

**To: Participating UA Local Unions and Contributing Employers**  
**From: Board of Trustees of the United Association National Pension Fund**  
**Date: May 17, 2022**  
**Re: Report of Summary Plan Information for the 2020 Plan Year (July 1, 2020 – June 30, 2021)**

In accordance with ERISA §104(d), the Trustees of the United Association National Pension Fund (the “Plan”) are providing the following Report of Summary Plan Information to unions that represent Plan participants and to employers obligated to contribute to the Plan. Except as otherwise specified, all information in this report pertains to the 2020 Plan Year, which ran from July 1, 2020 to June 30, 2021. (Some of the information has changed for the current Plan Year; for example, for the current Plan Year, the Plan was certified as no longer being in Endangered status. See item 5 below.) If you have any questions about this report, please write or call the Fund office. See <https://uanpf.org/> for contact information.

**1. Contribution Schedule and Benefit Formula Information**

Contributions to the Plan are made to a trust fund under an Agreement and Declaration of Trust, effective June 23, 1968, as restated and amended. There are a variety of hourly contribution rates, which are set by the various collective bargaining agreements and other participation agreements requiring employer contributions to the Plan.

Plan benefits are based on the number of years of pension credit, when that pension credit was earned, age at retirement, the contribution rates in effect while in employment covered by the Plan, and the applicable benefit schedule. The Plan document sets forth a variety of benefit schedules which are based on hourly contribution rates, depending in part on when the rate was in effect.

For periods prior to January 1, 2005, the benefit schedules were based upon the final contribution rate that applied for the last year in which the participant accrued a year of service, subject to various limitations. Effective January 1, 2005, the amount of a Participant’s benefit is fixed for each year at the contribution rate for that year. The different Benefit Schedules are also applied based on responses of the bargaining parties to contribution rate increase requests from the Board of Trustees to comply with additional funding needs and implementation of the Funding Improvement Plan.

There were no changes in the benefit schedules during the 2020 Plan Year. More detail about the benefit schedules and the benefit formula rules can be found in the Summary Plan Description.

**2. Number of Contributing Employers**

For the 2020 Plan Year, 4414 employers were obligated to contribute to the Plan.

**3. Employers Contributing More Than 5%**

During the 2020 Plan Year, the United Association National Pension Fund did not have any employers that contributed more than 5% of the total contributions to the Plan.

**4. Participants for Whom no Pension Contributions were made due to their last Employers having withdrawn from the Pension Plan**

The chart below identifies the number of participants on whose behalf no contributions were made by an employer as an employer of the participant during the 2020, 2019 and 2018 plan years, which numbers were the basis for the ratios reported on line 15 of Form 5500 Schedule R:

	7/1/20-6/30/21 Plan Year	7/1/19-6/30/20 Plan Year	7/1/18-6/30/19 Plan Year
<b>Participants</b>	2486	2185	2168

ADMINISTRATOR: Toni C. Inscoc

TRUSTEES: Mark McManus, Patrick H. Kellett, Michael A. Pleasant, Smitty G. Belcher, Michael W. Gossman, Kevin T. Armistead

## **5. Plan's Funding Status**

Under the federal law known as the Pension Protection Act of 2006 ("PPA"), a pension plan generally will be considered to be in "endangered" status if, at the beginning of the plan year, the funded percentage is less than 80%. The United Association National Pension Fund was certified by the Plan actuary as being in endangered status under the PPA as of July 1, 2020 because its estimated funded percentage was 75.74%. (As noted above, as of July 1, 2021, the Fund was certified as no longer being in an endangered status because its estimated funded percentage was 87.3%.)

To comply with the PPA and improve the Plan's funding status, the Board of Trustees adopted and communicated a Funding Improvement Plan ("FIP") in April 2010. The FIP is a series of actions formulated to reach PPA benchmarks for increases in the funded percentage within prescribed time periods. The FIP provided bargaining parties with the option of either increasing their contribution rate while maintaining the current level of benefits or having the benefit accrual level reduced. The FIP has been fully implemented, and the Plan's actuary has certified that the Plan is on track to meet the prescribed progress under the FIP.

You may contact the Fund Office in writing to request a copy of the FIP and the actuarial and financial data that demonstrate actions taken by the Plan toward fiscal improvement. The FIP is also available on the Plan's website, [www.uanpf.org](http://www.uanpf.org). From the Home Page, click on *Plan Documents* at the bottom of the page, then click on the down arrow next to *Plan Documents and Previously Issued Filings*.

## **6. Number of Employers that Withdrew in Preceding Plan Year**

During the 2019 Plan Year (7/1/19 – 6/30/20), which was the preceding Plan Year to the 2020 Plan Year, 7 employers withdrew from the Plan. As reported on Schedule R of the Form 5500, the actual or estimated amount of employer withdrawal liability assessed against employers that withdrew during that year was \$48,319.

## **7. Plan Merger/Transfer Information**

No pension plans were merged into the United Association National Pension Fund during the 2020 Plan Year, nor were the assets and liabilities of another plan transferred to the Plan during that year.

## **8. Amortization Extension or Shortfall Funding Method Information**

The minimum funding requirements reflect the automatic five-year amortization extension that the Board of Trustees adopted for the Plan Year beginning July 1, 2009. The Plan did not use the shortfall funding method (as described in ERISA §305) for the 2020 Plan Year.

## **9. Right to Additional Information**

Any contributing employer or participating local union may request from the Plan Administrator, in writing, a copy of the following documents, but not more than one time during any 12-month period:

- The Plan's most recent Form 5500
- The Plan's Summary Plan Description and any summaries of material modifications
- The full text of the Plan Document, and
- The Funding Improvement Plan.

The Administrator may charge a reasonable amount to cover the cost of providing the document requested. These documents (other than the Form 5500) are also available on the Plan's website, <https://uanpf.org/>. From the Home Page, click on *Plan Documents* at the bottom of the page, then click on the down arrow next to *Plan Documents and Previously Issued Filings*.