

**AMENDMENT #2**  
**TO THE PLAN DOCUMENT FOR THE**  
**OPERATING ENGINEERS LOCAL 101 HEALTH & WELFARE FUND**

WHEREAS, the Operating Engineers Local 101 Health and Welfare Fund Combination Plan Document and Summary Plan Description dated January 1, 2012, provides that the Plan may be amended by the Board of Trustees from time to time;

WHEREAS, it is the desire of the Trustees to amend the Combination Plan Document and Summary Plan Description;

NOW, THEREFORE, BE IT RESOLVED THAT the following amendment is made to the Combination Plan Document and Summary Plan Description effective January 1, 2013:

**Section Three – Life Events at a Glance**

Section Three - Life Events at a Glance shall be amended effective January 1, 2013 by adding the following:

**EMPLOYEE ASSISTANCE PROGRAM**

The Plan provides a free program to help Covered Person's cope with personal difficulties that can affect their lives both at home and at work. This free program is called the New Directions Employee Assistance Program ("EAP") and is available to all Covered Persons.

The EAP assists Covered Persons with a variety of life problems including alcohol and drug abuse; stress, anxiety, and depression; marital, family, and relationship discord; child and adolescent behavioral problems; domestic violence; child care; elder care; financial and legal concerns; and educational and career related problems.

The EAP offers assessment, short-term counseling (with up to 6 visits), and/or referral and follow-up services. Services provided by the EAP are available at **no cost** to you or your family; however, situations that require outside referral or continued counseling (beyond the 6 visits) may or may not be covered by the Fund. In such cases, please check the plan document or contact the Plan Administrator to determine what benefits may be available to you. Please be advised that all contact with the EAP is confidential.

The Trustees encourage you to take advantage of the services offered by the EAP before you seek inpatient or outpatient treatment for mental health or substance abuse.

To utilize this program, please contact the New Directions EAP at 800-624-5544 or 816-237-2352 (greater Kansas City). Information is also available at: [www.ndbh.com](http://www.ndbh.com).

The foregoing amendment shall be effective as stated above:

IN WITNESS WHEREOF, we have approved this amendment this \_\_\_ day of \_\_\_\_\_ 2012,

*APPROVED:*

\_\_\_\_\_  
Rodger Kaminska, Co-Chairman

\_\_\_\_\_  
Douglas H. Hall, Co-Chairman