

**FIRST AMENDMENT TO THE
RULES AND REGULATIONS OF THE
LABORERS' PENSION FUND**

Restated and Effective June 1, 2014

The Board of Trustees of the Laborers' Pension Fund hereby amends the Restated Rules and Regulations of the Laborers' Pension Fund (the "Plan"), Restated and Effective June 1, 2014, to provide as follows, such amendment to be effective as of the date specified herein:

1. Section 4.2(c)(2) of the Plan is revised to read as follows:

- (2) During a period of "qualified military service" as defined in the Uniformed Services Employment and Reemployment Rights Act of 1994 (or any predecessor statute), provided the Employee leaves Covered Employment for qualified military service and makes himself available for Covered Employment within two years after discharge or recovery from a service connected disability which continues after his discharge from qualified military service. For such non-work periods, an Employee who has Past Pension and Bonus Credits earned during the Contribution Period shall receive additional Pension and Bonus Credits for each week of absence from Covered Employment as a result of qualified military service as if they had been working in Covered Employment during those periods at 40 hours per week. The cost of complying with this Subsection 4.2(c)(2) shall be borne by the Plan.

Notwithstanding the foregoing, the requirement to return to Covered Employment does not apply in the case where the Employee leaves Covered Employment to enter qualified military service and dies or incurs a service connected disability while in qualified military service that renders the Employee unable to work as a laborer for at least two years. The Employee shall receive additional Pension and Bonus Credits for each week of absence from Covered Employment for the period he was engaged in such qualified military service prior to his death or prior to the date he incurred the service connected disability that renders him unable to return to work as a laborer for at least two years as if the Employee had been Working in Covered Employment at 40 hours of Service per week during such period of qualified military service. The cost of complying with this Subsection 4.2(c)(2) shall be borne by the Plan.

A Participant shall not be entitled to receive additional non-work Pension and Bonus Credits for the same non-work period for which he has already received Pension and Bonus Credits by virtue of Employer contributions made on his behalf.

The Beneficiaries of an Employee who dies while performing qualified military service (as defined in Code Section 414(u)) on or after January 1, 2007, shall be entitled to any Plan benefits provided under the Plan in the same manner as if the Employee resumed and then terminated Covered Employment on account of the Employee's death.

2. Section 4.3(g) of the Plan is revised to read as follow:

- (g) An Employee who leaves Covered Employment to enter qualified military service (as described in the Uniformed Services Employment and Reemployment Rights Act of 1994, or any predecessor statute) and makes himself available for Covered Employment within two years after discharge or recovery from a service connected disability which continues after his discharge from qualified military service will be entitled to credit towards a Year of Vesting Service. For purposes of determining whether the Employee will be granted a Year of Vesting Service, the Employee will receive credit for the period he was engaged in qualified military service as if he had been working in Covered Employment during such period at 40 hours of Service per week. For each Plan Year, the Employee will receive one Year of Vesting Service for 870 or more hours of service during such period of qualified military service in the Plan Year. The cost of complying with this Subsection 4.3(g) shall be borne by the Plan.

Notwithstanding the foregoing, the requirement to return to Covered Employment does not apply in the case where the Employee leaves Covered Employment to enter qualified military service and dies or incurs a service connected disability while in qualified military service that renders the Employee unable to return to work as a laborer for at least two years. The Employee shall receive additional Years of Vesting Service as described in the foregoing paragraph for the period he was engaged in qualified military service prior to his death or prior to the date he incurred the service connected disability that renders him unable to return to work as a laborer for at least two years as if the Employee had been working in Covered Employment at 40 hours of Service per week during such period of qualified military service. The cost of complying with this Subsection 4.3(g) shall be borne by the Plan.

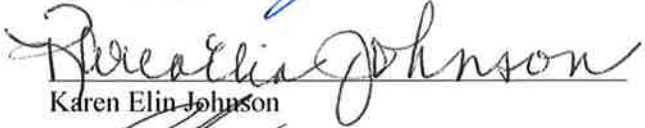
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IN WITNESS WHEREOF, the Board of Trustees hereby adopts this First Amendment to the Rules and Regulations of the Laborers' Pension Fund as of this 9th day of May 2016.


EMPLOYER TRUSTEES



Cliff M. Horn



Karen Elin Johnson



Robert G. Krug



David H. Lorig



Gary Lundsberg

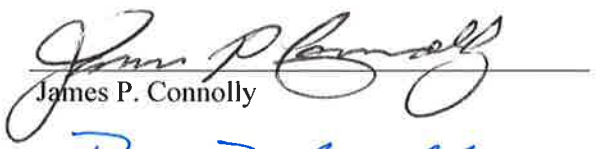


Lewis D. Shapiro

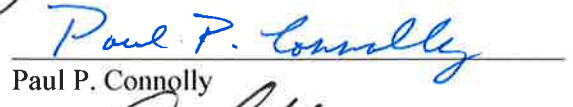
UNION TRUSTEES



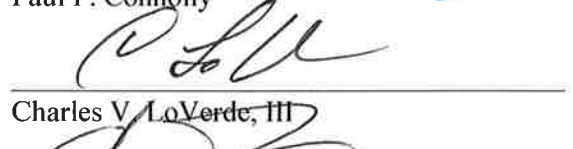
Anthony Cantone



James P. Connolly



Paul P. Connolly



Charles V. LoVerde, III



Shawn Fitzgerald