Notice of Critical Status for the
1199SEIU Greater New York Pension Plan

This is to inform you that on March 29, 2019, the Plan actuary certified to the U.S. Department of the Treasury and to the Plan sponsor that the Plan is in critical status for the Plan Year beginning January 1, 2019. Federal law requires that you receive this notice.

Critical Status
The Plan is considered to be in critical status because it has funding problems. More specifically, the Plan's actuary determined that the Plan has an accumulated funding deficiency for the current Plan Year.

Rehabilitation Plan
Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. This is the eleventh year the Plan has been in critical status. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" (described below) as part of a rehabilitation plan. On May 31, 2009, the Trustees adopted a rehabilitation plan that includes two schedules, a Preferred Schedule and a Default Schedule. Under the Default Schedule, the Plan reduced or eliminated adjustable benefits.

The Plan is not permitted to pay lump-sum benefits (or any other payment in excess of the monthly amount paid under a single-life annuity) while it is in critical status. If the Trustees of the Plan determine that further benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions. Any reduction of adjustable benefits (other than a repeal of a recent benefit increase, as described below) will not reduce the level of a participant's basic benefit payable at Normal Retirement Age.

Adjustable Benefits
The adjustable benefits that were reduced or eliminated under the Default Schedule include the following:

- Subsidies provided under the Early Retirement Pension;
- The Disability Pension;
- The 60-month benefit guarantee;
- The $1,000 lump-sum death benefit; and
- Other similar benefits, rights or features under the Plan.

Employer Surcharge
The law requires all contributing employers that do not have collective bargaining agreements incorporating either the Preferred or Default Schedule to pay to the Plan a surcharge to help correct the Plan's financial situation. The amount of the surcharge is equal to a percentage of the amount an employer is otherwise required to contribute to the Plan under the applicable collective bargaining agreement. With some exceptions, a 5 percent surcharge is applicable in the initial critical year and a 10 percent surcharge is applicable for each succeeding Plan Year thereafter, in which the Plan is in critical status. As noted, the surcharge ends for an employer once its collective bargaining agreement incorporates one of the schedules of the rehabilitation plan.

Where to Get More Information
For more information about this notice, or to obtain a copy of the rehabilitation plan, contact Michael Kaiser, Chief Pension Officer, at (646) 473-9200 [retirees can call (646) 473-8666], or write to: 1199SEIU Benefit and Pension Funds, 330 West 42nd Street, New York, NY 10036-6977.