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**LOCAL NO. 223  
UTILITY WORKERS UNION OF AMERICA, AFL-CIO**

**LIGHT-HEAT-GAS**



**POWER-WATER**

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August 20, 2013

*Trustees:*

Cathy Dawson  
Craig Massey  
Tom Banks

Dear Union Member:

If you recall during the contract roll out earlier this year, it was mentioned that there were going to be changes to the existing 401(k) plan. These changes were only discussed at a very high level with the Union at that time. Last week, information regarding these upcoming changes was sent out to employees by the company with the understanding that more information will follow.

The Local Officers have recently received and reviewed these documents and followed up with several discussions with the company regarding these changes. As you review the material sent out by the company, you will notice there are many changes to the plan and there are also a number of new options available. But there were some changes the Union was concerned about.

As you know, the company is and has been since its inception, solely responsible for the plan and has the ability to make adjustments to the plan, as long as it maintains its fiduciary responsibility to the plan participants. With these changes to plan, the Union consulted its legal team and other financial managers to verify that these changes are still aligned with the company's responsibilities. Based on the input from legal and the financial managers, it appears the company is within its responsibility to make the changes.

As the informational documents regarding the plan become available, please take the time to read all of the documents, attend the informational meetings and contact JP Morgan using their toll free number at (800) 345-2345 if you have additional questions.

Fraternally,

Michael P. Smith, President  
Local 223, UWUA, AFL-CIO

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