



# Western UNITE HERE and Employers Pension Fund

Formerly Known as San Francisco Culinary, Bartenders & Service Employees Pension Trust Fund

## **Summary Plan Information for the Plan Year Beginning April 1, 2023**

### **San Francisco Culinary, Bartenders, and Service Employees Pension Plan**

***(now known as the Western UNITE HERE and Employers Pension Fund)***

This notice provides summary plan information to employers and employee representatives of multiemployer plans as required under Section 104(d) of the Employee Retirement Income Security Act of 1974 ("ERISA"). As we previously notified you, the San Francisco Culinary, Bartenders, and Service Employees Pension Plan ("San Francisco Plan") merged into the Western UNITE HERE and Employers Pension Fund ("Western Pension Fund") on January 1, 2024. This notice is for the San Francisco Plan (EIN: 94-6118925, PN: 001) for the 2023 plan year before the merger (April 1, 2023 through December 31, 2023).

- (1) Description of the San Francisco Plan's contribution schedules, benefit formulas, and any modifications made during the 2023 plan year:
  - a. Contributions for the San Francisco Plan were made monthly pursuant to the terms of the current collective bargaining agreements.
  - b. The San Francisco Plan benefit formula is as follows: For retirements beginning on or after April 1, 1998, the monthly amount of the normal pension benefit is \$9.00 per year of credited service through March 31, 1982, \$11.75 per year of credited service from April 1, 1982 through March 31, 1987, \$15.75 per year of credited service from April 1, 1987 through March 31, 1990, and \$25.00 (high rate)/\$18.80 (low rate) per year of credited service on or after April 1, 1990. Effective April 1, 2004, the monthly benefit is \$30 per year of credited service for eligible Level IV participants (unless the participant retired during the Level IV window and satisfied the eligibility conditions below). Effective January 1, 2010, the monthly benefit is \$35 per year of credited service for eligible Level V participants (unless the participant retired during the Level V window and satisfied the eligibility conditions below). Effective April 1, 2014, the monthly benefit is \$40 per year of credited service for eligible Level VI participants (unless the participant retired or terminated from Covered Employment during the Level VI window and satisfied the eligibility conditions below). Effective April 1, 2019, the monthly benefit is \$45 per year of credited service for eligible 4-Year or 6-Year Level VII participants (unless the participant retired or terminated from Covered Employment during the 4-Year or 6-Year Level VII window and satisfied the eligibility conditions below). Effective October 1, 2021, the monthly benefit is \$40 per year of credited service for eligible Special Level VI participants (unless the participant retired or terminated from Covered Employment during the Special Level VI window and satisfied the eligibility conditions below).

San Francisco Plan participants who retired during the period April 1, 2004 through December 31, 2009 with a "Level IV Window Benefit Employer" and had at least three months of pension benefit credit in the 2003-2004 plan year with one or more "Level IV Window Benefit Employers" were eligible for a special "5-Year \$35 Window"

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benefit in the amount of \$35 per year of credited service. However, San Francisco Plan participants will not be entitled to the “5-Year \$35 Window” benefit for hours worked after their last date of employment with a non-Level IV Window Benefit Employer.

San Francisco Plan participants who retire during the period January 1, 2010 through December 31, 2014 with a “Level V Window Benefit Employer” and had at least three months of pension benefit credit in the 2008-2009 plan year with one or more “Level V Window Benefit Employers” are eligible for a special “5-Year \$40 Window” benefit in the amount of \$40 per year of credited service. However, San Francisco Plan participants will not be entitled to the “5-Year \$40 Window” benefit for hours worked after their last date of employment with a non-Level V Window Benefit Employer.

San Francisco Plan participants who retire or terminate from Covered Employment during the period April 1, 2014 through April 1, 2019 with a “Level VI Window Benefit Employer” and had at least three months of pension benefit credit in the 2013-2014 plan year or anytime thereafter with one or more “Level VI Window Benefit Employers” are eligible for a special “5-Year \$45 Window” benefit in the amount of \$45 per year of credited service. However, San Francisco Plan participants will not be entitled to the “5-Year \$45 Window” benefit for hours worked after their last date of employment with a non-Level VI Window Benefit Employer.

San Francisco Plan participants who terminate or retire during the period October 1, 2021 through October 1, 2026 with a “Special Level VI Window Benefit Employer” and who had at least three months of credited service over a period of two years effective with the 2019-2020 plan year or thereafter are eligible for a special “5-Year \$45 Window” benefit in the amount of \$45 per year of credited service. However, San Francisco Plan participants will not be entitled to the “Special Level VI \$45 Window” benefit for hours worked after their last date of employment with a non-Special Level VI Window Benefit Employer.

San Francisco Plan participants who retire or terminate from Covered Employment during the period April 1, 2019 through April 1, 2023 with a “4-Year Level VII Window Benefit Employer” and had at least three months of pension benefit credit in the 2018-2019 plan year or anytime thereafter with one or more “4-Year Level VII Window Benefit Employers” are eligible for a special “4-Year \$50 Window” benefit in the amount of \$50 per year of credited service. However, San Francisco Plan participants will not be entitled to the “4-Year \$50 Window” benefit for any subsequent hours worked with an employer who is not a Level VII Window Benefit Employer.

San Francisco Plan participants who retire or terminate from Covered Employment during the period April 1, 2019 through April 1, 2025 with a “6-Year Level VII Window Benefit Employer” and had at least three months of pension benefit credit in the 2018-2019 plan year or anytime thereafter with one or more “6-Year Level VII Window Benefit Employers” are eligible for a special “6-Year \$50 Window” benefit in the amount of \$50 per year of credited service. However, San Francisco Plan participants will not be entitled to the “6-Year \$50 Window” benefit for any subsequent hours worked with an employer who is not a 6-Year Level VII Window Benefit Employer.

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All Employees who were participants in the San Francisco Plan as of April 1, 2020 received credited service for the 2020-2021 plan year equal to the greater of (1) credited service earned by the participant during the 2019-2020 plan year and (2) credited service earned by the participant during the 2020-2021 plan year.

- c. Modifications made to San Francisco Plan contribution schedules or benefit formulas during the 2023 plan year:

Applicable negotiated contribution rate increases were made during the 2023 plan year in accordance with current collective bargaining agreements.

Effective October 1, 2023, all Employees who were participants in the San Francisco Plan as of April 1, 2020 received credited service for the 2020-2021 plan year equal to the greater of (1) credited service earned by the participant during the 2019-2020 plan year and (2) credited service earned by the participant during the 2020-2021 plan year.

- (2) Total number of employers obligated to contribute to the San Francisco Plan in the 2023 plan year: 115.
- (3) Employers contributing more than 5% of the San Francisco Plan's total contributions for the 2023 plan year:
- a. Hilton Hotels Corporation
  - b. Westin St. Francis
  - c. Fairmont Hotel – Local 2
- (4) The number of inactive participants as of the beginning of the plan year, whose contributing employer is no longer making contributions to the San Francisco Plan for the following periods:
- a. 2023 Plan Year (April 1, 2023 – December 31, 2023): 629
  - b. 2022 Plan Year (April 1, 2022 – March 31, 2023): 629
  - c. 2021 Plan Year (April 1, 2021 – March 31, 2022): 625
- (5) San Francisco Plan's 2023 plan year funding status: The San Francisco Plan was not in critical or endangered status.
- (6) Withdrawing employers during the 2022 plan year (April 1, 2022 – March 31, 2023):
- a. Number of employers that withdrew: 0
  - b. Aggregate amount of withdrawal liability assessed or estimated to be assessed for the withdrawn employers: N/A
- (7) Amortization extensions or funding shortfall methods:

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**(Continued)**

- a. Description of any amortization extensions sought or received during the 2023 plan year, if applicable: N/A.
- b. Description as to whether the San Francisco Plan used the shortfall funding method for the 2023 plan year, if applicable: N/A.

Upon written request to the Administrator, any contributing employer or union is entitled to receive a copy of the San Francisco Plan's Form 5500 filing, summary plan description, and/or summary of any material modification of the San Francisco Plan. You may contact BeneSys Administrators, Inc. at 1182 Market Street, Suite 320, San Francisco, CA 94102. In no case shall a recipient be entitled to receive more than one copy of any such document during any one 12-month period. The administrative office may make a reasonable charge to cover copying, mailing, and other costs of furnishing copies of this information.