

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

AMENDMENT 9 (Restated)

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 25th day of March 2024, 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:

1. Effective January 1, 2024 and terminating effective December 31, 2026 a new paragraph is added to Article IX, Section 3(k) as follows:

Enhanced Benefit Credit for Employees Eligible for certain Eligible Unreduced Early Pensions:
Effective January 1, 2024 and terminating December 31, 2026, for those Employees who are eligible for certain Eligible Unreduced Early Pensions as defined below but have not yet reached their Annuity Commencement Date, the Normal Retirement Benefit for Credited Service shall include an additional \$0.05 for Each Hour of Credited Service (“Enhanced Benefit Credit”) in any Plan Year in which the Employee performed the then-effective minimum allowable Credited Service except as follows:

- (1) The Enhanced Benefit Credit shall not accrue until the first day of Plan Year following the Plan Year in which the Employee first becomes eligible for a for an Eligible Unreduced Early Pension;
- (2) The Enhanced Benefit Credit shall not be payable to an Employee if at any time he or she has accepted employment in Industry Service in the Plumbing and Pipe Fitting Industry in any capacity by or with an employer, or as an employer, who was not signatory or otherwise party to a Collective Bargaining Agreement with the United Association or any of its affiliated Local Unions.

For the purposes of this paragraph only Eligible Unreduced Early Pensions shall be defined to include only the following:

- (1) For those Employees whose first Hour of Credited Service was prior to May 1, 2017, he or she has qualified for an Unreduced Early Retirement because they have attained age 55 with at least twenty-five (25) years of benefit credit; or
- (2) For those Employees whose first Hour of Credited Service was on or after May 1, 2017, he or she has qualified for an Unreduced Early Retirement because they have attained age 60 with at least twenty-five (25) years of benefit credit; or
- (3) The employee has qualified for the Career Construction Tradesman or Career Residential Employee Unreduced Early Retirement Benefit.

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Pursuant to the authority granted by the Board of Trustees during their Board meeting on March 25, 2024 the Chair and Co-Chair have been granted authority to execute this Amendment.

7/23/2024 | 1:16 PM PDT

Date

Eric Masyński

Chairman

6/19/2024 | 1:38 PM EDT

Date

Alex Hall

Co-Chairman