

**SUMMARY OF MATERIAL MODIFICATIONS
FOR THE SUMMARY PLAN DESCRIPTION OF THE
PLUMBERS & PIPEFITTERS LOCAL UNION 396 PENSION FUND**

The Trustees have made some changes to the Plan that will affect various provisions of your Summary Plan Description. This "Summary of Material Modifications" explains these changes and should be kept with your Summary Plan Description.

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Effective for all retirements after January 1, 2005, the Trustees have approved that Sections 5.07(A) and 5.07(B) are amended and shall read as follows:

5.07 Suspension of Benefits:

(A) After Normal Retirement Age.

- (1) If the Participant has attained Normal Retirement Age, his/her monthly benefit shall be suspended for any month in which he/she worked or was paid for at least 40 hours in Totally Disqualifying Employment. "Totally Disqualifying Employment" means employment or self-employment that is
- (a) In an industry covered by the Plan when the Participant's pension payments began; and
 - (b) In the geographic area covered by the Plan when the Participant's pension began; and
 - (c) Employment in work of any type covered by the terms of the Collective Bargaining Agreement in effect between the Union and the Employers, or in any type of work normally performed by plumbers or pipefitters, employment in any type of production related work in the field in the industry covered by the Plan. Such "disqualifying employment" work includes the supervision of any manpower in the production field in an industry covered by the Plan.

(B) Before Normal Retirement Age

- (1) The monthly benefit shall be suspended for any month in which the Participant is employed in disqualifying employment before he/she has attained Normal Retirement Age. "Disqualifying employment," for the period before Normal Retirement Age, is:
- (a) Employment in work of any type covered by the terms of the Collective Bargaining Agreement in effect between the Union and the Employers, or in any type of work normally performed by plumbers and pipefitters, employment in any type of production related work in the field in the industry covered by the Plan. Such "disqualifying employment" work includes the supervision of any manpower in the production field in an industry covered by the Plan; or
 - (b) Employment as described in (a) above for an employer in the same or related business as any Contributing Employer; or
 - (c) Self-employment in the same or related business as any Contributing Employer; or
 - (d) Employment or self-employment in any work that is under the jurisdiction of the Union.

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Please keep this information with your Summary Plan Description. If you have any questions regarding these changes, please contact the Fund Office.