

Office and Professional Employees Locals 30 & 537 Health & Welfare and Retirement Trust Funds

Administered By: Benefit Programs Administration
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MEMORANDUM

TO: Participants in the O.P.E.I.U. Locals 30 & 537 Retirement Fund
FROM: Board of Trustees
DATE: July 1, 2009
RE: Plan Changes

This is to inform you that the Trustees have adopted the following plan changes effective for retirements on or after August 1, 2009:

1. the benefit accrual factor will be reduced starting with contributions made on your behalf on and after August 1, 2009 from 1.2% to 0.6% (benefits accrued through July 31, 2009 are unaffected by this change);
2. for contributions made on or after August 1, 2009 the early retirement reduction factors will be changed from ½% per month early to an unsubsidized actuarial equivalent early retirement table;
3. the current disability retirement option will be removed and replaced with a new Ancillary Disability Benefit. Under this new benefit a qualified disabled participant may receive 50% of his/her vested accrued benefit to age 55. Upon attainment of age 55, the disabled participant must elect an early retirement option to continue payment of a benefit from the Fund; and
4. the pre-retirement death benefit for unmarried participants will be changed. The portion of employer contributions paid on a participant's behalf will change from 100% to 50%.

These changes were made out of necessity due to the current overall health of the Plan. The Board of Trustees is making every effort to manage the Plan in a prudent manner so as to ensure long term financial viability and comply with all federal laws and regulations commensurate with the fiduciary duties imposed on them. We ask that you remain patient and understanding as we proceed through this difficult economic time. The Trustees have every intention of making future Plan improvements but only after the Plan has returned to prior funding levels and Plan enhancements become affordable.

If you have any questions regarding this notice you may call the Administrative Office at (800) 386-4350 or (562) 463-5065. We advise that you keep a copy of this notice for reference with your Summary Plan Description (SPD) booklet.