

**UA Local 190 Plumbers/Pipefitters/Service Technicians/Gas Distribution
Pension Plan
EIN: 38-6065579
Rehabilitation Plan as of 6/1/2009**

DEFAULT SCHEDULE

As of June 1, 2009 our Plan was less than 65% funded and projected to fail the ERISA minimum funding standard within five years. These measures place the Plan in the "Critical" zone as per the requirements of the Pension Protection Act (PPA). Our trustees have been hard at work to improve the overall funding of the Plan. Below is a description of our default Rehabilitation Plan (benefit changes and contribution increases) and projected funding improvement.

Benefit Changes Effective 6/1/2010

The disability benefit is eliminated.

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 reduction for the joint & survivor optional form of benefit is increased to eliminate any additional cost to the Plan for selecting this form.
- The normal retirement benefit is changed from a 10-year certain & continuous annuity to a life annuity.

Schedule of required contribution increases and projected funded percentages

<u>May 31</u>	Average Contribution Rate	Projected Funded Percentage
2009	\$ 6.70	62%
2010	\$ 7.28	66%
2011	\$ 7.28	65%
2012	\$ 7.28	64%
2013	\$ 7.28	63%
2014	\$ 7.28	66%
2015	\$ 7.28	69%
2016	\$ 7.28	72%
2017	\$ 7.28	75%
2018	\$ 7.28	78%
2019	\$ 7.28	81%

We will monitor future funded percentages relative to this Rehabilitation Plan. Actual future percentages will depend on future investment and demographic experience.

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NON-DEFAULT SCHEDULE

As of June 1, 2009 our Plan was less than 65% funded and projected to fail the ERISA minimum funding standard within five years. These measures place the Plan in the "Critical" zone as per the requirements of the Pension Protection Act (PPA). Our trustees have been hard at work to improve the overall funding of the Plan. Below is a description of our alternate Rehabilitation Plan (benefit changes and contribution increases) and projected funding improvement.

Benefit Changes 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.

Schedule of required contribution increases and projected funded percentages

<u>May 31</u>	<u>Average Contribution Rate</u>	<u>Projected Funded Percentage</u>
2009	\$ 6.70	62%
2010	\$ 7.28	67%
2011	\$ 7.28	67%
2012	\$ 7.28	65%
2013	\$ 7.28	65%
2014	\$ 7.28	68%
2015	\$ 7.28	71%
2016	\$ 7.28	74%
2017	\$ 7.28	77%
2018	\$ 7.28	80%
2019	\$ 7.28	83%

We will monitor future funded percentages relative to this Rehabilitation Plan. Actual future percentages will depend on future investment and demographic experience.

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HISTORY OF RECENTLY NEGOTIATED
CONTRIBUTION RATES

Michigan Distribution	<u>5/1/2009</u>	<u>5/1/2008</u>
Journeyman Welder	\$ 8.79	\$ 8.14
Journeyman Installer (1 only)	\$ 2.40	\$ 2.40
Journeyman Installer (2 only)	\$ 2.58	\$ 2.58
Apprentice Helper (1&2)	\$ 3.21	\$ 3.21
Apprentice Helper (2 only)	\$ 3.44	
Apprentice Helper (1 only)	\$ 3.21	

Mechanical	<u>6/1/2009</u>	<u>6/1/2008</u>
Building Trades Journeyman	\$ 9.13	\$ 8.38
Building Trades Apprentices	\$ 9.13	\$ 8.38
Commercial Metal Trades	\$ 1.00	\$ 1.00
Residential Pipe Trades	\$ 1.00	\$ 1.00
Mechanical Equipment Svcs	\$ 1.00	\$ 1.00
Cook Nuclear Plant	\$ 9.13	\$ 8.38

Ohio Distribution	<u>9/1/2009</u>	<u>9/1/2008</u>
Journeyman Welder	\$ 5.67	\$ 5.12
Journeyman Installer & Appr	\$ 2.20	\$ 2.20

Other Contracts

	<u>11/23/2008</u>
Car-Ber Services	\$ 2.00

Plan-Wide Weighted Average Rate	\$ 7.28	\$ 6.70
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