SUMMARY OF MATERIAL MODIFICATION

to the

NORTHERN CALIFORNIA TILE INDUSTRY DEFINED BENEFIT PLAN

TO: ALL RETIREES AND OWNERS PARTICIPATING IN THE NORTHERN CALIFORNIA TILE INDUSTRY DEFINED BENEFIT PLAN

FROM: BOARD OF TRUSTEES

DATE: September 2020

The purpose of this letter is to notify you of important changes to the Northern California Tile Industry Defined Benefit Plan (the “Plan”). You should take the time to read this Summary of Material Modifications carefully and keep it with the copy of the Summary Plan Description (SPD) that was previously provided to you. The Trustees have made the following changes to the Plan:

I. Non-Bargaining Unit Positions

Effective January 1, 2020 through December 31, 2021, both early and normal retirees may receive their monthly pension benefits while working in non-bargaining unit positions. To be eligible for this relief, you must satisfy the following eligibility criteria:

(1) Be retired and receiving benefits under the Plan;
(2) Be working in a non-bargaining unit position as a marketing representative, estimator, purchasing agent, expediter, detailer, safety director, driver or other non-bargaining unit position approved the Board of Trustees for an employer that is signatory to a collective bargaining agreement and is current on contributions. The employer must not have ever made contributions to the Plan on behalf of any employee working in such position and the employer does not make contributions to the Plan on behalf of other employees in the same or similar position; and
(3) Before beginning the position, you must complete and submit a form to the Administrative Office providing information regarding the job and have the non-bargaining unit position approved by the Board of Trustees.

II. Ownership of a Signatory Employer

The Board of Trustees is allowing participants who have an ownership interest in a signatory company to receive benefits from the Plan for the period of January 1, 2020 through December 31, 2021. To be eligible for this relief, you must satisfy the following eligibility criteria:

(1) The company in which you have an ownership interest is party to a collective bargaining agreement and regularly employs employees in employment covered by the collective bargaining agreement and on whose behalf contributions are made to the Plan;
(2) You are no longer actively involved in the management of the business on a fulltime basis;
(3) You do not perform work of the type covered by the collective bargaining agreement;
(4) You receive wages from the company for no more than 80 hours of employment per month; and
(5) The company is not delinquent in contributions to the Plan.

III. Certified Shortage

Additionally, the Board of Trustees is allowing both early and normal retirees during a certified shortage to work an unlimited number of hours for up to 6 calendar months in a calendar year and still draw a pension for the period of January 1, 2020 through December 31, 2021. Any month you work 40 or more hours will be counted toward this 6 month limit. To be eligible for this relief, you must satisfy the following eligibility criteria:

(1) The Business Manager of the Union has certified that there is a shortage of qualified tile layers, tile finishers or other allied trade generally in any classification covered by the collective bargaining agreements;
(2) You must be retired (either under early retirement or normal retirement); and
(3) You are employed with an employer that is signatory to a collective bargaining agreement and the employer is current on contributions.

Effective January 1, 2022, the Plan’s normal suspension of benefit rules will apply, unless the relief described in this notice is extended by the Board of Trustees. If extended, you will receive additional notification.

If you need another copy of the SPD or if you have any questions about this notice or the relief described, or are interested in qualifying for the relief, please contact the Administrative Office at:

BeneSys, Inc.
7180 Koll Center Parkway, Suite 200
Pleasanton, CA 94566
1-888-208-0250

Language Access Services:
SPANISH (Español): Para obtener asistencia en Español, llame al 1-888-208-0250
CHINESE (中文): 如果需要中文的帮助，请拨打这个号码 1-888-208-0250

This document has been uploaded and is available on the participant website at:
www.bac3tilebenefits.org