

AMENDMENT No. 3
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 on January 28, 2021, the January 1, 2018 Restatement is hereby amended as follows.

1. The following language is added to the end of Section 13.11 to expressly state the requirements of IRC § 401(a)(37):

Accordingly, as required under IRC § 401(a)(37), in the case of a Participant who dies while performing qualified military service (as defined in section 414(u)), the Beneficiary of the Participant is entitled to any additional benefits provided under the Plan had the Participant resumed and then terminated employment on account of death.

2. Subsection (i) is added to Section 10.01 to define “Non-Key Employee.”

(i) Non-Key Employee.

In accordance with IRC § 416(i)(2), the term “non-key employee” means any employee who is not a Key Employee.

3. Section 3.02 is amended as follows:

Future Service Credit shall be credit earned for a period of service of an Employee beginning on or after January 1, 1962. For each Plan Year in which an Employee has earned Hours of Service he/she shall receive, for vesting purposes and for the purposes of calculating eligibility for retirement benefits, the whole or fractional Future Service Credits determined under Schedule 1 below; or in the alternative, his/her Future Service Credits may be calculated in accordance with Schedule 2 below. ~~However, for the Plan Years 1962 through 1968, Future Service Credits for benefit calculations shall only be those Hours of Service for which Employer Contributions have been made to the Plan.~~

(a) Schedule 1.

Hours of Service Earned During the Plan Year Future Service Credit:

Less than 300	.00
300 but less than 500	.25
500 but less than 870	.50
870 or more	1.00

(b) Schedule 2.

(i) All Hours of Service ~~for which Contributions have been made~~ earned during the calendar years 1962 through 1968 shall be added together and divided by 1,500.

(ii) All Hours of Service ~~for which Contributions have been made for~~ earned on and after January 1, 1969 shall be added together and divided by 1,400.

(The remainder of Section 3.02 is unchanged).

Dated this 28th day of January, 20 21.



Jeffrey J. Owen, Chairman



Ed Kommers, Secretary