

Puget Sound Electrical Workers Trust Funds

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Administered by
Welfare and Pension Administration Service, Inc.

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**TO: All Participants and All Participating Employers
Puget Sound Electrical Workers Pension Trust**

RE: No Non-Bargaining Employee Participation Permitted After June 1, 2004

This notice contains important information concerning your Puget Sound Electrical Workers Pension Plan. It should be read and retained for future reference.

The Pension Plan recently published a Summary of Material Modifications to all Plan Participants announcing benefit plan changes effective for the new plan year beginning June 1, 2004.

Among the several changes, the Plan was amended to delete future non-bargaining employee participation. In the past this concept has been popularly referred to by both Participants and employers as “alumni coverage” or “T-13”, a reference to the amending document of many years ago. In response to inquiries and requests for clarification, the Board has confirmed its action to remove Plan authorization for non-bargaining participation effective June 1, 2004. In recent unanimously approved action, the Board confirmed the following:

1. On and after June 1, 2004, only bargaining unit employees are permitted to participate in the Pension Plan. **Bargaining unit employees are defined as employees functioning in the categories of apprentice, journeyman, foreman, and general foreman as described by collective bargaining agreements which require contributions to the Pension Plan.** Non-bargaining employee participation is not permitted on and after June 1, 2004.

2. For all relevant periods through the Plan Year ending May 31, 2004, legitimate Plan participation has been authorized under the written benefit Plan only for (1) bargaining unit employees functioning in the categories of apprentice, journeyman, foreman, and general foreman as described by collective bargaining agreements which require contributions to the Pension Plan, and also for (2) non-bargaining employees of participating employers functioning in the categories of, or performing the duties of (regardless of job title) estimator, supervisor, project manager and superintendent.

The written benefit plan in effect through the Plan Year ending May 31, 2004 sets forth specific rules which permitted authorized non-bargaining employee participation. Employer reporting and contributions for this period for legitimate non-bargaining employees through May 31, 2004 is generally accepted, unless facts are disclosed showing improper participation by any individual not legitimately performing the duties of an authorized non-bargaining employee of an employer as described above. Adjustments may be made in the future if new information is presented indicating non-compliance with any participation rules.

**The Board of Trustees
Puget Sound Electrical Workers Pension Trust**