

U.A. LOCAL NO. 393 DEFINED BENEFIT PENSION PLAN
(Plan as Revised November 1, 2021)

AMENDMENT 4

Pursuant to the authority conferred upon them by Article 4.4.06 of the Trust Agreement for the U.A. Local No. 393 Pension Trust Fund, the Board of Trustees, meeting on the 20th day of March 2023, amended the U.A. Local No. 393 Defined Benefit Pension Plan (Plan as Revised November 1, 2021) as follows, effective as of the date executed as provided below:

A new Section entitled 2022 Ad Hoc Benefit Payments was added to the appendix as follows:

2022 Ad Hoc Benefit Payments

All retirees in pay status as of September 1, 2022 who met all of the following criteria received a one-time ad hoc benefit payment of \$2,598.07.

1. Either:
 - (1) the retiree had 25 benefit credits prior to his or her pension effective date and has never worked in Industry Service for a non-signatory employer;
 - (2) the retiree had nine (9) benefit credits within ten (10) years prior to his or her pension effective date; or
 - (3) the retiree was permanently disabled as evidenced by a Social Security Disability Award or by currently receiving long-term disability payments from the U.A. Local No. 393 Health & Welfare Plan; and
2. As of September 1, 2022, the retiree had been a dues-paying member in good standing with U.A. Local No. 393 for at least twelve (12) consecutive months.

Any retiree who failed to meet the criteria in 1(2) above solely because he or she was working in a position identified in Article 1, Section 8 (a) of the Plan also received a one-time ad hoc benefit payment in 2022 of \$2,598.07 if he or she was otherwise eligible.

Any retiree who failed to meet the criteria in 1 above solely because he or she was working for an approved general contractor who is not signatory to a collective bargaining agreement with U.A. Local No. 393, but is signatory to a collective bargaining agreement for another building trade, also received a one-time ad hoc benefit payment of \$2,598.07 in 2022 if he or she was otherwise eligible.

Any retiree who failed to meet the criteria in 1 above solely because of unemployment in 2009 also received a one-time ad hoc benefit payment of \$2,598.07 in 2022 if all the following criteria were met and he or she was otherwise eligible: (a) he or she must have received nine (9) benefit credits within eleven (11) years prior his or her pension effective date and (b) must have been signed on the UA 393 Building Trades Joint Hiring Hall out of work list and available for work in 2009.

Any retiree who failed to meet the criteria in 1 above solely because of unemployment in 2010 also received a one-time ad hoc benefit payment of \$2,598.07 in 2022 if all the following criteria were met and he or she was otherwise eligible: (a) he or she must have received nine (9) benefit credits within eleven (11) years prior his or her pension effective date and (b) must have been signed on the UA 393 Building Trades Joint Hiring Hall out of work list and available for work in 2010.

Surviving Spouses in pay status as of September 1, 2022 who met all of the following criteria received a one-time ad hoc benefit payment in 2022 of \$2,598.07 .

1. The retiree to whom the surviving Spouse was married passed away in calendar year 2022; and
2. But for his or her death, the retiree to whom the surviving Spouse was married would have been eligible to receive an Ad Hoc Benefit Payment in 2022.

Notwithstanding the above, a retiree who has reached his or her Required Beginning Date but is still actively employed in Industry Service is not eligible for the 2022 Ad Hoc benefit.

Participants who worked fewer than 100 hours of covered employment during the calendar year of 2022 and who were not employed in Industry Service as of September 1st of 2022 will not be considered actively employed.

Pursuant to the authority granted by the Board of Trustees during their Board meeting on March 20, 2023, the Chair and Co-Chair have been granted authority to execute this Amendment.

3/30/2023 | 11:24 AM PDT

Date

DocuSigned by:

Eric Musynski

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Chairman

4/3/2023 | 12:31 PM EDT

Date

DocuSigned by:

Alex Hall

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Co-Chairman