

PLUMBERS, PIPE FITTERS & MES

Local Union No. 392

Supplemental Unemployment Benefit Fund

1228 Central Parkway • Suite 100 • Cincinnati, Ohio 45202-7500

Phone (513) 241-0444 • Fax (513) 241-1130

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IMPORTANT CLARIFICATION NOTICE

May 2019

Dear Participants:

The Trustees of the Plumbers, Pipefitters & Mechanical Equipment Service Local Union No. 392 Supplemental Unemployment Benefit Fund previously sent out a Summary of Material Modification (“SMM”) regarding the Bereavement Leave Benefit. The previous notice contained an error regarding the expansion of the benefit.

Effective June 1, 2019, you may be eligible for the Bereavement Leave Benefit upon the death of an immediate family member as follows:

- (a) five days (5) of benefits for the death of a child or spouse;
- (b) three (3) days of benefits for the death of a parent, parent-in-law or sibling; and
- (c) one (1) day of benefits for the death of a grandparent.

Please keep this notice with your Summary Plan Description (“SPD”) booklet for future reference. If you have any questions, please contact the Fund Office.

Sincerely,

Rinda Hoffman
Fund Administrative Manager

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IMPORTANT NOTICE

April 2019

Dear Participants:

The Trustees of the Plumbers, Pipefitters & Mechanical Equipment Service Local Union No. 392 Supplemental Unemployment Benefit Fund are pleased to announce that the Bereavement Leave Benefit has been extended until May 31, 2020. The Trustees also expanded the Bereavement Leave Benefit to provide up to five (5) days of benefits upon the death of a child, effective June 1, 2019.

Under the Bereavement Leave Benefit, you may be eligible for benefits upon the death of an immediate family member as follows:

- (a) five days (5) of benefits for the death of a child (effective June 1, 2019);
- (b) three (3) days of benefits for the death of a spouse, parent, parent-in-law or sibling; and
- (c) one (1) day of benefits for the death of a grandparent.

Please remember that you must provide documentation to the Fund Office regarding the death of your immediate family member to receive any benefits.

If you qualify for the Bereavement Leave Benefit under the Plan, one-fifth (1/5) of a Credit will be subtracted from your Credit Account for each day that you receive the benefit. For each day (Monday through Friday) that you are eligible to receive the Bereavement Leave Benefit, the amount of the benefit shall be equal to one-fifth (1/5) of your applicable Weekly SUB Benefit at the Enhanced Percentage (as calculated in Section 4 of the Summary Plan Description ("SPD")).

For the purposes of calculating your Weekly SUB Benefit, your gross weekly wage shall be determined by multiplying forty (40) hours per week times your applicable hourly wage rate as established in the most current Collective Bargaining Agreement at the time benefits are payable.

Please keep this notice with your SPD booklet for future reference. If you have any questions, please contact the Fund Office.

Sincerely,

Rinda Hoffman
Fund Administrative Manager