

**A SUMMARY PLAN DESCRIPTION
OF THE
DISTRICT COUNCIL 37 AFSCME
ANNUITY FUND PLAN**

January 1, 2021

DISTRICT COUNCIL 37 AFSCME ANNUITY FUND PLAN

INTRODUCTION

This is a summary of the District Council 37 AFSCME Annuity Fund Plan (the “Plan”). The Plan is fully set forth in a detailed document (the “Plan Document”), which describes in detail all benefits provided under the Plan. This Summary Plan Description (the “SPD”) is only a summary of the provisions of the Plan, and, in the event of any conflict or ambiguity between this Summary Plan Description and the Plan Document, the Plan Document governs.

The Plan is a defined contribution employees’ pension plan that is funded by Employer Contributions made pursuant to Collective Bargaining Agreements between District Council 37 AFSCME (the “Union”) and certain agencies and subdivisions of the City of New York and other government entities. The Plan was adopted by District Council 37 on October 1, 1999, together with a Declaration of Trust establishing the District Council 37 Annuity Fund (the “Annuity Fund”), which is a trust that holds the assets of the Plan. The Plan and the Annuity Fund are intended to constitute a tax-qualified governmental retirement plan which satisfies the requirements under sections 401(a) and 501(a) of the Internal Revenue Code. The Plan operates on a Plan Year that begins July 1 and ends June 30.

Your benefit under the Plan (if any) is based on Employer Contributions allocated to an individual bookkeeping account established in your name (your “Account”) under the Annuity Fund, plus any earnings and minus any losses and administrative fees or expenses that are allocated to your Account. You are at all times 100% vested in the balance credited to your Account under the Plan, and your Account balance is available for distribution from the Annuity Fund for any reason, including retirement or death, upon termination of your employment with an Employer that was or is obligated to contribute to the Annuity Fund on your behalf.

PARTICIPATION IN THE PLAN

You are eligible to participate in the Plan if you are an Employee employed in a job classification (“Covered Title”) for which the Employer was or is required to make Employer Contributions pursuant to a Collective Bargaining Agreement between the Employer and the Union requiring that Employer Contributions be made to the Plan on your behalf.

Employers make Employer Contributions to the Plan in one or both of two ways:

- “One-Time” Employer Contributions, or
- “Recurring” Employer Contributions.

A full description of each of these two types of Employer Contributions, including the rates at which Employer Contributions are made, may be found in Appendix “A” to this SPD.

SERVICE UNDER THE PLAN

As explained in detail in Appendix A, Employer Contributions are made based on Paid Working Days.

A Paid Working Day is: (i) a paid working day, in the case of full-time per annum and per diem Employees, seasonal Employees, and school-based Employees who work at the Board of Education on a 10-month or 12-month schedule; (ii) the equivalent of a set of paid working hours that is equal to the daily number of hours that Employees are regularly scheduled to work, in the case of Employees who work a compressed work week; and (iii) a prorated amount that is calculated against the number of hours associated with a full-time equivalent job title, in the case of Employees who work less than full time and in the case of school-based Employees who work part-time at the Board of Education.

Except as otherwise expressly described herein, a Paid Working Day ***does not*** include scheduled days off, paid overtime, and days in non-pay status. Scheduled days off include an Employee's regular days off (such as weekends for a full-time Employee working a Monday through Friday shift), but in the case of school-based Employees, "Scheduled days off" do ***not*** include days that schools are closed during the school year on which an Employee would otherwise be scheduled to work. "Days in non-pay status" include time on preferred or recall lists, time on approved unpaid leave (including maternity/childcare, military, jury duty, family illness, union business pursuant to Executive Order 75, pending workers' compensation determination, while on workers' compensation option 2, time off due to illness), absence without leave, unpaid suspensions, and unapproved leave without pay.

PARTICIPANT ACCOUNTS

Employer Contributions payable pursuant to Collective Bargaining Agreements are allocated to Participant Accounts on whose behalf the Employer Contributions were made. The amount credited to your Participant Account represents an undivided interest in the Annuity Fund and reflects the current total income gains or losses, appreciation and depreciation, and your allocable share of Annuity Fund administrative fees or expenses. You may also roll over or transfer contributions from another tax-qualified plan or an individual retirement account ("IRA") or an annuity into this Plan, and such rollovers or transfers to the Annuity Fund will be credited to and accumulate in a separate Account under your name. **You may not make contributions to the Annuity Fund. Also, no after-tax contributions may be accepted as rollover contributions.**

The Annuity Fund and the Participant Accounts are valued on the last day of each calendar month (the "Valuation Date"). As part of the valuation, all payments and distributions made from your Account since the last Valuation Date are charged against your Account; your Account is adjusted in relation to the value of all other Accounts to reflect the fair market value of the Annuity Fund as of the Valuation Date (investment gains and losses, not including new Employer Contributions); and your Account is increased by any allocation of Employer Contributions for your service for the period ending with the Valuation Date. You are not entitled to an allocation of new

Employer Contributions until those Employer Contributions to the Annuity Fund are actually made by the Employer and received by the Annuity Fund. After the close of each Plan Year, you will receive an annual report regarding the balance credited to your Account along with your allocable share of administrative fees or expenses as of the last Valuation Date for that Plan Year.

BENEFITS

Benefits Available upon Termination of Employment

You (or your Beneficiary, after your death) are entitled to receive a distribution of your Account balance under the Plan upon termination of your employment with the Employer or death. It does not matter whether your employment terminates because you quit, are fired, retire, or die. However, in order to be eligible for a distribution, you must terminate employment with the Employer that was required to make Employer Contributions on your behalf to the Annuity Fund, and you must not continue work (in any Covered Title) for any Employer that is required to make Employer Contributions to the Annuity Fund.

You (or your Beneficiary) must apply for a distribution in writing on a form prescribed by the Trustees. If you or your Beneficiary applies for a distribution, your Account will be valued and is payable as follows:

- The Annuity Fund Administrator – the District Council 37 Health & Security Plan staff or their designee – will review your application to verify the completeness and correctness of the information you have supplied;
- If necessary, the Annuity Fund Administrator or their designee will obtain additional information from your Employer regarding your service and termination;
- Your Account will be valued as of the Valuation Date that next follows the date on which the Annuity Fund Administrator or their designee approves distribution of your Account;
- As soon as practicable after that Valuation Date, your Account will be liquidated and distributed in accordance with your directions (cash payment, direct deposit to the financial institution you designated; or rollover to another tax-qualified or tax-deferred investment vehicle);
- If any additional Employer Contributions attributable to your service prior to your termination of employment are received by the Annuity Fund after the Valuation Date on which your Account was valued for distribution, you will receive an additional, subsequent distribution of those Employer Contributions, if any, as soon as practicable following the next occurring Valuation Date.

Upon termination of employment with an Employer, you may request a direct rollover distribution from your Account to another tax-qualified plan that accepts such rollovers or an IRA or an annuity. **If you elect to receive the distribution in cash,**

it is subject to 20% mandatory federal income tax withholding by the Annuity Fund. You may not elect a direct rollover, and there is no income tax withholding if your distribution for the year is reasonably expected to total less than \$200.

You may leave your Account in the Annuity Fund when you terminate employment. If you do, you will continue to be a Participant in the Plan and your Account will continue to share in the Annuity Fund's gains, losses, and administrative fees or expenses over time, until the balance credited to your Account is distributed. Benefits under the Plan, however, must be distributed no later than the April 1 of the calendar year following **the later of** the following dates:

- the calendar year in which you reach age 70-½ (if you were age 70-½ on or before December 31, 2019), or
- the calendar year in which you reach age 72 if you turned 70-½ on or after January 1, 2020, or
- The calendar year in which you terminate employment with an Employer.

If you terminate your employment with an Employer who has made, was required to make, or continues to make Employer Contributions to the Annuity Fund, but you continue to be employed by another governmental entity that is affiliated with the City of New York, you may choose to receive a distribution of your Account balance, or you may defer receipt of your Account balance and continue to participate in the Plan, or you may request a direct rollover of your Account to another tax-qualified plan maintained by the affiliated entity with whom you are now employed.

Benefits Available upon Death

The Annuity Fund Administrator or their designee will provide you with a Beneficiary designation form on which you should designate the person(s) who will be entitled to receive all or part of your Account balance still credited to you after your death, if you die before you terminate employment with your Employer or otherwise receive a full distribution of your Account balance. The amount that would be paid to your Beneficiary will be determined and paid in the manner described above with respect to distributions to you. You may designate any person (spouse, domestic partner, child, or other person) as your Beneficiary. You may change your Beneficiary designation at any time (subject to the provisions of a qualified domestic relations order). If you have designated your spouse or registered domestic partner (registered with the City Clerk of the City of New York) as your Beneficiary and you subsequently divorce, or separate from your registered domestic partner, and you do not change your Beneficiary designation, your former spouse or former domestic partner will continue to be your Beneficiary unless you remarry or register another person as your domestic partner, in which case, **your spouse or domestic partner at the time of your death will be considered your designated Beneficiary.**

If no Beneficiary has been designated, or if your designated Beneficiary is not living when a distribution to such Beneficiary would otherwise be made, your Account balance will be paid to the first available of the following categories of beneficiaries:

- First, to any individual(s) you designated as your Beneficiary for purposes of the death benefits provided by the District Council 37 Health & Security Plan; or
- Second, if you did not designate any Beneficiary for the death benefits provided by the District Council 37 Health & Security Plan, to your surviving spouse or surviving registered domestic partner; or
- Third, if you have no surviving spouse or surviving registered domestic partner, to your estate.

MISCELLANEOUS

Claims and Appeals

If the Annuity Fund Administrator or their designee denies your application for benefits, you may file a claim with the Administrator or their designee stating why you believe that your application should have been granted. The Administrator or their designee will review your claim and grant or deny it in writing within 90 days after the claim is received. If special circumstances require an extension of time, the Administrator or their designee will notify you before the expiration of the 90 days and will make a determination on your claim in no more than 180 days from the date the original application for benefits is received.

If the Annuity Fund Administrator or their designee denies your claim for benefits, you will receive a written denial notice describing the specific reasons for the denial with references to the Plan provisions upon which the denial is based. The Administrator or their designee will also inform you of any materials or information that, if provided, would allow you to perfect your claim for benefits. You will have 60 days after receiving notice of denial (or after receiving a grant of benefits with which you partially agree) within which to file an appeal of the determination. If you pursue an appeal, you or your representative may review pertinent documents and submit issues and comments in writing. The Annuity Fund Trustees will make a determination on your appeal in writing within 60 days after the filing of the appeal. If special circumstances require an extension of time, the Trustees will notify you before the expiration of the 60 days and will make a determination on your claim in no more than 120 days from the date that you filed the appeal. If no determination is received within the prescribed time limits, it will constitute a denial of the claim on appeal.

Non-Alienation of Benefits and Qualified Domestic Relations Orders

The assets of the Annuity Fund and benefits under the Plan are not subject to transfer, assignment, garnishment, attachment, or judicial process to satisfy the claims of creditors, except to the extent of a qualified domestic relations order. The Plan will recognize a domestic relations order that creates or recognizes the existence of an alternate payee's right, or assigns to an alternate payee the right, to receive all or a portion of the benefits payable under the Plan with respect to a Participant. A domestic relations order is a judgment, decree, or order that relates to a spouse, former spouse, child, or other dependent of a Participant, and that is made pursuant to a State domestic relations law. The Annuity Fund has established rules and procedures, available upon request from the Annuity Fund Administrator or their

designee, for determining what orders will constitute qualified domestic relations orders.

Annuity Fund Plan Amendment or Termination

District Council 37 may amend the Plan at any time and terminate the Plan or merge it into another plan and dissolve the Annuity Fund at any time. No transfer of assets or liabilities will occur unless each Participant in the Plan would receive a benefit immediately after the merger or transfer that is equal to or greater than the benefit he or she would have been entitled to receive immediately before the merger or transfer. No Plan amendment or termination will make it possible for any part of the assets of the Annuity Fund to be used for, or diverted to, purposes other than the exclusive benefit of the Participants and their beneficiaries.

Plan Administration

District Council 37 has appointed the Annuity Fund Trustees to oversee the operations of the Plan and Annuity Fund pursuant to the District Council 37 AFSCME Annuity Fund Declaration of Trust. The Annuity Fund Trustees have contracted with the District Council 37 Health & Security Plan to serve as the day-to-day Administrator of the Plan. You may contact the Annuity Fund Trustees at District Council 37, AFSCME, 55 Water Street, 23rd Floor, New York, NY 10041.

APPENDIX A: EMPLOYER CONTRIBUTIONS

Employers make Employer Contributions to the Plan in one or both of two ways:

- “One-Time” Employer Contributions, or
- “Recurring” Employer Contributions.

These are described here, starting with Recurring Employer Contributions.

Recurring Employer Contributions

Certain Collective Bargaining Agreements require Employers to make recurring Employer Contributions on behalf of designated Covered Titles in certain bargaining units, including the following current Employer Contribution obligations, which are generally equal to the rates set forth below:

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (if applicable)	Effective Date
Emergency Medical Services Titles					
CBU 137, Locals 2507 and 3621	Supervising Ambulance Corpsman (Title Code 00223)	\$1.00	\$261.00	N/A	March 1, 2000
CBU 137, Locals 2507 and 3621	EMS Trainee (Title Code 53052)	\$1.00	\$261.00	N/A	March 1, 2000
CBU 137, Locals 2507 and 3621	EMS EMT (Title Code 53053)	\$1.00	\$261.00	N/A	March 1, 2000
CBU 137, Locals 2507 and 3621	EMS Paramedic (Title Code 53054)	\$1.00	\$261.00	N/A	March 1, 2000

¹ You may request a complete list of *designated* Covered Titles and historical rates by contacting the Plan Administrator.

² The Employer Contribution is *generally* equal to the dollar amount set forth per Paid Working Day, up to the maximum set forth in the chart.

³ Maximum Employer Contribution does not include any additional overtime rate, if applicable.

⁴ Overtime Rates, when applicable, are hourly and continue until the Collective Bargaining Agreement no longer provides for such contributions.

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 137, Locals 2507 and 3621	Supervising Emergency Medical Service Specialist (Title Code 53055)	\$1.00	\$261.00	N/A	March 1, 2000
CBU 137, Locals 2507 and 3621	EMS Cadet (Title Code 53056)	\$1.00	\$261.00	N/A	March 1, 2000
CBU 137, Locals 2507 and 3621	Senior Clinician/Educator Level I (Title Code 966510)	\$1.00	\$261.00	N/A	March 1, 2000
CBU 137, Locals 2507 and 3621	Senior Clinician/Educator Level II (Title Code 966520)	\$1.00	\$261.00	N/A	March 1, 2000
CBU 137, Locals 2507 and 3621	Senior Clinician/Educator Level III (Title Code 966530)	\$1.00	\$261.00	N/A	March 1, 2000
CBU 137, Locals 2507 and 3621	Senior Clinician/Educator Level IV (Title Code 966540)	\$1.00	\$261.00	N/A	March 1, 2000
Highway Repairers					
CBU 126	Highway Repairer (Title Code 92406)	\$5.51	\$1,432.89	\$17.03	August 1, 2019
Laborers					
CBU 152	City Laborer (Title Codes 90702-00, 90702-01, 90702-02, 90702-03, 90702-04, 90702-05, 907020)	\$4.54	\$1,182.33	N/A	April 5, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 152	Laborer (Title Codes 90753-00, 90753-01, 90753-02, 90753-06, 90753-10, 90753-12, 90753-13)	\$4.54	\$1,182.33	N/A	April 5, 2019
Construction Laborers					
CBU 184	Construction Laborer (Title Codes 90756-00, -01)	\$7.32	\$1,902.69	\$18.34	August 31, 2019
CBU 184	Group C+ Laborer (Title Codes 90753-03, -07, -11)	\$7.32	\$1,902.69	\$18.34	August 31, 2019
CBU 184	City Laborer (Group C+) (Title Code 90702-06)	\$7.32	\$1,902.69	\$18.34	August 31, 2019
Locksmiths					
CBU 160	Locksmith (Title Codes 90723, 907230)	\$4.15	\$1,080.54	N/A	May 29, 2019
CBU 160	Supervisor Locksmith (Title Codes 90763, 907630)	\$4.15	\$1,080.54	N/A	May 29, 2019
Sewage Treatment Workers					
CBU 159	Senior Sewage Treatment Worker (Title Code 90767)	\$4.98	\$1,297.17	N/A	February 23, 2020
CBU 159	Sewage Treatment Worker (Title Code 90739)	\$4.98	\$1,297.17	N/A	February 23, 2020
Sludge Boat Titles					
CBU 138	Captain (Sludge Boat) (Title Code 91516)	\$9.89	\$2,572.26	N/A	October 15, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 138	Chief Marine Engineer (Diesel) (Title Code 91523)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	Chief Mate (Title Code 91526)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	First Assistant Marine Engineer (Diesel) (Title Code 91533)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	Marine Engineer (Diesel) (Title Code 91534)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	Marine Oiler (Title Code 91546)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	Mariner (Title Code 91501)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	Second Mate (Title Code 91569)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	Mate (Title Code 91580)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	Third Assistant Marine Eng. (Diesel-DEP) (Title Code 06253)	\$9.89	\$2,572.26	N/A	October 15, 2019
CBU 138	Third Mate (Title Code 06252)	\$9.89	\$2,572.26	N/A	October 15, 2019
Social Services Titles					
CBU 003	Alcoholism Counselor (Title Code 95437)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Assistant Educational Counselor (DJJ) (Title Code 05056) (Present Incumbents Only)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Assistant Institutional Teacher (DJJ) (Title Code 60370)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Associate Claim Examiner (Title Code 30721)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Associate Fraud Investigator (Title Code 31118) (Excluding Agency Codes 069, 071)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Associate Human Rights Specialist (Title Code 55038)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Associate Inspector (DCA) (Title Code 33996)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Associate Investigator (Title Code 31121) (Excluding Agency Code 069)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Associate Market Agent (Title Code 33973)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Associate Personnel Investigator (Title Code 31122) (Excluding Agency Code 069)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Claim Specialist (Title Code 30726)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Claims Examiner (Title Code 30705) (Covered Agency Code 740)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Community Service Aide (including JOP) (Title Code 09529)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Community Service Aide (including SAP) (Title Code 52406) (HHC Title Code 520460)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Compliance Aide (JOP) (Title Code 09530)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Consultant (Day Camp) (Title Code 51614) (Covered Agency Code 816)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Consultant (Early Childhood Education) LV I (Title Code 51611) (Covered Agency Code 816) (DOH Only)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Consultant (Early Childhood Education) LV II (Title Code 51611) (Covered Agency Code 816) (DOH Only)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Consultant (Mental Health Standards & Services) (Title Code 51000)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Consultant (Public Health Social Work) (Title Code 51613)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Decedent Property Agent (Title Code 10142)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Decedent Property Agent (Queens County) (Title Code 06665)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Educational Counselor (DJJ) (Title Code 05055) (Present Incumbents Only)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Field Investigation Specialist (Law Dept.) (Title Code 06426) (Covered Agency Code 025)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Fraud Investigator (Title Code 31113) (Excluding Agency Codes 069, 071)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Head Juvenile Counselor (Title Code 52299)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Human Rights Specialist (Title Code 55016) (Excluding Agency Code 996)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Human Rights Specialist (CCHR) (Title Code 55018)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Inspector (DCA) (Title Code 33995)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Institutional Teacher (DJJ) (Title Code 60371)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (Discipline) (CWW-24HR/DAY) (Title Code 06316) (Excluding Agency Codes 067, 069, 071, 130, 250)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (Discipline) (CWW-8HR/DAY) (Title Code 06316) (Excluding Agency Codes 067, 069, 071, 130, 250)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (Title Code 31105) (Excluding Agency Code 069)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (CCRB Police Dept.) (Title Code 06157) (Covered Agency Code 054) (Covered Agency Code 054)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (Discipline) (Title Code 06316) (All Agencies except 067, 069, 071, 130, and 250)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Investigator (Discipline) (DOC) (Title Code 31164) (Covered Agency Code 072)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (Employee Discipline) (Title Code 06688) (All agencies except 067, 069, 071,130, and 250)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (Employee Discipline) (HPD) (Title Code 31167) (Covered Agency Code 806)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (Employee Discipline) (FINANCE) (Title Code 31168) (Covered Agency Code 836)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator (Employee Discipline) (BUILDINGS) (Title Code 31169) (Covered Agency Code 810)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Investigator Trainee (Title Code 31101) (Excluding Agency Code 069)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Investigator (DISCP) (Title Code 06316)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Junior Human Rights Specialist (Title Code 55017)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Market Agent (Title Code 33972)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Market Aide (Title Code 33971)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Mental Health Worker (Title Code 51262)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Personnel Investigator (Title Code 31107) (Excluding Agency Code 069)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Principal Community Liaison Worker (OTB) (Title Code 05583)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Principal Human Rights Specialist (Title Code 55076)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Principal Human Rights Specialist (CCHR) (Title Code 55077)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Principal Juvenile Counselor (Title Code 52297)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Sanitation Compliance Agent (Title Code 71685)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Senior Claim Examiner (Title Code 30710) (Covered Agency Code 740)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Community Liaison Worker (OTB) (Title Code 03895) (Covered Agency Code 219)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Consultant (Early Childhood Education) (Title Code 51636) (HHC Title Code 516360) (Covered Agency Code 816)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Consultant (Mental Health Stand. & Services) (Title Code 54810)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Consultant (Psychiatric Nursing) (Title Code 51019)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Consultant (Public Health. Social Work) (Title Code 51638)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Inspection of Ports and Terminals (Title Code 33986)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Institutional Teacher (DJJ) (Title Code 05054) (Present Incumbents Only)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Senior Investigator (Title Code 31110) (Covered Agency Codes 996, 740, Brooklyn Public, Queens Public)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Juvenile Counselor (Title Code 52296)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Mental Health Worker (Title Code 51263)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Senior Social Worker (HCF) (HHC Title Code 004770) (Covered Agency Code 068)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Social Worker (Title Code 52613) (Covered Agency Codes 816, 072, 130)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Social Worker (HCC Title Code 526130) (Covered Agency Code 068)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Special Consultant (MHSS) Level I (Title Code 51001)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Special Consultant (MHSS) Level II (Title Code 51001)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervising Claim Examiner (Title Code 30715)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Supervising Custodian of Children (Title Code 52298)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervising Human Rights Specialist (Title Code 55036)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervising Human Rights Specialist (CCHR) (Title Code 55037)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervising Inspector of Ports and Terminals (Title Code 33987)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervising Investigator (Title Code 31115) (Covered Agency Code 740, Queens Public)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervising Mental Health Worker (Title Code 51264)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervisor I (Social Work) (Title Code 52631) (Covered Agency Codes 816, 072)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervisor I (Social Work) (HHC Title Code 526310) (Covered Agency Code 068)	\$3.05	\$794.00	N/A	July 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 003	Supervisor II (Social Work) (HHC Title Code 526320) (Covered Agency Code 068)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervisor III (Social Work) (HHC Title Code 526330) (Covered Agency Code 068)	\$3.05	\$794.00	N/A	July 26, 2019
CBU 003	Supervisor of Investigators (CCRB) (Title Code 06571) (Covered Agency Code 054)	\$3.05	\$794.00	N/A	July 26, 2019
Asbestos Handlers					
Local 983, IBT	Asbestos Handler (Title Code 31313)	\$4.28	\$1,114.51	N/A	March 31, 2002
Local 983, IBT	Asbestos Handler Supervisor (Title Code 31314)	\$4.28	\$1,114.51	N/A	March 31, 2002
High Pressure Plant Tenders					
CBU 155	High Pressure Plant Tenders (Title Code 91650)	\$3.38	\$879.57	N/A	August 24, 2020
Accounting and Electronic Data Processing Titles					
CBU 129	Asist Systems Analyst (FINANCE) (Title Code 12646)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Accountant Level I, II (Title Codes 03739, 40510) (HHC Title Code 405100)	\$1.15	\$300.00	N/A	March 3, 2017

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 129	Accounting Clerk III Level III (Title Code 50804)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Actuarial Specialist Level I, I-A (Title Code 40731)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Actuary (Title Code 40710)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Assistant Accountant (Title Codes 03831, 40505, 405050)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Assistant Actuary (Title Code 40705)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Assistant Economist (Title Code 40905)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Assistant Retirement Benefits Examiner (Title Code 40491)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Assistant Statistician (Title Code 40605, 406050)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Assistant Workers’ Compensation Benefits Examiner (Title Code 40481)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Associate Accountant (Title Code 40517, 405170)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Associate Bookkeeper (Title Code 40527, 405270)	\$1.15	\$300.00	N/A	March 3, 2017

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 129	Associate Business Promotion Coordinator (Title Code 60861)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Associate Management Auditor (Title Code 40503)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Associate Retirement Benefits Examiner (Title Code 40493)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Associate Tax Auditor (Title Code 40522)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Associate Workers’ Compensation Benefits Examiner (Title Code 40483)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Asst. Systems Analyst (Finance) (Title Code 12646, 0393\0)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Bookkeeper (Title Code 40526)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Bookkeeper Level I, II, III (Title Code 40526, 405260, 405360)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Business Promotion Coordinator Level I, II, II (Title Code 60860)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	City Tax Auditor Level I, II, III, IV (Title Code 40523)	\$1.15	\$300.00	N/A	March 3, 2017

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 129	Economist Level I, II, III (Title Code 40910)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Investment Analyst Level I, II, III (Title Code 40925)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Investment Analyst Trainee (Title Code 40924)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Management Auditor Level I, II (Title Code 40502)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Management Auditor Trainee (Title Code 40501)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Principal Retirement Benefits Examiner (Title Code 40495)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Sr. Accountant (Title Code 40510, 405150)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Sr. Associate Accountant (Title Code 2630)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Sr. Economist (Title Code 40915)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Sr. Investment Analyst (Title Code 40926)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Sr. Statistician (Title Code 40615, 406150)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Sr. Systems Analyst (Finance) (Title Code 39330)	\$1.15	\$300.00	N/A	March 3, 2017

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 129	Statistician Level I, II, III (Title Code 40610, 406100)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Supervising Accountant (Title Code 40520)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Supervising Economist (Title Code 40920)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Supervising Investment Analyst (Title Code 40927)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Systems Analyst (Finance) (Title Code 39320)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Tax Auditor (Title Code 40521)	\$1.15	\$300.00	N/A	March 3, 2017
CBU 129	Workers’ Compensation Benefits Examiner (Title Code 40482)	\$1.15	\$300.00	N/A	March 3, 2017
School Crossing Guards					
CBU 89	School Crossing Guard (Title Code 70205)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 89	School Crossing Guard, Level II (Title Code 70203)	\$0.89	\$233.11	N/A	October 26, 2019
Emergency Medical Specialists					
CBU 177	Fire Protection Inspectors (Title Code 31661)	\$1.00	\$261.00	N/A	September 6, 2017

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
CBU 177	Associate Fire Protection Inspectors (Title Code 31662)	\$1.00	\$261.00	N/A	September 6, 2017
School Lunch Employees – Department of Education					
CBU 408	School Lunch Aide (Title Code 54503)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	School Lunch Assistant (Title Codes 54505, 5450E)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	School Lunch Asst. (Cook) (Title Code 54513)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	School Lunch Helper (Title Code 54501)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	School Lunch Load/Hand (Title Code 54511)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	SR School Lunch Aide (Cook) (Title Code 54512)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	SR School Lunch Aide (Title Code 54504)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	SR School Lunch Helper (Title Code 54502)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	SUB School Lunch Helper (Title Code 70001)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 408	SUB SR School Lunch Helper (Title Code 70002)	\$0.89	\$233.11	N/A	October 26, 2019
Film Inspection Assistants – Department of Education					
CBU 411	Film Inspection Asst. (Title Code 90605)	\$0.89	\$233.11	N/A	October 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles¹	Employer Contribution for Each Paid Working Day²	Maximum Annual Employer Contribution³	Overtime Rate⁴ (If applicable)	Effective Date
School Aides – Department of Education					
CBU 413	Health Service Aide (Title Code 05242)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 413	School Aide (Title Code 82205)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 413	SUB School Aide (Title Code 70003)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 413	SUPVG School Aide (Title Code 82209)	\$0.89	\$233.11	N/A	October 26, 2019
Paraprofessional Family Workers – Department of Education					
CBU 423	Family Paraprofessional (Title Code 82206)	\$0.89	\$233.11	N/A	October 26, 2019
Substance Abuse Prevention (Non-Pedagogical) – Department of Education					
CBU 497	Substance AB P/I SP SCH (Title Code 56073)	\$0.89	\$233.11	N/A	October 26, 2019
Neighborhood Workers (Non-Pedagogical) – Department of Education					
CBU 498	Community Assistant (Title Code 56056)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 498	Community Assoc. (Title Code 56057)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 498	Community Coordinator (Title Code 56058)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 498	JR School Neighborhood WRKR (Title Code 56060)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 498	PRIN School Neighborhood WRKR (Title Code 56063)	\$0.89	\$233.11	N/A	October 26, 2019

Current Recurring Contributions – Rates and Titles					
Collective Bargaining Unit (“CBU”)/ Local Union	Covered Titles ¹	Employer Contribution for Each Paid Working Day ²	Maximum Annual Employer Contribution ³	Overtime Rate ⁴ (If applicable)	Effective Date
CBU 498	School Neighborhood WRKR (Title Code 56061)	\$0.89	\$233.11	N/A	October 26, 2019
CBU 498	SR School Neighborhood WRKR (Title Code 56062)	\$0.89	\$233.11	N/A	October 26, 2019
Highway Repairers					
CBU 126	Supervisor Highway Repairer (Title Code 92472)	\$3.83	\$997.02	N/A	June 30, 2019

One-Time Employer Contributions

If you were a Participant in the Plan under the rules described below for a One-Time Employer Contribution, your service counted for purposes of calculating the amount of your benefit under the Plan. For the periods described below, you were entitled to an allocation of Employer Contributions *generally* equal to \$2.00 for each Paid Working Day up to a maximum of \$522.00.

As of December 1, 1999

You were entitled to receive a one-time Employer Contribution to the Plan if, as of December 1, 1999:

- you were on the active payroll of an Employer (an agency or subdivision of the City of New York or an affiliated government entity) that had entered into a Collective Bargaining Agreement with District Council 37 requiring Employer Contributions to be made to the Annuity Fund, **and**
- you were employed in a Covered Title for which Employer Contributions were payable to the Annuity Fund pursuant to a Collective Bargaining Agreement, **and**
- at any time between March 1, 1997, and February 28, 1998, if you were an employee whose bargaining unit designation was the City University of New York White Collar and Blue Collar Employees, the Student Center Employees, and the Educational Opportunity Center Employees and were employed in a Covered Title.

As of June 1, 1999

You were entitled to receive a One-Time Employer Contribution to the Plan if, as of June 1, 1999:

- you were on the active payroll of an Employer (an agency or subdivision of the City of New York or an affiliated government entity) that had entered into a Collective Bargaining Agreement with District Council 37 requiring Employer Contributions to be made to the Annuity Fund, **and**
- you were employed in a Covered Title for which Employer Contributions were payable to the Annuity Fund pursuant to a Collective Bargaining Agreement, **and**
- at any time between June 1, 1996, and May 31, 1997, you were on the active payroll of an Employer described above and were employed in a Covered Title described above, **or** you were employed under a Collective Bargaining Agreement between the Union covered by the 1995 MCMEA with an agency or subdivision of the City of New York or other governmental entity or instrumentality.

As of December 3, 1998

You were entitled to receive a one-time Employer Contribution to the Plan if, as of December 3, 1998:

- you were on the active payroll of an Employer (an agency or subdivision of the City of New York or an affiliated government entity) that had entered into a Collective Bargaining Agreement with District Council 37 requiring Employer Contributions to be made to the Annuity Fund, **and**
- you were employed in a Covered Title for which Employer Contributions were payable to the Annuity Fund pursuant to a Collective Bargaining Agreement, **and**
- at any time between December 3, 1995, and December 2, 1996, if you were an employee whose bargaining unit designation was Sludge Boat Titles and were employed in a Covered Title.