



Merging into the United Association National Pension Fund

Questions and Answers for Members

On January 1, 2027, the UA Local 322 Pension Plan will merge into the United Association National Pension Fund. The Local 322 Plan's assets will transfer to the National Fund, and the National Fund will assume responsibility for administering and paying the pension benefits you have earned.

What you need to know

Your Local 322 pension benefit earned through December 31, 2026 is protected. Beginning January 1, 2027, future work will earn a new pension benefit under the National Plan at a higher accrual rate.

1. About the Merger

Why are the plans merging?

The merger is intended to provide greater long-term retirement security for Local 322 members. The National Pension Fund is in the green zone, the strongest funding category under federal pension law. The Local 322 Pension Plan is currently classified as being in critical status, and the merger provides a path to strengthen the security of the benefits members have already earned. Joining the larger National Fund provides a broader contribution base and greater stability over time.

2. Your Local 322 Benefit

What happens to the pension benefit I have already earned?

Your earned Local 322 pension benefit is protected. The National Fund will assume the Local 322 Fund's pension obligations, including benefits already being paid and benefits earned by active and deferred vested members.

How will my pension be calculated after the merger?

Your pension will have two portions. Your Local 322 portion is what you earned through December 31, 2026 and will continue to follow the Local 322 Plan rules. Your National Fund portion is what you earn beginning January 1, 2027 and will follow National Plan rules. The National Fund will pay both portions.

What happens to the Rule of 80?

The Rule of 80 remains available for the Local 322 benefit you earned through December 31, 2026. If you qualify under the Local 322 Plan, that portion can be paid without an early retirement reduction.

What happens to the Temporary Social Security Supplement?

The Temporary Social Security Supplement remains part of the Local 322 benefit for members who qualify. The merger does not change the supplement you earned under the Local 322 Plan. The supplement was frozen in 2011 and is based on benefit years earned as of that date, subject to the Local 322 Plan rules.

If you are approaching retirement and believe you may qualify, contact the Fund Office to confirm the amount of your supplement before selecting a retirement date.

What happens to death and survivor benefits I earned under the Local 322 Plan?

Death and survivor benefits earned under the Local 322 Plan are protected and remain subject to the applicable Local 322 Plan provisions. National Plan provisions apply to the National Fund portion earned after the merger.

I am already retired and receiving a pension. What changes?

Your current pension amount and form of payment will not change because of the merger. Existing Local 322 rules regarding disability pension recalculation and the Temporary Social Security Supplement will continue to apply. Administration will move to the National Fund Office.

3. Benefits Earned Beginning January 1, 2027

Will I continue earning pension benefits after the merger?

Yes. Your Local 322 benefit will reflect what you earned through December 31, 2026. Beginning January 1, 2027, future work will earn a new benefit under the National Plan at a higher accrual rate. Post-merger hours can also help you satisfy eligibility requirements for your Local 322 benefit, such as early retirement, the Rule of 80, the disability pension and the Temporary Social Security Supplement, but they will not increase the amount of the Local 322 portion.

Does my Local 322 service count for anything under the National Plan?

Yes. Pre-merger Local 322 service can help you satisfy eligibility requirements for certain National Fund benefits. It does not increase the amount of your National Fund benefit. To use your Local 322 service to qualify for a National Fund Normal Pension, Early Retirement Pension or Disability Pension, you must work at least 1,500 hours under the National Plan after the merger. If you are vested in the Local 322 Plan on the merger date, or become vested later, you will be eligible for a Vested Pension at age 65 as long as you work at least 1,500 hours after the merger.

4. Retirement Rules and Future Benefit Accruals

How does the merger affect the age at which I can receive an unreduced pension?

If you are eligible for the Rule of 80 under the Local 322 Plan, the Rule of 80 will continue to apply to your Local 322 portion. That portion can be paid without an early retirement reduction once you satisfy the Rule of 80.

The National Fund portion you earn beginning January 1, 2027 follows the National Plan rules. There is no Rule of 80 under the National Plan. National Fund portion may begin as early as age 55, subject to an early retirement reduction.

How do future accruals compare?

Future work earns a higher monthly pension benefit under the National Plan, even during the temporary set-aside period.

One year of work at 1,700 hours	Amount added to monthly pension
Today, under the Local 322 Plan	about \$82
January 1, 2027 through the set-aside period	\$105.90
After the set-aside period ends	\$278.98

What is the set-aside, and why is it there?

The temporary set-aside helps support the Local 322 benefits already earned and brings the Local 322 group to the National Fund's funding level. During the set-aside period, \$6.34 of the current \$15.39 hourly contribution is benefit-bearing and \$9.05 is applied to the set-aside. The period is anticipated to last up to five years, but it can end sooner or continue longer depending on hours worked and funding levels. Even during the set-aside, members earn a higher benefit for future work than under the Local 322 Plan today.

5. Disability Benefits

How do the disability provisions work?

If you are receiving a Local 322 disability pension on January 1, 2027, the current Local 322 disability provisions will continue to apply, including the monthly service credit and recalculation at age 62. If you become disabled after January 1, 2027 and qualify for a Local 322 disability pension, it will still be recalculated at age 62, but the 100 hours per month will not be included. National Plan disability provisions will apply to your National Fund portion.

6. Vesting and Service Credit

How does the merger affect me if I am not yet vested?

Both plans vest at five years, but they count service differently. Under the Local 322 Plan, you earn a year of vesting service with 800 hours and can receive partial credit. Under the National Plan, you earn a year of vesting service with 870 hours and there is no partial credit.

If you already have five or more years: You are fully vested in your Local 322 benefit. Your Local 322 vesting service will also be credited under the National Plan for purposes of determining eligibility for National Plan benefits after the merger.

If you have fewer than three years: Beginning with the merger, you will earn future vesting service under the National Plan rules.

If you have at least three but fewer than five years: Your service will be measured under both the Local 322 and National Plan rules, and you will receive the more favorable result until you become fully vested in your Local 322 benefit.

There is also a one-time transition rule in 2027 that may allow some members to earn additional vesting credit because of the change from the Local 322 plan year to the National Plan calendar year.

If you are close to vesting and are thinking about leaving covered employment, contact the Fund Office first to confirm your service.

7. Plan Assets and Financial Stability

What happens to the Local 322 Pension Fund's assets after the merger?

The Local 322 Pension Fund's assets will become part of the National Fund's larger investment pool and will be invested and administered by the National Fund's Board of Trustees for the sole purpose of providing benefits to participants and their families and paying reasonable Plan administration expenses. The contribution rate remains collectively bargained by Local 322 and the South Jersey Mechanical Contractors Association.

How does joining a larger pension fund provide greater stability?

The National Fund pools contributions from 175 UA local unions and district councils across the country. Its broader contribution base and larger asset pool help spread the effects of changes in work levels and investment returns across a much larger fund.

8. What Happens Next

Do I need to do anything about my beneficiary designation?

Yes. After the merger, beneficiary designations will follow National Plan rules. Under the Local 322 Plan, divorce or legal separation automatically cancels a designation naming a spouse. Under the National Plan, it does not. If you named your spouse as beneficiary before the merger and you divorce or legally separate after January 1, 2027, that designation will remain in effect unless you file an updated beneficiary form with the National Fund.

If you do not have a beneficiary on file, the National Plan follows a default order beginning with your spouse, then your children, parents, and brothers and sisters. If no one in that order survives you, some benefits cannot be paid to anyone, including an estate.

Is there anything else I need to do?

Not right now. You will receive a formal notice of the merger before the effective date. Beginning January 1, 2027, you will apply for pension benefits through the National Fund Office. Keep your address current with the National Fund and make sure your beneficiary designation reflects your wishes.

Who do I call for more information about my individual situation?

Before January 1, 2027

UA Local 322 Benefit Funds

534 South Route 73
Hammonton, NJ 08037

Phone: (609) 567-3322

On and after January 1, 2027

United Association National Pension Fund

103 Oronoco Street
Alexandria, VA 22314

Phone: (703) 739-9020

www.uanpf.org

Your pension depends on your individual work history, age and retirement date. The examples in this FAQ are intended to show how the two portions of the benefit work together and are not estimates of your individual pension.

If you have a question that is not answered here, please contact the Fund Office.