

UA LOCAL 190 PLUMBERS/PIPEFITTERS/SERVICE TECHNICIANS/GAS
DISTRIBUTION PENSION PLAN

FUNDING IMPROVEMENT PLAN-June 1, 2010 to May 31, 2011 Plan Year

The Trustees of the UA Local 190 Plumbers/Pipefitters/Service Technicians/Gas Distribution Pension Plan and Trust ("Pension Plan") have been notified by the Pension Plan Actuary that the Pension Plan is in "endangered" funding zone status as of June 1, 2010. The Federal law known as the Pension Protection Act of 2006 ("PPA") requires the Trustees to adopt a "Funding Improvement Plan" consisting of reductions of future benefit accruals and increases in contributions that the Trustees determine are reasonably necessary to emerge from endangered status.

The Trustees have consulted with the Actuary and have determined that the reductions in benefits and increases in contributions previously implemented as part of the June 1, 2009 Plan Year Rehabilitation Plan are reasonably expected to enable the Pension Plan to emerge from endangered status within the time required by law. These changes are described in the attached Funding Improvement Plan.

The Funding Improvement Plan assumes that the Pension Plan contribution levels currently in effect stay in effect.

If you wish to comment on or object to the Funding Improvement Plan, please send your comments to Thomas Hayden, Administrative Manager, UA Local 190 Pension Plan, 24900 Harper Ave., St. Clair Shores, MI 48080. You may also transmit objections by fax to (586)439-6119.

**UA Local 190 Plumbers/Pipefitters/Service Technicians/Gas Distribution
Pension Plan
EIN: 38-6065579**

**Funding Improvement Plan (FIP)
as of June 1, 2010**

As of June 1, 2010 our Plan was less than 80% funded as measured by the requirements of the Pension Protection Act, and was not projected to have a funding deficiency. While these conditions place your Plan in the “Endangered” zone, the current average contribution rates shown on the following schedule are anticipated to satisfy the requirements of the PPA.

Benefit Changes

The Plan was in the Critical zone for the Plan year beginning 6/1/2009. Under the Rehabilitation Plan provided to the bargaining parties for that Plan year, the following changes were made to the pension plan effective 6/1/2010:

- The reduction for the joint & survivor optional form of benefit is increased to eliminate any additional cost to the Plan for selecting this form.
- For benefits accrued after May 31, 2010, the following changes are made:
 - The early retirement reduction is increased to eliminate any additional cost to the Plan for retiring early.
 - The hours required at the highest contribution rate for a year of benefit service are increased from 1,500 to 1,800.

The Funding Improvement Plan does not require any additional benefit changes beyond those made under the Rehabilitation Plan at this time.

Schedule of projected funded percentages and current contribution rates

<u>May 31</u>	<u>Projected Funded Percentage</u>
2010	62%
2011	66%
2012	69%
2013	73%
2014	77%
2015	80%
2016	84%

	6/1/2010
Michigan Distribution	<u>Rate</u>
Journeyman Welder	\$ 9.54
Journeyman Installer 1	2.40
Journeyman Installer 2	2.58
Apprentice Helper 1	3.44
Apprentice Helper 2	3.21
Sub-Total	
 Mechanical	
Building Trades Journeyman	\$ 9.63
Building Trades Apprentices	9.63
Commercial Metal Trades	1.00
Residential Pipe Trades	1.00
Mechanical Equipment Svcs.	1.00
Cook Nuclear Plant	9.63
Sub-Total	
 Ohio Distribution	
Journeyman Welder	\$ 5.67
Journeyman Installer & Appr.	2.20
Sub-Total	
 Other	
Car-Ber Services	\$ 2.20
Other Misc.	6.45
Sub-Total	
 Weighted Average	 \$6.79

Based upon the tables above, no additional contribution increases will be necessary to meet the benchmarks of the Pension Protection Act.