

**UNITE HERE LOCAL 25 AND
HOTEL ASSOCIATION OF WASHINGTON, D.C.
HEALTH AND WELFARE FUND
AGREEMENT AND DECLARATION OF TRUST
Amended and Restated Effective October 5, 2006**

AMENDMENT 5

The UNITE HERE Local 25 and Hotel Association of Washington, D.C. Health and Welfare Fund Agreement and Declaration of Trust is hereby amended as follows, effective March 16, 2026:

1. The second whereas clause is deleted.

~~WHEREAS, the Agreement and Declaration of Trust currently provides for the Fund to receive contributions and provide benefits for: (1) dental and optical care; and (2) health insurance benefits for "A List" banquet waiters and waitresses and platoon bartenders; and.~~

2. Article I, Section C is amended to read as follows:

"Benefits" means dental, optical, health insurance, **training and apprenticeship**, or other benefits within the meaning of Section 501(c)(9) of the Code to be provided pursuant to the terms of the Plans.

3. Article I, Section N is amended to read as follows:

"Plans" means, either collectively or individually: (a) the Dental/Optical Program; (b) the Health Insurance Benefits Program; ~~or~~ (c) **the Training Benefits Program; or (d)** any other benefits within the meaning of Section 501(c)(9) of the Code as established by the Trustees pursuant to this Agreement.

4. Article 1 is amended to add the following new Section P and re-letter the remaining Sections of Article I accordingly:

"Training Benefits Program" means the program providing training and apprenticeship benefits to Employees who qualify for such benefits under the terms of the applicable Plan.

5. Article II(B) is amended to read as follows:

General Purpose of Trust Fund. The Trust Fund shall be used for the purpose of providing dental care benefits, health benefits, optical care benefits, and training benefits, as decided by the Trustees, and shall further provide the means for financing the expenses of the Trustees and the operation and administration of the Trust Fund in accordance with this Agreement. Notwithstanding any provision of this Agreement to the contrary, the Trustees shall at all times keep separate records in respect of all contributions received and expenditures paid in connection with the Dental/Optical Program, ~~and the Health Insurance Benefits Program,~~ **and the Training Benefits Program, respectively.** It is understood that no portion of the Fund attributable to Contributions for one such Plan shall be utilized on behalf of any other such Plan, except that joint expenses (e.g., administration) and income attributable to such assets shall be prorated in a manner to be decided by the Trustees.

IN WITNESS WHEREOF, this amendment was adopted by the Board of Trustees on June 10, 2026.

By:
