



LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
NATIONAL (INDUSTRIAL) PENSION FUND

3

July 31, 2012

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CROSTHWAITE

Ms Carmen Valdez , Human Resources
City of Milpitas
cvaldez@ci.milpitas.ca.gov

VIA eMAIL

Mr. Ellis Miller
UPEC
emiller@upec792.com

RE: Imposition of Default Schedule on City of Milpitas [N1348, N1348B, N1348C]

Dear Ms. Valdez and Mr. Miller:

We previously advised you by letters dated May 3, 2012 and June 12, 2012, the Laborers' National (Industrial) Pension Fund is obligated under the Pension Protection Act of 2006 and the Fund's Funding Rehabilitation Plan to impose the Default Schedule on the City's contribution groups as a consequence of the parties not adopting a schedule under the Funding Rehabilitation Plan. The Fund has taken that action, retroactive to January 1, 2012, and has provided notice to all active and affected retired participants of the Plan that their pension benefits may be subject to change and recalculation.

Since that action was taken, the Fund has been advised that the parties are in discussions to negotiate and adopt the Preferred Schedule retroactive to January 1, 2012, in order to avoid these unintended consequences and keep participants benefits under the Preferred Schedule. The Fund has been further advised that the parties are seeking to resolve this matter within the next two weeks.

In order to provide the maximum relief to the parties, the Fund will hold any additional recalculations in abeyance until August 10, 2012. If the parties are unable to successfully conclude negotiations by that date, the Fund will have to complete the recalculations and reduce affected participants benefits with an effective date of September 1, 2012. If the parties successfully adopt the Preferred Schedule retroactive to January 1, 2012 at a later date, the Fund will restore benefits to Preferred levels.

Should you have any questions please do not hesitate to contact the Fund Office.

Sincerely,

Adam M. Downs
Fund Administrator

C: Chris Darker, Local 792

LIUNA
INNOVATION
AT WORK



Rec'd 8/10/01



**LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA
NATIONAL (INDUSTRIAL) PENSION FUND**

905 - 16th Street, N.W.
Washington, D.C. 20006-1765

**BOARD OF TRUSTEES
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MASON M. WARREN

FUND ADMINISTRATOR
RICHARD H. MORESCHI
PHONE: (800) 544-7422 or
(202) 737-1664
FAX: (202) 347-0721



EMPLOYER TRUSTEES
GEORGE J. FISCHER,
CO-CHAIRMAN
ALFRED A. CAVALLARO
ROBERT P. McCORMICK

August 3, 2001

Mr. Al Bennett
Laborers' Local Union 270
509 Emory Street
San Jose, CA 95110

Dear Mr. Bennett:

It is my understanding that the City of Milpitas is requesting information about withdrawal liability for purposes of evaluating any risk of such liability for employers participating in the Pension Fund.

I am pleased to provide you with that information which will demonstrate that the risk of withdrawal liability is insignificant. But, before discussing that information, let me add some context that is also relevant to the City's evaluation.

First, the Pension Fund has been successfully operating for 34 years. More than 850 employers around the Nation participate in the Fund. These employers operate in a variety of industries and sectors, including municipalities, universities, school districts, Catholic cemeteries, concrete plants, quarries, landscaping, manufacturing, service, maintenance, hazardous waste removal, and recreation. This diversification of employers and industries provides stability for the Fund. It is not dependent on the fortunes of one or a few employers or of one or a few industries.

Moreover, the "risk" of potential withdrawal liability has not deterred these employers from joining the Fund and has not caused these employers to withdraw from the Fund. The Fund's employer base continues to grow.

Mr. Al Bennett
August 3, 2001
Page 2

Second, the Pension Fund is currently paying pension benefits to nearly 6,500 Pensioners and beneficiaries, and over the past 34 years, thousands more received benefits. There are nearly 21,000 active employees currently covered by the Fund. About 8,000 former employees retain a vested right to pension benefits upon retirement. The Fund has been very popular among employee groups. It has delivered on its promises.

Third, the Pension Fund is heavily regulated under Federal law by three Federal agencies. The Fund is covered by the Employee Retirement Income Security Act (ERISA), which imposes strict fiduciary standards of conduct and other financial controls on the managers of the Fund, including investment standards. The U.S. Department of Labor has broad authority to enforce ERISA's requirements. In addition, the Fund is a tax-exempt, tax-qualified pension plan under the Internal Revenue Code. As such, it must comply with certain funding and benefit requirements administered by the Internal Revenue Service (IRS). As an ERISA-covered and tax-qualified plan, the Fund must undergo an independent financial audit at least annually, and it must retain an actuary licensed by the Federal Government to ensure that the Fund remains actuarially sound. Further, the Fund must file annual financial reports with the IRS and the Labor Department. And, the Fund's pension benefits are covered by the benefit guaranty program of the Pension Benefit Guaranty Corporation (PBGC), an agency of the Federal Government. The Fund pays an annual premium for this benefit protection in the event of Fund insolvency.

The PBGC also administers the withdrawal liability provisions of ERISA, as amended by the Multiemployer Pension Plan Amendments Act of 1980 (MPPAA). MPPAA was enacted into law by Congress to encourage the maintenance and growth of multiemployer plans, like the Pension Fund, in recognition of their importance in providing retirement income security for tens of millions of Americans. The withdrawal liability provisions were designed to protect the financial soundness of a multiemployer plan and to protect employers participating in the plans by preventing an employer from leaving the plan and dumping benefit liabilities for its employees on the plan. Rather than a penalty, withdrawal liability was intended as one of many financial protections for plans and their participating employers.

Mr. Al Bennett
August 3, 2001
Page 3

The most important, fundamental points about withdrawal liability are these. First, an employer cannot incur withdrawal liability unless it withdraws from participation in the pension plan. Second, an employer cannot incur withdrawal liability unless it withdraws when the pension plan has unfunded, vested liabilities at a level that triggers withdrawal liability. Third, with the "free look" provision, a participating employer who withdraws from the Plan within five full calendar years of their effective participation date, they may not be subject to withdrawal liability. Fourth, even if an employer withdraws from a plan that has unfunded, vested liabilities for withdrawal liability purposes, the employer may not incur such liability. Such liability is determined generally by prorating the unfunded, vested liabilities among the participating employers on the basis of each employer's contributions relative to the total amount of employer contributions over a five-year period. Then, any employer's share of the unfunded, vested liabilities is reduced by a *de minimis* deductible of the lesser of \$50,000 and 3/4 of 1% of the unfunded, vested liabilities (reduced dollar-for-dollar for liability in excess of \$100,000). A particular employer's share of the much-dispersed liabilities that does not exceed the deductible amount is forgiven.

Turning to the Pension Fund's experience, we have not had unfunded, vested liabilities for withdrawal liability purposes since 1983, with the exception of 1998, when the Fund had unfunded, vested liabilities of less than \$1 million. The Fund had no unfunded, vested liabilities as of the end of 1999.

Only 25 employers have ever incurred withdrawal liability from the Pension Fund. The highest assessment was \$10,600, and the average assessment was only \$2,720. The last time that any employer was assessed withdrawal liability was in 1985. No employer who withdrew after 1985 has incurred withdrawal liability. The liability assessments in 1982-85 reflected the liabilities of 1979-81 when the Fund first had to calculate unfunded, vested liability for withdrawal liability purposes (per the MPPAA of 1980). The following is a list that shows the year of withdrawal, the total amount of withdrawal liability assessed, and the deductible amount, which should satisfy the City's informational request.

<u>Employer</u>	<u>Year of W/D</u>	<u>Amount Assessed</u>	<u>Deductible</u>
1	1981	\$10,600	\$50,000
2	1981	10,600	50,000
3	1982	8,100	1,500
4	1982	800	1,500
5	1982	2,900	1,500
6	1982	2,000	1,500
7	1982	4,400	1,500
8	1982	6,500	1,500
9	1982	900	1,500
10	1983	300	0
11	1983	600	0
12	1983	800	0
13	1983	800	0
14	1983	1,100	0
15	1983	500	0
16	1983	1,800	0
17	1983	600	0
18	1983	100	0
19	1983	1,600	0
20	1983	1,900	0
21	1984	2,600	0
22	1984	2,300	0
23	1984	200	0
24	1985	5,500	0
25	1985	500	0

ERISA, as amended by MPPAA, does provide special withdrawal liability rules in the event that a pension plan terminates with unfunded, vested liabilities due to the "mass withdrawal" of all or substantially all of the contributing employers pursuant to an agreement or arrangement among the employers to withdraw. There is, as a practical matter, no chance that the Pension Fund will terminate due to a conspiratorial "mass withdrawal" by the employers. As noted above, the Fund's employer base is well

Mr. Al Bennett
August 3, 2001
Page 5

diversified; we are not dependent on one employer or one industry for funding. In contrast, the main concern of the mass withdrawal provisions is a small plan with a limited number of employers in one industry.

I hope that you find this information helpful and responsive to the City's concern about withdrawal liability.

If you have any questions concerning this matter, or if I can be of any further assistance to you, please do not hesitate to contact me.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Richard H. Moreschi".

RICHARD H. MORESCHI
Fund Administrator

RHM:mmu
Attachment

Annual Return/Report of Employee Benefit Plan
This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6039D, 6047(e), 6057(b), and 6058(a) of the Internal Revenue Code (the Code).

▶ Complete all entries in accordance with the instructions to the Form 5500.

2000

This Form is Open to Public Inspection.

Part I Annual Report Identification Information

For the calendar plan year 2000 or fiscal plan year beginning

and ending

- A** This return/report is for: (1) a multiemployer plan; (3) a multiple-employer plan; or
 (2) a single-employer plan (other than a multiple-employer plan); (4) a DFE (specify) _____
- B** This return/report is: (1) the first return/report filed for the plan; (3) the final return/report filed for the plan;
 (2) an amended return/report; (4) a short plan year return/report (less than 12 months).
- C** If the plan is a collectively-bargained plan, check here _____
- D** If you filed for an extension of time to file, check the box and attach a copy of the extension application

Part II Basic Plan Information - enter all requested information.

1a Name of plan LIUNA NATIONAL INDUSTRIAL PENSION FUND	1b Three-digit plan number (PN) <u>001</u>
	1c Effective date of plan (mo., day, yr.) [REDACTED]
2a Plan sponsor's name and address (employer, if for a single-employer plan) (Address should include room or suite no.) BOARD OF TRUSTEES, LIUNA NATIONAL INDUSTRIAL PENSION FUND 905 16TH STREET, N.W. WASHINGTON DC 20006	2b Employer Identification Number (EIN) [REDACTED]
	2c Sponsor's telephone number [REDACTED]
	2d Business code (see instructions) [REDACTED]

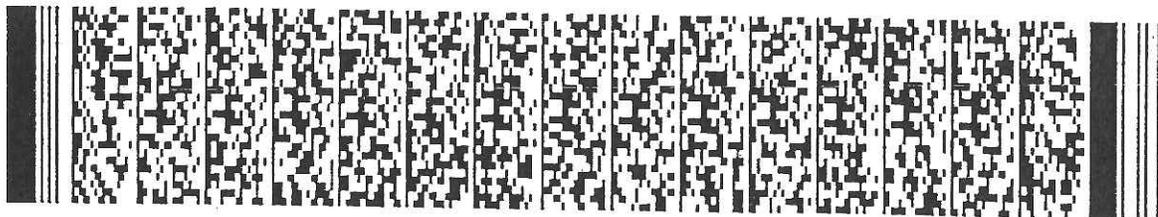
Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, and to the best of my knowledge and belief, it is true, correct, and complete.

Terence M. O'Sullivan 7/24/01 TERENCE M. O'SULLIVAN
 Signature of plan administrator Date Typed or printed name of individual signing as plan administrator

George J. Fischer 7/27/01 GEORGE J. FISCHER
 Signature or employer/plan sponsor/DFE Date Typed or printed name of individual signing as employer, plan sponsor or DFE as applicable

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500. v3.2 Form 5500 (2000)





FUND ADMINISTRATOR
RICHARD H. MORESCHI
PHONE: (202) 737-1664
FAX: (202) 347-0721

LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA
NATIONAL (INDUSTRIAL) PENSION FUND
905 - 16th Street, N.W.
Washington, D.C. 20006-1765



Revised

BOARD OF TRUSTEES
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EMPLOYER TRUSTEES
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ALFRED A. CAVALLARO

"STANDARD FORM OF PARTICIPATION AGREEMENT"

(MSA 7/1/02 - 6/30-03)

The undersigned Employer and Union represent that the only agreement between the said parties regarding pensions or retirement for employees covered by the Collective Bargaining Agreement between the parties is as follows:

1. Commencing with the 1st day of July, 20 02, and for the duration of the current Collective Bargaining Agreement between the said parties, and any renewals or extensions thereof, the Employer agrees to make payments to the Laborers' International Union of North America National (Industrial) Pension Fund for each employee covered by said Collective Bargaining Agreement, as follows:

(only one section (a), (b) or (c) is to be completed)

(a) For each day or portion thereof for which an employee receives pay, the Employer shall make a contribution of \$ 1.00 per hour to the above-named Pension Fund, but not less than \$ _____ per day (~~8 x the hourly rate~~) \$ _____ per week (~~5 x the daily rate~~) for each employee. For the purposes of this Agreement, each day paid for, including days of paid vacation, paid holidays and other days for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as days for which contributions are payable. (Does not include overtime hours).

(b) For each hour or portion thereof for which an employee receives pay, the Employer shall make a contribution of \$ _____ to the above-named Pension Fund for which the employee is paid. For purposes of this Agreement each hour paid for, including hours of paid vacation, paid holidays and other periods for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as hours for which contributions are payable.

(c) For each hour or portion thereof for which an employee receives pay, the Employer shall make a contribution of _____% for which a gross salary is paid to the Employee to the above-named Pension Fund. For purposes of this Agreement each hour paid for, including hours of paid vacation, paid holidays and other periods for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as hours for which contributions are payable.

2. Contributions shall be paid on behalf of an employee starting with the employee's first day of employment in a job classification covered by the Collective Bargaining Agreement.

3. The payments to the Pension Fund required above shall be made to the "LIUNA National (Industrial) Pension Fund" which was established under an Agreement and Declaration of Trust, a copy of which has been signed by the Employer in the place provided at the end of such agreement.

4. It is agreed that all contributions shall be made at such time and in such manner as the Trustees require; and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records of the Employer for the purposes of determining the accuracy of contributions to the Pension Fund.

5. If the Employer becomes delinquent in making its required contributions to the Fund within the meaning of the Agreement and Declaration of Trust, the Union shall have the right to take whatever steps it deems necessary to secure compliance with this Agreement, any provision of the Collective Bargaining Agreement notwithstanding; however, such action by the Union shall neither bind nor otherwise affect the Pension Fund's rights and recourse with respect to the Employer's delinquency. The Employer's liability for payment hereunder shall not be subject to any grievance or arbitration procedure provided under the Collective Bargaining Agreement. An Employer which becomes delinquent in making contributions to the Pension Fund shall be subject to the procedures and remedies provided in the Agreement and Declaration of Trust, including interest, liquidated damages, auditing charges, attorneys' fees and court costs.

6. The Employer and the Union agree to accept, be bound by and comply fully with all terms of the Agreement and Declaration of Trust of the Laborers' International Union of North America National (Industrial) Pension Fund and any amendments thereto, whether heretofore or hereafter made.

7. It is agreed that the Pension Plan adopted by the Trustees of the said Pension Fund shall at all times conform with the requirements of the Internal Revenue Code so as to enable the Employer at all times to treat contributions to the Pension Fund as a deduction for income tax purposes.

8. The parties agree that this Participation Agreement shall be considered a part of the Collective Bargaining Agreement between the undersigned parties.

9. The expiration date of the present Collective Bargaining Agreement between the undersigned parties is December 31, 2005. Any copies of renewal or extension agreements will be furnished promptly to the Pension Fund Office and, if not consistent with the Participation Agreement, can be used by the Trustees as the basis for termination of participation of the Employer.

Milpitas Supervisors Association

FOR THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL UNION No. 270

DISTRICT COUNCIL _____

By: James M. Gomez

Authorized Officer

Date: 3/3/03

FOR THE EMPLOYER:

City of Milpitas

(Insert Name of Employer)

Address 455 E. Calaveras Blvd. Milpitas, CA 95035

By: Cherie Rosenquist

Authorized Officer

Date: 2/25/03

For plants located at:



FUND ADMINISTRATOR
HENRY J. MORESCHI
PHONE: (202) 737-1664
FAX: (202) 347-0721

LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA
NATIONAL (INDUSTRIAL) PENSION FUND
905 - 16th Street, N.W.
Washington, D.C. 20006-1765

BOARD OF TRUSTEES
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R.P. VINALL
MASON M. WARREN

EMPLOYER TRUSTEES
GEORGE J. FISCHER,
CO-CHAIRMAN
ALFRED A. CAVALLARO

"STANDARD FORM OF PARTICIPATION AGREEMENT"
(MEA 2001-02)

The undersigned Employer and Union represent that the only agreement between the said parties regarding pensions or retirement for employees covered by the Collective Bargaining Agreement between the parties is as follows:

1. Commencing with the 1st day of July, ~~19~~ 2001, and for the duration of the current Collective Bargaining Agreement between the said parties, and any renewals or extensions thereof, the Employer agrees to make payments to the Laborers' International Union of North America National (Industrial) Pension Fund for each employee covered by said Collective Bargaining Agreement, as follows:

(only one section (a), (b) or (c) is to be completed)

(a) For each day or portion thereof for which an employee receives pay, the Employer shall make a contribution of \$ 0.13 per hour to the above-named Pension Fund, but not less than \$ 1.04 per day (8 x the hourly rate) \$ _____ per week (5 x the daily rate) for each employee. For the purposes of this Agreement, each day paid for, including days of paid vacation, paid holidays and other days for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as days for which contributions are payable.

(b) For each hour or portion thereof for which an employee receives pay, the Employer shall make a contribution of \$ _____ to the above-named Pension Fund for which the employee is paid. For purposes of this Agreement each hour paid for, including hours of paid vacation, paid holidays and other periods for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as hours for which contributions are payable.

(c) For each hour or portion thereof for which an employee receives pay, the Employer shall make a contribution of _____% for which a gross salary is paid to the Employee to the above-named Pension Fund. For purposes of this Agreement each hour paid for, including hours of paid vacation, paid holidays and other periods for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as hours for which contributions are payable.

2. Contributions shall be paid on behalf of an employee starting with the employee's first day of employment in a job classification covered by the Collective Bargaining Agreement.

3. The payments to the Pension Fund required above shall be made to the "LIUNA National (Industrial) Pension Fund" which was established under an Agreement and Declaration of Trust, a copy of which has been signed by the Employer in the place provided at the end of such agreement.

4. It is agreed that all contributions shall be made at such time and in such manner as the Trustees require; and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records of the Employer for the purposes of determining the accuracy of contributions to the Pension Fund.

5. If the Employer becomes delinquent in making its required contributions to the Fund within the meaning of the Agreement and Declaration of Trust, the Union shall have the right to take whatever steps it deems necessary to secure compliance with this Agreement, any provision of the Collective Bargaining Agreement notwithstanding; however, such action by the Union shall neither bind nor otherwise affect the Pension Fund's rights and recourse with respect to the Employer's delinquency. The Employer's liability for payment hereunder shall not be subject to any grievance or arbitration procedure provided under the Collective Bargaining Agreement. An Employer which becomes delinquent in making contributions to the Pension Fund shall be subject to the procedures and remedies provided in the Agreement and Declaration of Trust, including interest, liquidated damages, auditing charges, attorneys' fees and court costs.

- 6. The Employer and the Union agree to accept, be bound by and comply fully with all terms of the Agreement and Declaration of Trust of the Laborers' International Union of North America National (Industrial) Pension Fund and any amendments thereto, whether heretofore or hereafter made.
- 7. It is agreed that the Pension Plan adopted by the Trustees of the said Pension Fund shall at all times conform with the requirements of the Internal Revenue Code so as to enable the Employer at all times to treat contributions to the Pension Fund as a deduction for income tax purposes.
- 8. The parties agree that this Participation Agreement shall be considered a part of the Collective Bargaining Agreement between the undersigned parties.
- 9. The expiration date of the present Collective Bargaining Agreement between the undersigned parties is Dec. 31, 2002. Any copies of renewal or extension agreements will be furnished promptly to the Pension Fund Office and, if not consistent with the Participation Agreement, can be used by the Trustees as the basis for termination of participation of the Employer.

For: Milpitas Employees Assoc. (MEA)

FOR THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL UNION No. 270

DISTRICT COUNCIL _____

By: James M. Homer _____ Date: 7/26/02 _____
 Authorized Officer

FOR THE EMPLOYER:

City of Milpitas
 (Insert Name of Employer)

Address 455 E. Calaveras Blvd., Milpitas, CA 95035

By: Cherie Roseman A _____ Date: 7/25/02 _____
 Authorized Officer

For plants located at:



**LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA
NATIONAL (INDUSTRIAL) PENSION FUND**
905 - 16th Street, N.W.
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ALFRED A. CAVALLARO

FUND ADMINISTRATOR
HENRY J. MORESCHI
PHONE: (202) 737-1664
FAX: (202) 347-0721

"STANDARD FORM OF PARTICIPATION AGREEMENT"

(Protocol 2002-03)

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(b) For each hour or portion thereof for which an employee receives pay, the Employer shall make a contribution of \$ 0.134 to the above-named Pension Fund for which the employee is paid. For purposes of this Agreement each hour paid for, including hours of paid vacation, paid holidays and other periods for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as hours for which contributions are payable.

(c) For each hour or portion thereof for which an employee receives pay, the Employer shall make a contribution of _____% for which a gross salary is paid to the Employee to the above-named Pension Fund. For purposes of this Agreement each hour paid for, including hours of paid vacation, paid holidays and other periods for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as hours for which contributions are payable.

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4. It is agreed that all contributions shall be made at such time and in such manner as the Trustees require; and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records of the Employer for the purposes of determining the accuracy of contributions to the Pension Fund.

5. If the Employer becomes delinquent in making its required contributions to the Fund within the meaning of the Agreement and Declaration of Trust, the Union shall have the right to take whatever steps it deems necessary to secure compliance with this Agreement, any provision of the Collective Bargaining Agreement notwithstanding; however, such action by the Union shall neither bind nor otherwise affect the Pension Fund's rights and recourse with respect to the Employer's delinquency. The Employer's liability for payment hereunder shall not be subject to any grievance or arbitration procedure provided under the Collective Bargaining Agreement. An Employer which becomes delinquent in making contributions to the Pension Fund shall be subject to the procedures and remedies provided in the Agreement and Declaration of Trust, including interest, liquidated damages, auditing charges, attorneys' fees and court costs.

6. The Employer and the Union agree to accept, be bound by and comply fully with all terms of the Agreement and Declaration of Trust of the Laborers' International Union of North America National (Industrial) Pension Fund and any amendments thereto, whether heretofore or hereafter made.

7. It is agreed that the Pension Plan adopted by the Trustees of the said Pension Fund shall at all times conform with the requirements of the Internal Revenue Code so as to enable the Employer at all times to treat contributions to the Pension Fund as a deduction for income tax purposes.

8. The parties agree that this Participation Agreement shall be considered a part of the Collective Bargaining Agreement between the undersigned parties.

9. The expiration date of the present Collective Bargaining Agreement between the undersigned parties is JUNE 30, 2005. Any copies of renewal or extension agreements will be furnished promptly to the Pension Fund Office and, if not consistent with the Participation Agreement, can be used by the Trustees as the basis for termination of participation of the Employer.

For: Professional Technical Group (Protech)

FOR THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL UNION No. 270

DISTRICT COUNCIL _____

By: James M. Ames
Authorized Officer

Date: 7/26/02

FOR THE EMPLOYER:

City of Milpitas
(Insert Name of Employer)

Address 455 E. Calaveras Blvd Milpitas CA 95035

By: Cherie Rosignol
Authorized Officer

Date: 7-26-02

For plants located at:

