

**AMENDMENT # 12 to the
WASHINGTON STATE PLUMBING AND PIPEFITTING INDUSTRY PENSION PLAN,
January 1, 2018 Restatement**

By action taken by the Board of Trustees of the Washington State Plumbing and Pipefitting Industry Pension Plan at their meeting on July 23, 2025, the Plan is hereby amended to add two new sub-paragraphs to Section 5.01 and 5.02 as follows:

5.01 Monthly Benefit Base

...

(y) Effective on and after January 1, 2026, the benefit accrual is determined by multiplying the monthly dollar amount of Contributions earned by a Participant by a factor of .85%.

5.02 Sustainable Income Plan Design Benefits


...

(g) SIP Unit Value Adjustment

Effective January 1, 2026, the SIP Unit Value will be increased by an additional one-time, non-recurring benefit adjustment of 10%.

Approved by action of the Board of Trustees and DATED this 23rd day of July, 2025.


Jeffery J. Owen, Chairman


Scott Middleton, Secretary