

# U.A. Local 350 Plumbers & Pipefitters Retirement Trust

---

DATE: APRIL 23, 2019  
TO: ALL ACTIVE EMPLOYEES  
FROM: BOARD OF TRUSTEES  
U.A. LOCAL 350 RETIREMENT TRUST  
RE: NEW PENSION PLAN COMING SOON

## INTRODUCING THE NORTHERN NEVADA PLUMBERS & PIPEFITTERS VARIABLE DB PLAN

The Trustees of the U.A. Local 350 Retirement Trust are committed to providing viable long-term retirement benefits for participants. That's why, in addition to the benefits you are earning from the Plumbers & Pipefitters National Pension Fund and the U.A. Local 350 Annuity Pension Plan, we are pleased to announce a new pension plan called the Northern Nevada Plumbers & Pipefitters Variable Defined Benefit Plan.



If approved, the new retirement plan is scheduled to go into effect on **August 1, 2019**. You will start to earn benefits in this new plan for hours worked on and after that date.

## KEY FEATURES

The new Variable DB Plan will provide you with an additional layer of lifetime retirement benefits. This benefit will adjust automatically, up or down, based on the plan's investment performance. This reduces the chance of plan underfunding and helps to ensure the plan remains healthy into the future. The Variable DB Plan's key features include:

Higher Retirement Benefits	Participants will earn benefits in the Variable DB Plan that are in addition to the benefits they are currently earning in the National Plan. Plus, in most years, the benefits earned each year under the Variable DB Plan will be higher (for each dollar of contribution) than the benefits currently earned each year under the National Pension plan.
Variable Benefits Based on Performance	Monthly benefit amounts will be adjusted annually based on the plan's investment performance vs. a target investment return, so the exact amount of monthly benefits will vary. Benefits will increase in years when the return on plan assets is high and decrease in years when the return on plan assets is low.
"Save & Restore" Feature	The plan aims to protect benefits from decreasing during a market downturn by using a rainy-day fund to secure benefits. The rainy-day fund will be financed using a portion of plan contributions and excess returns above a pre-determined maximum return level. The rainy-day fund, while not guaranteed, is intended to restore benefits when market returns fall short and benefits would otherwise decline.
Inflation Protected Lifetime Benefits	Participants earn a benefit for each year of service, and the total benefit is payable as a monthly annuity throughout retirement. Benefit amounts are expected to increase over time, which helps to protect against inflation, rather than remaining at a fixed amount each year.

## COMMUNICATIONS SCHEDULE

We will be reaching out over the coming months with more detailed information. Here's what you can expect:

April – May	FAQs and videos will be posted to the <a href="http://ualocal350.org">ualocal350.org</a> site to provide general plan information
May – June	You will receive a personalized benefit statement with projected benefit estimates, and we will hold member meetings to review the new plan
July	We will hold a member meeting to approve the new plan and the contribution allocation
August 1	The new plan, if approved, will go into effect on this date

We are excited to bring this innovative pension plan to U.A. Local 350 Retirement Trust members, and look forward to working with you over the spring and summer as we roll out the plan.