

Northwest Ironworkers Trust Funds

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Administered by
Welfare & Pension Administration Service, Inc.

June 23, 2016

TO: All Participants – Northwest Ironworkers Retirement Trust

RE: Summary of Material Modification

The Trustees recently amended the Northwest Ironworkers Retirement Plan (“Plan”) to provide that money-follows-the-man contributions transferred to the Plan will be allocated first to benefit accrual, up to the maximum hourly contribution rate recognized in the benefit accrual formula, with the balance used for Plan funding. The change applies to money-follows-the-man contributions for hours worked on and after July 1, 2016. For hours worked prior to July 1, 2016, the money-follows-the-man contributions received by the Plan will continue to be allocated to funding first and then to benefit accrual.

The maximum hourly contribution rate recognized in the benefit accrual formula is \$2.45. However under the amendment, if money-follows-the-man contributions transferred to this Plan exceed the Area 01 (Local 86 jurisdiction) contribution rate in the Master Labor Agreement (currently \$9.95 per hour), then the amount recognized in the benefit accrual formula will be \$2.45, plus the excess over the Area 01 contribution rate.

Here are some examples for hours worked on and after July 1, 2016:

- **Example 1:** An employee works in a reciprocal area where the hourly contribution rate is \$6.00. If the contributions are transferred to the Northwest Ironworkers Retirement Plan in a money-follows-the-man transfer, then the Plan will allocate \$2.45 per hour to the employee’s benefit accrual and the remaining \$3.55 to Plan funding.
- **Example 2:** An employee works in a reciprocal area where the hourly contribution rate is \$10.75. If the contributions are transferred to the Northwest Ironworkers Retirement Plan in a money-follows-the-man transfer, then the Plan will allocate \$2.45 per hour to the employee’s benefit accrual, \$7.50 to Plan funding, and \$0.80 (excess over \$9.95) to the employee’s benefit accrual.

This change is prospective only. It does not affect the monthly retirement benefit you earned based on hours worked prior to July 1, 2016, or if you are a retiree, to the benefits you are currently receiving.

If you have any questions, please contact the Administration Office at (206) 441-7226 or toll free (866) 986-1515, extension 3310.

Sincerely,

**Board of Trustees
Northwest Ironworkers Retirement Trust**