



## **Report of Summary Plan Information**

2016 Plan Year

June 1, 2016 through May 31, 2017

In accordance with ERISA §104(d), the Trustees of the Laborers Pension Trust Fund for Northern California are providing the following *Report of Summary Plan Information* to **Unions that represent Plan Participants and Employers obligated to contribute to the Plan.** Except as otherwise specified, all information in this Report pertains to the **2016 Plan Year.**

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

➤ Contribution Schedule:

Employer contribution rates differ from employer to employer and are the subject of negotiated Collective Bargaining Agreements.

➤ Benefit Formula: The monthly accrued benefit at Normal Retirement Age is based on:

- A dollar amount for each Benefit Unit earned prior to August 1, 1986. Participants who work less than the required number of hours in Covered Employment in a twelve-month Plan Credit Year to earn a full Benefit Unit may accrue a fractional Benefit Unit (500-hour minimum); **plus**
- A percentage of contributions required to be made for work in Covered Employment on or after August 1, 1986 (500-hour minimum in a 12-month Plan Credit Year). Beginning July 1, 2005, generally, a portion of each hourly contribution is earmarked solely for funding purposes and is not included in the calculation of any benefit accrual.

### **2. Number of Contributing Employers.**

For the Plan Year ending May 31, 2017, 1,370 employers were obligated to contribute to the Plan.

### **3. Employers Contributing More than 5%.**

During the 2016 Plan Year, no employer contributed more than 5% of total contributions to the Plan.

### **4. Participants for Whom No Contributions Were Made.**

The chart below sets out, for the 2016, 2015 and 2014 Plan Years, the number of Participants with respect to whom no employer contributions were made by an employer as the Participant's employer:

	<b>2016 Plan Year</b>	<b>2015 Plan Year</b>	<b>2014 Plan Year</b>
Participants	19,160	15,000	10,000

## 5. Plan Funding Status.

The Plan was in endangered status during the Plan Year.

### (a) Steps Taken to Improve Funding Status.

The Plan was first certified to be in endangered status for the 2008 Plan Year. As permitted under the Worker, Retiree and Employer Recovery Act of 2008 (WRERA), the Trustees elected to “freeze” and retain the 2008 status for 2009. The Plan has continued to be certified as endangered for the 2010, 2011, 2012, 2013 and 2014 Plan Years.

Plans certified to be endangered must adopt a funding improvement plan establishing steps and benchmarks for the plan to improve its funding status over a specified period of time. In part, this involves the creation of one or more schedules consisting of employer contribution rate increases and/or benefit reductions which must be adopted by collective bargaining agreements entered into or renewed after a specified date. Failure to timely adopt a collective bargaining agreement containing one of the schedules results in the automatic imposition of the schedule designated as the default schedule on the employer, as well as its employees.

The original Funding Improvement Plan to address the 2008 Plan Year’s endangered status was adopted by the Board of Trustees in April 2009. Plan trustees are required to review a plan’s funded status annually and update any funding improvement plan and its schedules as needed. As a result of continuing to be certified as endangered, the Trustees have periodically updated the Funding Improvement Plan with the most recent update occurring in December 2016. Pursuant to collective bargaining and internal allocations out of a total wage package, as well as off-benefit contributions, the total hourly contribution rate remained at \$8.96. This allocation was deemed by the Trustees to be consistent with the updated Alternative Schedule 1 of the Funding Improvement Plan – the schedule already in effect for all or virtually all Plan participants (note – the previous December 2015 update to the Funding Improvement Plan eliminated the Default Schedule for all collective bargaining agreements renewing after that date). No additional benefit changes were made to the Plan in connection with the 2016 update.

### (b) How to Obtain Information.

You may obtain a copy of the Funding Improvement Plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement by submitting a **written request to:**

Mr. Byron C. Loney  
Laborers Pension Trust Fund for Northern California  
220 Campus Lane | Fairfield, CA 94534

## 6. Number of Employers That Withdrew in Preceding Plan Year.

During the 2015 Plan Year, no employers withdrew from the Plan.

As reported on the 2016 Form 5500, the actual or estimated amount of employer withdrawal liability assessed was \$0.

**7. Transaction Information.**

The Plan did not merge with another Plan and did not receive a transfer of the assets and liabilities of any other Plan during the 2016 Plan Year.

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

The Plan did not apply for or receive an amortization extension under ERISA §304(d) or Code §431(d) for the 2016 Plan Year.

The Plan did not use the shortfall funding method (as described in ERISA §305) for the 2016 Plan Year.

**9. Right to Additional Information.**

Any contributing employer or participating union under the Plan may request from the Plan Administrator, in writing, a copy of the documents listed below, but not more than one time during any one 12-month period. The Administrator may charge a reasonable amount to cover the cost of providing the documents requested.

- The Plan's 2016 Form 5500
  - The Plan's Form 5500 is also available on the Department of Labor's website at [www.dol.gov/ebsa](http://www.dol.gov/ebsa). Right-hand column under "Document Request/FOIA." The Plan's EIN is 946277608.
- The Plan's Summary Plan Description\*
- Any Summaries of Material Modification to the Plan (SMM)\*

\*These documents are available on the Trust Funds' website at [www.norcalaborers.org](http://www.norcalaborers.org).

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