

## **NEW ENGLAND TEAMSTERS AND TRUCKING INDUSTRY PENSION FUND**

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## **NOTICE OF CRITICAL STATUS**

Under the Pension Protection Act of 2006 (PPA), a multiemployer pension plan generally will be considered to be in "endangered" status if, at the beginning of the plan year, the funded percentage of the plan is less than 80 percent or in "critical" status if the percentage is less than 65 percent (other factors may also apply). If a pension plan enters endangered status, the Trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status, the Trustees of the plan are required to adopt a rehabilitation plan. Rehabilitation and funding improvement plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time.

On December 29, 2016, over the objection of a number of Trustees, the Fund's Actuary certified to the U.S. Department of the Treasury and to the Board of Trustees that the Fund will be classified in critical and declining status for the 2016 – 2017 Plan Year (which began October 1, 2016) because its funded percentage is less than 65%, it has a projected funding deficiency in the current or next 4 plan years and has a projected insolvency date which is less than the 20 year minimum statutory requirement.

Please be assured that the Trustees have no plan to seek cuts or suspensions of pension benefits that have already been earned as has been done by Central States and other pension funds. As an initial step, the Trustees will be discussing the retention of another actuary to make certain that the certification imposed by the current actuary is appropriate.

The Pension Fund's Trustees are working with New England Local Unions regarding strategies to increase the Pension Fund's participation levels, including continuing to negotiate with more employers to become transition employers and bring new employers into the Fund. Meanwhile your Pension Fund Trustees will continue to manage the assets of the Pension Fund in a prudent manner in order to continue the growth of the Fund's asset base.

As always, your Pension Fund Trustees will do everything they can in order to make the New England Teamsters and Trucking Industry Pension Fund a stable and reliable source of retirement income for all of you.

The PPA permits pension plans in critical status to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. The Fund offers early retirement subsidies, disability benefits (not yet in payment) and death benefits other than the Qualified Survivor benefits which are considered "adjustable benefits". The Trustees did eliminate some "adjustable benefits" in 2009 as part of the current rehabilitation plan. No other benefit reductions have been implemented since 2009. 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. However, the Trustees remain committed to seeking all available alternatives before any existing benefits are affected.

In an effort to improve the Pension Fund's funding situation, the Trustees adopted a Rehabilitation Plan on January 15, 2009 and amended that Rehabilitation Plan effective December, 2015. In addition to certifying that the Fund remains in critical status for the 2016 – 2017 Plan Year, the Fund's Actuary certified that the Fund is making scheduled progress in meeting the requirements of its adopted Rehabilitation Plan.

You may obtain a copy of the Pension Fund's Rehabilitation Plan and the 2015 review and amendment by contacting the plan administrator. Or you may obtain this information directly from the Pension Fund's website on the internet at <http://www.nettipf.com>.