

**ELEVENTH AMENDMENT TO THE  
UNITED ASSOCIATION NATIONAL PENSION FUND  
FULL TEXT OF THE PLAN RULES  
(as restated effective January 1, 2014)**

The Trustees of the United Association National Pension Fund hereby adopt the following amendments to Section 5.04 of the Full Text of the Plan Rules (“Plan”):

**Section 5.04. Pension Credit for Periods On and After the Contribution Date (Future Service Credit).**

For the period commencing on his Contribution Date, a Participant shall receive one full year of Future Service Credit during each Calendar Year in which he completes 1,500 or more Hours of Work in Covered Employment. Proportionately less than one full year of credit shall be granted in accordance with the schedule below. In addition, a Participant who completes 1,800 or more Hours of Work in any Calendar Year 1999 or later will receive an extra one-tenth of a year of Pension Credit for that year as noted below; and a Participant who completes 2,100 or more Hours of Work in any Calendar Year 2000 or later will receive another extra one-tenth of a year of Pension Credit for that year as noted below. In addition, a Participant who completes 2,080 Hours of Work in any Calendar Year 2024 or later will receive 1 2/10 Years of Future Service Credit, and a Participant who completes more than 2,080 Hours of Work in any Calendar Year 2024 or later will receive an extra one-tenth of a year of Pension Credit for every 300 additional Hours of Work performed in a given year as noted below but without an upper cap.


<b>In or after 2024:</b>	
<b>Hours of Work in Covered Employment During Calendar Year</b>	<b>Years of Future Service Credit</b>
For each additional 300 hours in excess of 2,380	Additional 1/10
2,380 – 2,679	1 3/10
2,080 – 2,379	1 2/10
1,800 – 2,079	1 1/10
1,500 – 1,799	1
1,350 – 1,499	9/10
1,200 – 1,349	8/10
1,050 – 1,199	7/10
900 – 1,049	6/10
750 – 899	5/10
600 – 749	4/10
450 – 599	3/10
300 – 499	2/10
150 – 299	1/10
Less than 150	0

<b>For Calendar Years 2000-2023:</b>	
<b>Hours of Work in Covered Employment During Calendar Year</b>	<b>Years of Future Service Credit</b>
2,100 Hours or more	1 2/10
1,800 – 2,099	1 1/10
1,500 – 1,799	1
1,350 – 1,499	9/10
1,200 – 1,349	8/10
1,050 – 1,199	7/10
900 – 1,049	6/10
750 – 899	5/10
600 – 749	4/10
450 – 599	3/10
300 – 499	2/10
150 – 299	1/10
Less than 150	0

If in a Calendar Year a Participant completes a Year of Vesting Service but less than 150 Hours of Work in Covered Employment, he shall be credited with a prorated portion of a full year of Pension Credit in the ratio that his Hours of Work in Covered Employment has to 1,800.

Adopted: September 19, 2023.

Effective: January 1, 2024.

  
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 Chairman

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 Co-Chairman

**LOCAL 1 ADDENDUM TO 11<sup>TH</sup> AMENDMENT**

The separate Future Service Credit accrual schedule for Participants whose Home Local is Local 1 that was established in the Merger Agreement that was effective May 1, 1999 is amended proportionally in keeping with the 11<sup>th</sup> Amendment as follows effective January 1, 2024:

<b>In or after 2024:</b>	
<b>Hours of Work in Covered Employment During Calendar Year</b>	<b>Years of Future Service Credit</b>
For each additional 250 hours in excess of 2,000	Additional 1/10
2,000 – 2,249	1 3/10
1,750 – 1,999	1 2/10
1,500 – 1,749	1 1/10
1,250 – 1,499	1
1,125 – 1,249	9/10
1,000-1,124	8/10
875 - 999	7/10
750 - 874	6/10
625 - 749	5/10
500 - 624	4/10
375 - 499	3/10
250 - 374	2/10
150 – 249	1/10
Less than 150	0

<b>For Calendar Years 2000-2023:</b>	
<b>Hours of Work in Covered Employment During Calendar Year</b>	<b>Years of Future Service Credit</b>
1,750 Hours or more	1 2/10
1,500 – 1,749	1 1/10
1,250 – 1,499	1
1,125 – 1,249	9/10
1,000-1,124	8/10
875 - 999	7/10
750 - 874	6/10
625 - 749	5/10
500 - 624	4/10
375 - 499	3/10
250 - 374	2/10
150 – 249	1/10
Less than 150	0