

CEMENT MASONS' UNION LOCAL 592 PENSION PLAN

SUMMARY ANNUAL REPORT TO EMPLOYERS AND UNIONS OF MULTIEMPLOYER PLAN INFORMATION FOR PLAN YEAR MAY 1, 2019 TO APRIL 30, 2020

This is a summary report to employers and unions for the Cement Masons' Union Local No. 592 Pension Plan ("Plan"), Employer Identification Number 23-1972409, Plan No. 001, for the plan year from May 1, 2019 to April 30, 2020 ("Plan Year"). This Summary Report is required by Section 104(d) of the Employee Retirement Income Security Act of 1974 (ERISA), as amended, and is intended to fulfill the requirements of that section.

EMPLOYER CONTRIBUTION SCHEDULE

The negotiated contribution rates vary in different areas. The following table shows the pension and annuity contribution rates for the Cement Masons' Union Local No. 592 Pension Plan during the Plan Year in each area represented by Local 592.

Area	Pension Rate	Annuity Rate	
Traditional Local 592 Area (Southeast PA)	\$13.47	\$5.00	
Traditional Local 699 Area (Camden, Gloucester, Salem, NJ)	\$17.86	\$5.00	
Traditional Local 233 Area (Allentown, PA Vicinity)	Masons	No LU 592 Plan rate – separate plan	\$4.48
	Plasterers		\$3.65
Traditional Local 107 Area (York, PA Vicinity)	Masons	None	\$10.00
	Plasterers		\$0.95
Traditional Local 94 Area (Harrisburg, PA Vicinity)	Masons	No LU 592 Plan rate – separate plan	\$2.30
	Plasterers		\$0.95
Traditional Local 100 Area (Scranton, Wilkes Barre, Williamsport, PA)	None	No LU 592 Plan rate – separate plan	
Local 33 Area Masons (Southern NJ)	\$14.22	\$5.00	
Local 5 Area Masons (Trenton NJ Vicinity)	\$14.22	\$5.00	
Traditional Local 36 Area (State of Delaware and Cecil County, MD)	\$11.59	\$2.20	
Traditional Local 105 Area Masons (Reading & Lancaster, PA Vicinity)	None	\$9.00	
Plasterers Local 8 Work (Southeastern PA)	No LU 592 Plan rate – separate plan	No LU 592 Plan rate – separate plan	

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Other Pension Plans

The Pension contribution in several areas goes to surviving Local Union plans.

Former LU /Area	Plan Name	EIN	PN
Local 233	Bricklayers Local 8 & Plasterers Local 233 Pension Plan	23-6477536	001
Local 94	Plasterers & Cement Masons Local 94 Pension Fund	23-6445411	001
Local 8	Plasterers Local 8 Pension Plan	23-2652951	001

The former Local 699 Pension Plan, EIN 23-6104175, Plan No. 001, merged into the Local 592 Pension Plan effective June 30, 2009. Local 36 terminated its defined benefit plan with a purchase of insured annuities for all benefits before Local 36 merged into Local 592.

Other Annuity Plans

The contracts for work within the Local 8 or Area 100 jurisdictions include contributions to a separate defined contribution plan.

Former LU /Area	Plan Name	EIN	PN
Local 100	Laborers IUNA Local Union Number 130, Annuity Fund	23-7062537	001
Local 8	Plasterers Union Local 8 Annuity Fund	23-6929739	001

The former defined contribution plans for Local 36 and Local 699 were dissolved more than six (6) years ago. The Local 105 defined contribution plan (Operative Plasterers and Cement Masons Local 105 Pension Plan, 236617134 PN 001) was dissolved in the plan year beginning January 1, 2014. The Plasterers Local No 592 Annuity Fund (EIN 23-6979359, PN 001), covering the Local 100 Area, merged into the Laborers Local 130 Annuity Fund in the plan year beginning September 1, 2014.

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BENEFIT FORMULA

The Local 592 Plan provides a traditional monthly pension benefit for each year of service and an Annuity Benefit Accumulation Account benefit.

Participants are assigned to a particular "Area" and related benefits based on (i) the prior local union (and plan) membership and (ii) the predominant source of credited work hours under the Plan in the year in which an employee first became an Active Participant.

Pension Benefit

New Area 592. The New Area 592 benefit formula applies to members from any Area or Local covered by this plan (other than Local 107 Participants, Area 699 Participants, Area 233 Participants, and Area 94 Participants) who first become Participants after June 30, 2009. For this group, the monthly benefit is equal to seven (7) cents for each Contribution Hour earned. A minimum of 250 hours of Covered Employment in a Plan Year is required to earn any accrual.

Area 699. The Area 699 benefit formula applies to former participants in the Local 699 Plan, which merged into this Plan effective July 1, 2009, and to members since July 1, 2009 whose majority of Contribution Hours in the Plan Year in which they became Active Participants were in Area 699 Covered Employment. For this group, the monthly benefit is equal to the sum of the following items:

- \$0.0075 for each hour of Pension Service earned from May 1, 1970 through April 30, 1984, plus
- \$70 multiplied by years of Pension Service as of June 30, 2009, plus
- Seven (7) cents for each Contribution Hour earned after July 1, 2009. A minimum of 250 hours of Covered Employment in a Plan Year is required to earn any accrual after July 1, 2009.

Grandfathered Area 592. The Grandfathered Area 592 benefit formula applies to individuals who became Area 592 participants on or prior to June 30, 2009 only. For this group, the monthly benefit is equal to the sum of the following items:

- \$130;
- \$11 multiplied by a Participant's years of service as of January 31, 1975;
- A cents-per-hour amount, multiplied by the number of hours the Participant works in Covered Employment after January 31, 1975, currently \$0.0445;
- \$60.00 for each year of continuous service (800 or more Credited Hours) after January 31, 1975 and ending April 30, 2010. The \$60.00 rate might not be applicable to all years of service if the participant was not continuously an Active Participant; and
- \$25.00 for each year of continuous service (1,000 or more Credited Hours) after May 1, 2010.

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Area 107. The monthly pension benefit for Area 107 Participants was frozen as of April 30, 1994. There are no current pension benefit accruals for this group under this Plan.

Areas 94 and 233. The monthly pension benefit for members in Areas 94 and 233 is provided by separate ongoing Local Union pension plans. There are no current pension benefit accruals for these areas under this Plan.

Areas 100 and 105. There are no current pension benefit accruals for members in Areas 100 and 105 under this Plan. There is no separate pension plan for these areas.

Area 36. Prior Local 36 members are treated as part of the Area 592 Group for pension benefits.

Area 5 and Area 33. There are no remaining Local 5 or Local 33 members. Contribution rates for work performed in Area 5 and Area 33 are listed in the table on the first page; however, pension benefits for such work are accrued under the Area 592/699 structure, whichever is applicable.

Annuity Benefit

The Annuity Benefit Accumulation Account is a hybrid benefit based on an individual plan account for participants equal to contribution credits plus interest. The contribution credit equals the number of hours worked in Covered Employment multiplied by the "Annuity" contribution rate covering the work (set forth in the table earlier in this report) plus interest as provided in the plan.

The Account formula does not allow loss of principal and thus is considered a defined benefit plan benefit. The Annuity Benefit Accumulation Account is payable as a monthly benefit.

EMPLOYER CONTRIBUTIONS

A total of 179 employers contributed to the Plan in the Plan Year. There may be other employers who are obligated to contribute to the Plan but did not report any covered work in the Plan Year.

Madison Construction Company and Roma Concrete, Inc. each contributed more than 5% of the total contributions to the Plan during the Plan Year.

WITHDRAWALS

The Plan has not to date identified any employers who withdrew from the Plan during the preceding plan year. As a result, the Plan has not assessed any withdrawal liability nor estimated liability for assessment. Under the rules for a construction plan, a withdrawal can occur up to five (5) years after an actual cessation of contributions and does not include a liquidation or shutdown as a withdrawal.

There were no employees whose last contributing employer was identified as having withdrawn from the plan by the beginning of the Plan Year or the two preceding plan years and on whose behalf no "employer contributions" were made by the participant's employer.

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FUNDING STATUS

The Plan was in critical status under Section 305 of ERISA for Plan Year. The Board of Trustees adopted a rehabilitation plan effective in 2009 to improve its funding status. Enclosed with this notice is a summary of the actions taken by the plan to improve its funding status.

A copy of the plan's rehabilitation plan and the actuarial and financial data that demonstrate any action taken by the plan toward fiscal improvement, can be obtained at the address of the Fund office displayed at the end of this notice.

OTHER ITEMS

No plans merged with the Cement Masons' Union Local No. 592 Pension Plan during Plan Year.

No assets or liabilities were transferred to or from the Cement Masons' Union Local No. 592 Pension Plan during Plan Year.

The Plan sought and received a 5-year extension of amortization charge bases effective May 1, 2016, as allowed for pursuant to Internal Revenue Code Section 431(d)(1). The Plan did not use the shortfall funding method (as the term is used under ERISA Section 305) for the Plan Year.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the annual report filed with the Department of Labor, a summary plan description, and a summary of any material modifications of the Plan, on written request. However:

- A recipient is not entitled to receive more than one copy of any of these reports during any one 12-month period; and
- The administrator may make a reasonable charge to cover copying, mailing, and other costs of furnishing copies of the information described above.

To obtain a copy of the full annual report, or any part thereof, a summary plan description, and a summary of any material modifications, write or call the office of the Plan at:

MR. JOSEPH MOSKAUSKI, PLAN ADMINISTRATOR
Cement Masons' Union Local No. 592 Pension Plan
7821 BARTRAM AVENUE, SUITE 102
PHILADELPHIA, PENNSYLVANIA 19153
(215) 468-0237

Plan Name: Cement Masons' Union Local 592 Pension Plan
EIN: 23-1972409, Plan No: 001
Plan Sponsor: Board of Trustees, Cement Masons' Union Local 592 Pension Fund

Schedule R
Summary of Rehabilitation Plan in Effect as of April 30, 2020

Rehabilitation Period May 1, 2010 – April 30, 2023. Effective April 23, 2010, the rehabilitation period was extended by three years (from 10 years to 13 years) due to an election the Trustees made under Section 205 of WRERA'08.

Changes to Plan of Benefits

- Increased number of hours required for a full year of Credited Service from 800 to 1,000, effective 5/1/2010
- Reduced the annual interest crediting rate from 2.0% to 1.0%, effective 5/1/2010
- Reduced the service-related benefit accrual rate from \$60.00 per month to \$25.00 per month with respect to future Credited Service for Grandfathered Area 592 Participants, effective 5/1/2010
- Reduced the crediting rate for Annuity benefits by \$2.00 per hour for Area 592 participants and Area 699 participants, effective 10/1/2012
- Benefits for pensioners and beneficiaries (other than Local 107) increased by \$10 per month effective May 1, 2011, May 1, 2012, May 1, 2013, May 1, 2014, and May 1, 2015. These increases were paid for out of additional contributions not contemplated by the Rehabilitation Plan, and, after taking into account the increases, the plan was still reasonably expected to emerge from critical status by the end of the Rehabilitation Period.

Plan Name: Cement Masons' Union Local 592 Pension Plan
EIN: 23-1972409, Plan No: 001
Plan Sponsor: Board of Trustees, Cement Masons' Union Local 592 Pension Fund

Schedule R
Summary of Rehabilitation Plan in Effect as of April 30, 2020
(Continued)

**Changes to Hourly
Contribution Rates**

<u>Effective Date</u>	<u>592 Hourly Contribution Rates</u>		<u>699 Hourly Contribution Rates</u>	
	<u>Pension</u>	<u>Annuity</u>	<u>Pension</u>	<u>Annuity</u>
5/1/2010	\$7.77	\$6.50	\$11.66	\$6.00
5/1/2011	\$7.87	\$6.50	\$12.16	\$6.00
11/1/2011	\$7.87	\$6.50	\$12.26	\$6.50
5/1/2012	\$8.47	\$6.50	\$12.86	\$6.50
10/1/2012	\$10.47	\$4.50	\$14.86	\$4.50
5/1/2013	\$10.57	\$4.50	\$14.96	\$4.50
5/1/2014	\$10.67	\$5.00	\$15.06	\$5.00
5/1/2015	\$11.27	\$5.00	\$15.66	\$5.00
5/1/2016	\$11.87	\$5.00	\$16.26	\$5.00
5/1/2017	\$12.42	\$5.00	\$16.81	\$5.00
5/1/2018	\$12.92	\$5.00	\$17.31	\$5.00
5/1/2019	\$13.47	\$5.00	\$17.86	\$5.00
5/1/2020	\$14.12	\$5.00	\$18.41	\$5.00

Other Changes:

- Lowered the interest rate from 8.00% to 7.50% and apply for IRC 431(d)(1) 5-year extension of amortization charges effective May 1, 2016
- Extended amortization charge bases by 5 years effective May 1, 2016 in accordance with IRC 431(d)

Annual Progress:

The rehabilitation plan is not making scheduled progress based on the actuarial certification for the Plan Year in which this Schedule R is filed. The plan is projected to emerge in the Plan Year beginning 5/1/2029.