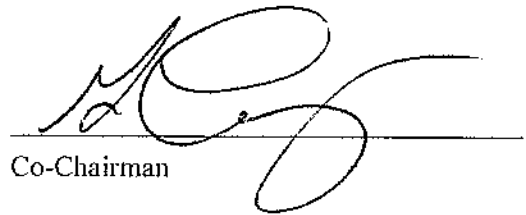
The above types of work will be permitted as long as the retiree does not perform work of the kind covered by a District Council of Plasterers and Cement Masons of Northern California collective bargaining agreement in the state where he is working, even while working in one of the above capacities.

This list is subject to revision at the discretion of the Board of Trustees. Regardless of the job classification or title of the Pensioner, the Board of Trustees has the discretion to determine on the basis of the individual facts and circumstances whether work contemplated or undertaken by a Pensioner is covered under this Work Addendum.

Executed this 9th day of March 2018



Chairman



Co-Chairman