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AMENDMENT NUMBER SIX TO NORTHERN CALIFORNIA GLAZIERS, ARCHITECTURAL METAL AND GLASSWORKERS PENSION PLAN RULES AND REGULATIONS
(July 1, 2015, Restatement)

In accordance with Article I, Section 1 of the Plan, the undersigned Trustees hereby amend the above-named Plan as set forth on the following pages:

Provision Added or Amended	Effective Date
1. Article D, Section 2(a)	January 1, 2027

By motion of the Trustees approved on May 13, 2026, the Secretary/Co-Chair and Chair are authorized to execute this Amendment Number Six to Northern California Glaziers, Architectural Metal and Glassworkers Pension Plan Rules and Regulations.

Secretary/Co-Chair

Chris Bagatelos

Dated: _____

Chair

DocuSigned by:
Robert Williams
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Robert Williams

Dated: 5/14/2026

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Secretary/Co-Chair

Chris Bagatelos

Dated: 6/1/26

Chair

Robert Williams

Dated: _____

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AMENDMENT NUMBER SIX TO NORTHERN CALIFORNIA GLAZIERS, ARCHITECTURAL METAL AND GLASSWORKERS PENSION PLAN (July 1, 2015 Restatement)

1. Effective January 1, 2027, Article D, Section 2(a) is revised as follows:

"2. Normal Retirement Benefits

(a) Future Service Benefits earned after June 30, 1974. Subject to the provisions of subparagraphs (d) and (f), the benefit for Future Service earned during payroll periods ending after June 30, 1974 is based on Qualifying Contributions as defined in Article A-12. The amounts of benefits earned during this period are determined as follows:

(i) For service during payroll periods ending on or after July 1, 1974, and ending on or before June 30, 2002, the benefit is 5.0 percent of Qualifying Contributions.

(ii) For service during payroll periods ending on or after July 1, 2002, and ending on or before June 30, 2003, the benefit is 2.6 percent of Qualifying Contributions.

(iii) For service during payroll periods ending on or after July 1, 2003, and ending on or before June 30, 2005, the benefit is 1.3 percent of Qualifying Contributions.

(iv) For service during payroll periods ending on or after July 1, 2005, the benefit is 1.0 percent of Qualifying Contributions.

(v) Notwithstanding the foregoing provisions of this section, for purpose of benefit payments made on or after January 1, 2027, Participants with at least 435 Hours of Covered Service during the Plan Year from July 1, 2024 through June 30, 2025, or Participants who are on short-term state disability or receiving workers' compensation benefits and who subsequently resume Covered Service, shall have an increased crediting factor of the monthly amounts as follows:

(I) From 1.3% to 1.5% of the Qualifying Contributions during payroll periods ending on or after July 1, 2003, through June 30, 2005; and

(II) From 1.0% to 1.5% of the Qualifying Contributions during payroll periods ending on or after July 1, 2005 through June 30, 2025.

For service during payroll periods ending on or after July 1, 2025, the benefit returns to 1.0 percent of Qualifying Contributions under subsection (iv)."

[Remainder of section unchanged.]