



NOVEMBER 2023

TO: ACTIVE AND RETIRED PARTICIPANTS

RE: SUMMARY OF MATERIAL MODIFICATIONS TO THE  
NORTHERN CALIFORNIA PIPE TRADES PENSION PLAN (“PLAN”)

The Board of Trustees of the Northern California Pipe Trades Pension Plan (“Plan”) is pleased to provide you with the following summary of recent changes to the Plan, called a Summary of Material Modification (“SMM”). Please review these important changes described below.

**A. ELIGIBILITY FOR BENEFITS  
FULL DISABILITY RETIREMENT BENEFITS - Plan Amendment  
ACTIVE and RETIRED Participants  
Article II Section 4 – Effective July 1, 2023**

The Board of Trustees has determined that it is in the best interest of the Plan Participants to amend the Plan to require less restrictive requirements for a Full Disability Retirement.

**4. Full Disability Retirement Benefits.**

A Participant shall be eligible for a Full Disability Retirement if they become totally and permanently disabled and meet all of the following requirements:

- a. **Has terminated employment in the Pipe Trades Industry; and**
- b. **Is vested in the Pension Plan (excluding Pro Rata Reciprocal Vesting Credits), regardless of age or when the disability occurred; and**
- c. Has obtained and provided to the Plan a Total and Permanent Disability Award issued by the Social Security Administration; and
- d. Has been credited with at least 300 hours of Covered Employment during any one of the **five Plan Years** ending with the year that the disability began (**as determined by the onset date of disability listed on the Social Security Disability Award Notice**).

A Full Disability Retirement can commence no earlier than the disability onset date as determined by the Social Security Administration. Total and Permanent Disability for the purpose of this Section shall mean a disability by reason of bodily injury or disease.

A Participant is required to notify the Trust Fund Office if they no longer qualify for a Social Security Disability Award **and/or returns to any type of gainful employment**. The Board of Trustees may, from time to time, require satisfactory evidence of continued disability, and if a Participant’s disability ceases, the full Disability Retirement Benefits shall be terminated. A Participant may be required to repay the Plan for any benefit received during a period in which they were not permanently and totally disabled.

**B. RETIREMENT BENEFITS  
OPTIONAL FORMS OF RETIREMENT BENEFIT PAYMENTS  
Distributions of Small Interests - Plan Amendment  
ACTIVE Participants  
Article III Section 7.e – Effective January 1, 2024**

**7.e Distributions of Small Interests.**

**Effective January 1, 2024, the Board of Trustees, at its discretion may issue a lump sum distribution (without Participant or spousal consent) when the present value of a Participant’s Pension Benefit is \$7,000 or less (increased from \$5,000).** Pursuant to Internal Revenue Code Section 417(e), the present value shall not be less than

the present value calculated by using the applicable mortality table and the applicable interest rate. The term "applicable mortality table" means the table prescribed by the Secretary of the Treasury and shall be based on the prevailing commissioners' standard table used to determine reserves for group annuity contracts issued on the date as of which present value is being determined without regard to any other subparagraph of section 807(d)(5). The applicable interest rate means the annual rate of interest on 30-year Treasury securities for the month before the date of distribution or such other time as the Secretary may by regulations prescribe.

**IN ACCORDANCE WITH THE EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974, AS AMENDED ("ERISA"), THIS SMM SUPPLEMENTS THE SUMMARY PLAN DESCRIPTION THAT HAS BEEN SEPARATELY PROVIDED TO YOU. YOU SHOULD RETAIN THIS DOCUMENT WITH YOUR COPY OF THE MOST RECENT SUMMARY PLAN DESCRIPTION.**

If you have any questions, please contact the Trust Fund Office by email at [tfo@ncpttf.com](mailto:tfo@ncpttf.com) or by calling at 925/356-8921, ext. 246.

Respectfully submitted,

Fund Manager  
On Behalf of the Board of Trustees