

# Plan Amendment

**Plan Name: City of Delano Health and Welfare Plan ("Plan")**

**Plan Sponsor: City of Delano (the "Company")**

**Effective Date: November 1, 2020**

As of the Effective Date, the Company hereby adopts this Amendment to the Plan to reflect a change or changes to the Plan provisions. The Company intends this Amendment as good faith compliance with the Plan and all applicable laws.

## Changes to the Plan Provisions

Notwithstanding any provision contained in the Plan to the contrary, the Plan is hereby amended as follows:

- 1. Temporary COVID-19 Emergency Leaves.** Effective as of April 1, 2020, the Plan's "Coverage During a Leave of Absence" Section is hereby amended to add the following new subsection:

### Leave Opportunities Connected to the 2020 COVID-19 Global Pandemic

Notwithstanding any provision to the contrary in this Plan, if a Covered Employee goes on a qualifying paid or unpaid leave between April 1, 2020 and December 31, 2020 under the Emergency Paid Sick Leave Act ("EPSLA") or the Emergency Family and Medical Leave Expansion Act ("EFMLEA"), the Company will, for the duration of the qualifying leave and to the extent required by EPSLA or EFMLEA, continue to maintain the Covered Employee's group health plan benefits on the same terms and conditions as if the Covered Employee was still an active employee.

All other Plan provisions remain unchanged so long as they are consistent with this Amendment.

IN WITNESS WHEREOF, the undersigned authorized representative has adopted this Amendment to the Plan as of the Effective Date above, on behalf of the Company to evidence the adoption of this Amendment as set forth herein.

For City of Delano:

Signature: 

Name: Noemi Zamudio

Title: HR Director

Date: 1-21-21