

## RESILIENT FLOOR COVERING PENSION TRUST FUND

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To: All Bargaining Parties (San Francisco Area, Sacramento Area, San Diego Area, Oregon Area, Washington Area, Hawaii, and Colorado)

From: Trustees, Resilient Floor Covering Pension Plan

Date: May, 2018

Re: Updated Rehabilitation Plan Schedules

At their meeting on May 11, 2018, the Trustees voted to adopt new Rehabilitation Plan schedules, which are attached to this notice. You should use these schedules to negotiate any collective bargaining agreement adopted on or after May 11, 2018.

Please note that these schedules are identical to the schedules distributed in 2017 except that they include **an additional off-benefit contribution of \$0.24 in July 2019 for schedule 4** and **an additional off-benefit contribution of \$0.24 in July 2020 for schedule 5**. The purpose of this additional \$0.24 contribution on these two schedules is to bring all schedules to a total off-benefit contribution of \$4.12.

Please contact Katherine McDonough of the Kraw Law Group, APC. at 408-314-7829 or Jeff Kao of Segal Company at 415.263.8288 with any questions.

Best Regards

HS&BA  
The Trust Fund Office  
On behalf of the Board of Trustees

## RESILIENT FLOOR COVERING PENSION FUND

### Rehabilitation Plan Schedules

*Update on May 11, 2018*

#### Supplemental Contributions

Supplemental contributions are required under each of the Alternative Schedules as follows:

#### Alternative Schedule #4

<b>Effective Date</b>	<b>Incremental Supplemental Contribution Rate<sup>(1)(2)</sup></b>	<b>Total Supplemental Contribution Rate<sup>(1)(2)</sup></b>
July 1, 2011	\$0.23	\$0.23
July 1, 2012	\$0.23	\$0.46
July 1, 2013	\$0.23	\$0.69
July 1, 2014	\$0.23	\$0.92
July 1, 2015	\$0.74	\$1.66
July 1, 2016	\$0.74	\$2.40
July 1, 2017	\$0.74	\$3.14
July 1, 2018	\$0.74	\$3.88
July 1, 2019	\$0.24	\$4.12

#### Alternative Schedule #4a

<b>Effective Date</b>	<b>Incremental Supplemental Contribution Rate<sup>(1)(2)</sup></b>	<b>Total Supplemental Contribution Rate<sup>(1)(2)</sup></b>
January 1, 2012	\$0.25	\$0.25
January 1, 2013	\$0.25	\$0.50
January 1, 2014	\$0.25	\$0.75
January 1, 2015	\$0.25	\$1.00
January 1, 2016	\$0.78	\$1.78
January 1, 2017	\$0.78	\$2.56
January 1, 2018	\$0.78	\$3.34
January 1, 2019	\$0.78	\$4.12
January 1, 2020	\$0.00	\$4.12

<sup>(1)</sup> Supplemental contributions pursuant to these schedules shall be disregarded for purposes of determining participants' accrued benefits.

<sup>(2)</sup> In addition to these supplemental contributions, the Plan calls for pre-Rehabilitation Plan off-benefit increases of \$2.10 for journeymen and 40% contributions for non-journeymen.

**Supplemental Contributions (continued)**

Supplemental contributions are required under each of the Alternative Schedules as follows:

**Alternative Schedule #5**

<b>Effective Date</b>	<b>Incremental Supplemental Contribution Rate<sup>(1)(2)</sup></b>	<b>Total Supplemental Contribution Rate<sup>(1)(2)</sup></b>
July 1, 2011	\$0.23	\$0.23
July 1, 2012	\$0.23	\$0.46
July 1, 2013	\$0.23	\$0.69
July 1, 2014	\$0.23	\$0.92
July 1, 2015	\$0.74	\$1.66
July 1, 2016	\$0.74	\$2.40
July 1, 2017	\$0.47	\$2.87
July 1, 2018	\$0.47	\$3.34
July 1, 2019	\$0.54	\$3.88
July 1, 2020	\$0.24	\$4.12

**Alternative Schedule #5a**

<b>Effective Date</b>	<b>Incremental Supplemental Contribution Rate<sup>(1)(2)</sup></b>	<b>Total Supplemental Contribution Rate<sup>(1)(2)</sup></b>
January 1, 2012	\$0.25	\$0.25
January 1, 2013	\$0.25	\$0.50
January 1, 2014	\$0.25	\$0.75
January 1, 2015	\$0.25	\$1.00
January 1, 2016	\$0.78	\$1.78
January 1, 2017	\$0.78	\$2.56
January 1, 2018	\$0.50	\$3.06
January 1, 2019	\$0.50	\$3.56
January 1, 2020	\$0.56	\$4.12

- (1) Supplemental contributions pursuant to these schedules shall be disregarded for purposes of determining participants' accrued benefits.
- (2) In addition to these supplemental contributions, the Plan calls for pre-Rehabilitation Plan off-benefit increases of \$2.10 for journeymen and 40% contributions for non-journeymen.