

## APPENDIX A

### Plan Provisions

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Effective January 1, 1976

The following is a summary of the major provisions of the plan as of January 1, 2018. Refer to the plan document for a more complete description of the most recent plan provisions.

<b>Participation</b>	The first day of the Plan Year in which at least 500 hours of Vesting Service is earned.
<b>Credited Employment</b>	<p>Prior to May 1, 1966, one year of Pension Service for each Plan Year with at least 500 Hours of Service.</p> <p>From May 1, 1966 through December 31, 1975, one year of Pension Service for each Plan Year with at least 1,400 Hours of Service. If less than 1,400 Hours of Service, 1/8 year of Pension Service for each 175 Hours of Service.</p> <p>From January 1, 1976 through December 31, 2008, 0.001 years of Pension service for each Hour of Service.</p> <p>After January 1, 2008, 0.1 year of Pension Service for every 100 Hours of Service, limited to 1.4 years of Pension Service per Plan Year. For members earning less than the Basic Journeyman's hourly rate, service is credited on a proportional basis.</p>
<b>Accrued Benefit</b>	A monthly benefit equal to \$85 for each year of Pension Service earned prior to January 1, 2009 and \$80 for each year of Pension Service earned thereafter.
<b>Normal Retirement</b>	<p><u>Eligibility:</u> Age 65.</p> <p><u>Benefit:</u> The Accrued Benefit.</p>
<b>Early Retirement</b>	<p><u>Eligibility:</u> Age 55 with 15 years of Pension Service or 5 years of Vesting Service.</p> <p><u>Benefit:</u> The Accrued Benefit reduced by 0.5% for each month from retirement age to age 58 and 0.25% for each month from the greater of retirement age and age 58 to age 60.</p>

## APPENDIX A

### Plan Provisions (continued)

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**Vested  
Termination**

Eligibility: Five Years of Vesting Service.

Benefit: The Accrued Benefit payable in full at Normal Retirement Date or in a reduced amount under the Early Retirement provisions.

**Disability  
Retirement**

Eligibility: Total and Permanent Disability at any age with at least 7 years of Pension Service or Vesting Service with eligibility based on Social Security approval.

Benefit: The Accrued Benefit at the date of disability payable immediately without reduction.

**Pre-Retirement  
Death**

Upon the death of an active participant before retirement but after eligibility for early retirement, the surviving spouse will receive 50% of the amount the participant would have received, had the participant retired and elected this option.

Upon the death of an active participant who was ineligible for, or who waived rights to the benefit in the previous paragraph, the beneficiary shall receive the excess of 100% of contributions over the total amount of any pension payments made prior to death.

**Method of  
Payment**

The normal form of benefit is a Straight-Life Annuity. A level Income Option and 50%, 75%, and 100% Joint and Survivor Annuity benefits are provided on an actuarially reduced basis.

**Contributions**

The projections reflect the contribution rates included in the current Collective Bargaining Agreement as follows:

Effective June 1, 2015 - \$11.75

Effective May 30, 2016 - \$12.25

Effective May 29, 2017 - \$12.75