



SAGINAW PLUMBERS & PIPEFITTERS
U.A. LOCAL NO. 85 FRINGE BENEFIT FUNDS
P.O. Box 1350 • Troy, MI 48099-1350



(248) 641-4985 (800) 582-6181

To: All Participants in the United Association of Journeymen and Apprentices of The Plumbing and Pipefitting Industry of The United States and Canada Local Union No. 85 Pension Plan (the "Plan" or "Fund")

Re: Benefit Improvements & Temporary Lifting of the Benefit Suspension Rules

WHAT IS THIS NOTICE ABOUT?

This Summary of Material Modifications ("SMM") is to inform you of two important benefit changes to the Pension Fund. First, this notice is to make you aware of an improvement to your Pension benefits for service from the January 2009 work month through the December 2011 work month. Second, the Board of Trustees has decided to reimpose the Plan's Suspension of Benefits Rules effective January 1, 2025.

BENEFIT IMPROVEMENT FOR CREDITED HOURS OF SERVICE JANUARY 2009—DECEMBER 2011 – EFFECTIVE JANUARY 1, 2025

We are pleased to inform you that the Board of Trustees, effective January 1, 2025, has **increased** the benefit multiplier for calculating your Pension benefit for Credited Service earned on or after January 1, 2009, through December 31, 2011, from \$672.00 to \$1,200.00. In addition, during this same period (January 1, 2009 through December 31, 2011) your Credited Service will be determined by dividing your total Hours of Service by 1,500 instead of 2,000, further improving your benefit for service during that time period.

Please note that this benefit improvement applies to the period of January 1, 2009, through December 31, 2011. Beginning on June 1, 2024, this calculation was applied to the work period of October 1, 2005 through December 31, 2008. For all other periods of service, the formula for determining your Credited Service and Accrued Benefit has not changed. In addition, this benefit improvement will not be available to participants who retired or retire with an uncured break in service.

If you are currently in pay status, the Fund Office will automatically adjust your pension benefit check for the month of January 2025 forward. If you are not in pay status, the value of the benefit improvement will be reflected in the next pension benefit statement you receive if you had service during this period.

SUSPENSION OF BENEFITS RULES WILL REMAIN LIFTED UNTIL MARCH 31, 2025

The Board of Trustees has decided to continue the lifting of the Plan's suspension rules through March 31, 2025, to address current manpower needs. The Board will revisit this lifting of the rules next year prior to March 31, 2025, and provide notice of its decision.

WHAT DO I NEED TO DO?

The changes discussed in this notice will take effect automatically. You do **not** need to take any specific action, but you may need to adjust your work schedule with your Employer if you are a Retiree who has returned to work.

IMPORTANT REMINDERS

Every Retiree still must immediately notify the Fund Office if he or she returns to work in any capacity, regardless of whether you return to work for a non-contributing employer (e.g., non-union), a contributing Employer, or in a self-employed, supervisory, or managerial capacity.

This SMM is a summary and is **not** an official plan document. The actual terms of the Plan are contained in the plan document, which is available at the Plan Office. In the event of any ambiguity in or omission from this SMM, or any conflict between this SMM and the official plan document, the official plan document will govern. If you have any questions regarding this SMM, your benefits, or wish to obtain an updated copy of the Plan Document or SPD, please contact the Plan Office at (800) 582-6181 or (248) 641- 4985.

Sincerely,

The Board of Trustees