



Midwestern Teamsters

PENSION TRUST FUND

Notice of Critical and Declining Status For Midwestern Teamsters Pension Plan

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This is to inform you that on March 30, 2020 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan is in critical and declining status for the plan year beginning January 1, 2020. Federal law requires that you receive this notice.

Critical and Declining Status

The plan is considered to be in critical and declining status because it has funding or liquidity problems, or both. More specifically, the plan's actuary determined that:

- the Plan is in critical status,
- the funded percentage is less than 80%, and
- insolvency is projected within 15 years

It is important to note that this Plan Status is based on financial reports from January 1, 2020. Due to the Coronavirus, market conditions have changed significantly since that time. The Plan's actuarial projections are not based on the daily ebbs and flows of the market, but on the annual market values locked in on the last day of each calendar year. It is much too early to predict how the market will perform over the next several months. Your Trustees are monitoring the situation closely and will update you as developments occur.

Rehabilitation Plan and Possibility of Reduction in Benefits

Federal law requires that a plan in critical status adopt a "Rehabilitation Plan" aimed at restoring the financial health of the plan. This is the seventh time the Plan has been certified in critical status and the fourth year it is certified to be critical and declining. The Plan is operating under the Rehabilitation Plan that was updated by the Trustees on December 20, 2017.

The law permits pension plans in critical status to eliminate or change benefits called "adjustable benefits" as part of a Rehabilitation Plan. These include:

- Plan benefits, rights, and provisions, including pre and post-retirement death benefits (other than qualified joint and survivor annuities), disability benefits not yet in pay status, and similar benefits;
- Early retirement benefits or retirement-type subsidies; and
- Temporary supplemental benefits.

The Rehabilitation Plan reduced some of these adjustable benefits and specified required contribution rate increases under both schedules (Default and Alternative).

The Trustees review and update the Rehabilitation Plan on an annual basis. If the Trustees determine that further benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions.

Adjustable Benefits

The plan offers the following adjustable benefits which may be reduced or eliminated as part of any rehabilitation plan the pension plan may adopt:

- Post-retirement death benefits;
- Early retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA)

Employer Surcharge

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation. The amount of the surcharge is equal to a percentage of the amount an employer is otherwise required to contribute to the plan under the applicable collective bargaining agreement. With some exceptions, a 5% surcharge is applicable in the initial critical year and a 10% surcharge is applicable for each succeeding plan year thereafter in which the plan is in critical status. Under the rehabilitation plan, employers entering into new collective bargaining agreements are required to pay increased hourly contributions. Once these increases contributions commence, the employer is no longer charged the Employer Surcharge.

Multiemployer Pension Reform Act of 2014

Under the Multiemployer Pension Reform Act of 2014 (MPRA), a plan that has been determined to be in critical and declining status and is projected to become insolvent may be able to adopt certain reductions to accrued benefits, subject to various requirements and limitations, if doing so is projected to prevent insolvency. Generally, in order for the plan sponsor to adopt a benefit suspension, the suspension must be approved by the Department of the Treasury (Treasury) in consultation with the Department of Labor and the Pension Benefit Guaranty Corporation (PBGC), and ratified by a vote of the plan's participants and beneficiaries. MPRA also provides that a plan in critical and declining status that cannot be projected to avoid insolvency by benefit suspension alone, may be eligible to apply to the PBGC for a partition, subject to various requirements and limitations, if a partition (in addition to suspension) is projected to prevent insolvency.

Where to Get More Information

For more information about this Notice, you may contact the Fund Administrator at (800) 572-4289, Midwestern Teamsters Pension Plan, 18861 90th Avenue, Suite A, Mokena, IL 60448. You have a right to receive a copy of the rehabilitation plan from the plan when it is available.