

**LABORERS PENSION TRUST FUND FOR NORTHERN CALIFORNIA  
220 CAMPUS LANE  
SUISUN, CALIFORNIA 94585-1498  
TELEPHONE: (707) 864-2800 OR TOLL-FREE (800) 244-4530**

**IMPORTANT ANNOUNCEMENT REGARDING YOUR PENSION PLAN**

**TO: ALL PLAN PARTICIPANTS**

The Board of Trustees of the Laborers Pension Trust Fund for Northern California is pleased to announce several improvements to the Pension Plan as follows:

**IMPROVED REGULAR PENSION FORMULA**

For Participants retiring on or after June 1, 1999 who have not incurred a "Separation from Covered Employment" (see page 5 of your October 1999 Plan booklet for an explanation of this term), the formula used to calculate a Regular Pension has been improved as follows:

- The value of each Benefit Unit (or a proportionate amount for each fraction) earned as a result of Covered Employment prior to August 1, 1962 increased from \$75.00 to \$95.00.
- The percentage crediting factor for Contributions required to be made on a Participant's behalf for work in Covered Employment between August 1, 1986 and August 1, 2000 increased from 3.0% to 3.3%.
- The percentage crediting factor for Contributions required to be made on a Participant's behalf for work in Covered Employment between August 1, 2000 and August 1, 2004 increased from 2.0% to 3.3%.

**Notes:**

- (1) If a Participant has incurred a Separation from Covered Employment, any benefits earned prior to the Separation will be calculated under the formula in effect when the Separation occurred. Benefits earned after the most recent Separation will be calculated under the above formula. The Separation from Covered Employment provision is described in greater detail in Section 6.07 of the Pension Plan.
- (2) No benefits are accrued during a Plan Credit Year on or after August 1, 1986 if the Participant fails to earn a minimum .50 Benefit Unit or a Year of Credited Service.

**“EXTRA” BENEFIT CHECK**

An “extra” benefit check will be issued on December 1, 2000 to each Pensioner and Beneficiary whose pension is effective on or before November 1, 2000 and whose pension is in pay status (not deceased or suspended) as of November 30, 2000. The amount of the check will be equal to one month’s benefit as of November 1, 2000, less the temporary supplemental benefit of \$150.00 or \$75.00 for pensioners and \$75.00 or \$37.50 for Beneficiaries, as the case may be.

**TEMPORARY SUPPLEMENTAL BENEFIT**

The Temporary Supplemental Benefit which became effective December 1, 1993 for eligible Pensioners and Beneficiaries was due to terminate on November 30, 2000. The Trustees have extended this benefit an additional year, to November 30, 2001. The Temporary Supplemental Benefit is described on page 28 in your October 1999 Pension Plan booklet.

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We are in the process of recalculating monthly pension benefits for Laborers whose retirement date was effective June 1, 1999 or later. They can expect to see the increased monthly benefit reflected in their September 1, 2000 benefit check and, based on their retirement date, may receive a retroactive payment for the difference between the old and new benefit formulas. Pensions for Laborers newly retired will be computed using the new benefit formula.

We are pleased that the Fund’s current financial position makes it possible to make these improvements to your Pension Plan. As the financial position of the Fund is affected by fluctuations in the economy, we cannot promise future improvements. However, please be assured that the Trustees remain committed to providing the best benefits possible under the Plan, while maintaining a solid financial foundation.

If you have any questions regarding these benefit improvements, please contact the Fund Office at (707) 864-2800 or (800) 244-4530 or you may E-mail us at [customerservice@norcalaborers.org](mailto:customerservice@norcalaborers.org). This notice is part of and should be kept with your Summary Plan Description booklet.

Sincerely,

BOARD OF TRUSTEES

**AUGUST 2000**  
**INSERT 1 TO 10/01/99 BOOKLET**

This notice is only intended to be a brief summary of selected Plan provisions. As such, it cannot address all aspects governing the payment of benefits under the Plan. In order to more fully understand your entitlement to benefits, rights and obligations, you should refer to your summary plan description booklet and the Plan Rules and Regulations.

**-PLEASE PLACE THIS INSERT IN YOUR PENSION PLAN BOOKLET-**