



HAWAII LABORERS TRUST FUNDS

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HAWAII LABORERS ANNUITY FUND

NOTICE TO PARTICIPANTS

This notice is to inform Participants that the Laborers Union Local 368 and certain Employers and/or Employer Associations have agreed to stop the diversion of contributions from the Hawaii Laborers Pension Fund to the Hawaii Laborers Annuity Fund ("Annuity Fund"), effective April 1, 2009. **By doing this, the affected portion of the contributions will be redirected back to the Hawaii Laborers Pension Fund.**

As a result, Participants covered by the following Agreements/Contracts with the Laborers Union Local 368 will see the contributions paid to the Annuity Fund on their behalf decrease (the amount of the contribution reduction will go towards funding the Hawaii Laborers Pension Fund). The table below lists the Agreements/Contracts affected by this redirection of contributions. The amount of the reduction in contributions varies by Agreement/Contract. Participants should refer to the Exhibit that applies to them to determine the impact that this redirection has on their contributions.

Master Agreement Covering Construction Laborers	- Exhibit A
Master Agreement with Mason Contractors Assn. of Hawaii	- Exhibit A
Master Agreement for the Landscape and Irrigation Industry	- Exhibit B
Agreement with Tileco, Inc.	- Exhibit C
Agreement with GP/RM Prestress, LLC	- Exhibit D
All Agreements w/GP Roadway Solutions, Inc.	- Exhibit E & F
All Agreements with Dennis Hiebert / Dennis Professional Services	- Exhibit F & G
All Agreements with Choice Fence	- Exhibit F & G
All Agreements with HK Fence, LLC	- Exhibit F & G
All Agreements with Advanced Fence Solutions, LLC	- Exhibit F & G
All Agreements with D.Y. Mikami Construction, Inc.	- Exhibit F & G
All Agreements with Vinyl Tech & Masonry, Inc.	- Exhibit F & G
Fence and Guardrail Agreement with Wong's Striping, Inc.	- Exhibit G
Refinery Maintenance Contract (Chevron Agreement) with American Piping & Boiler Co., Inc.	- Exhibit H
Agreement with All Pool & Spa, Inc.	- Exhibit I
Agreement with Maui Waterscapes, LLC	- Exhibit I
Agreement with All Pool & Spa, Inc.	- Exhibit I
Environmental Agreement w/ Hawaii Assn. of Environmental Contractors	- Exhibit J
Agreement with Nuprecon, LP	- Exhibit K

Participants not covered by any of the Agreements/Contracts listed above are not affected by a contribution rate reduction to the Annuity Fund and should disregard this notice.

If you have any questions regarding this notice, please feel free to contact the Trust Fund Office. You may write to the Trust Fund Office at 1440 Kapiolani Boulevard, Suite 800, Honolulu, Hawaii 96814 or call (808) 441-8600; neighbor islands may dial direct toll-free 1-888-520-8078; 8:00 a.m. to 4:30 p.m., Monday through Friday.

BOARD OF TRUSTEES,
HAWAII LABORERS ANNUITY FUND

**HAWAII LABORERS ANNUITY FUND
NOTICE TO PARTICIPANTS**

The following is a comparison of the contribution rates to the Annuity Fund prior to April 1, 2009 and the contribution rates to the Annuity Fund after April 1, 2009:

EXHIBIT A

**Master Agreement for Construction Laborers
in the State of Hawaii
and for Mason Contractors**

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
For Light/Final Clean-Up (Janitorial):		
As of March 31, 2009	\$3.55	---
Apr. 1, 2009 - Aug. 31, 2012	\$2.89	-18.59%
For Maintenanceman and Safety Men:		
No contributions are being made to the Annuity Fund.		
For all other Covered Employees:		
As of March 31, 2009	\$5.17	---
Apr. 1, 2009 - Aug. 31, 2012	\$4.01	-22.44%

EXHIBIT B

**Master Agreement Covering Laborers Employed
in the Landscape and Irrigation Industry
in the State of Hawaii**

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$1.62	---
Apr. 1, 2009 - Oct. 4, 2009	\$1.12	-30.86%
Oct. 5, 2009 - Sep. 30, 2010	\$1.22	+ 8.93%

EXHIBIT C

TILECO, INC.

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$1.00	---
Apr. 1, 2009 - Jan. 1, 2010	\$0.50	-50.00%

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EXHIBIT D

GP/RM PRESTRESS, LLC

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
For Employees Hired Before 1/31/2003:		
As of March 31, 2009	\$2.00	---
Apr. 1, 2009 - Aug. 31, 2009	\$0.70	-65.00%
For Employees Hired After 1/31/2003:		
As of March 31, 2009	\$1.50	---
Apr. 1, 2009 - Aug. 31, 2009	\$0.20	-86.67%

EXHIBIT E

GUARDRAIL AND SIGN INDUSTRY AGREEMENT WITH GP ROADWAY SOLUTIONS, INC.

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$2.47	---
Apr. 1, 2009 -	\$1.57	-36.44%

EXHIBIT F

CHAIN LINK FENCE AGREEMENTS WITH (1) ADVANCED FENCE SOLUTIONS, LLC (2) CHOICE FENCE (3) DENNIS HIEBERT / DENNIS PROFESSIONAL SERVICES (4) GP ROADWAY SOLUTIONS, INC. (5) HK FENCE, LLC (6) D.Y. MIKAMI CONSTRUCTION, INC. (7) VINYL TECH & MASONRY, INC.

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$1.47	---
Apr. 1, 2009 - Aug. 31, 2012	\$0.97	-34.01%

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EXHIBIT G

FENCE AND GUARDRAIL AGREEMENTS WITH

- (1) ADVANCED FENCE SOLUTIONS, LLC**
- (2) CHOICE FENCE**
- (3) DENNIS HIEBERT / DENNIS PROFESSIONAL SERVICES**
- (4) HK FENCE, LLC**
- (5) D.Y. MIKAMI CONSTRUCTION, INC.**
- (6) VINYL TECH & MASONRY, INC.**
- (7) WONG'S STRIPING, INC.**

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$1.91	---
Apr. 1, 2009 - Aug. 30, 2009	\$0.75	- 60.73%
Aug. 31, 2009 - Aug. 29, 2010	\$0.95	+26.67%
Aug. 30, 2010 - Aug. 31, 2011	\$1.15	+ 21.05%

EXHIBIT H

**REFINERY MAINTENANCE CONTRACT (CHEVRON AGREEMENT)
WITH AMERICAN PIPING & BOILER CO., INC.**

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$4.50	---
Apr. 1, 2009 - Aug. 30, 2009	\$3.50	-22.22%
Aug. 31, 2009 - Aug. 29, 2010	\$3.75	+ 7.14%
Aug. 30, 2010 - Dec. 31, 2011	\$4.00	+ 6.67%

EXHIBIT I

AGREEMENTS WITH

- (1) ALL POOL & SPA, INC.**
- (2) MAUI WATERSCAPES, LLC**
- (3) PACIFIC AQUASCAPE, INC.**

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$2.02	---
Apr. 1, 2009 - Oct. 4, 2009	\$1.12	- 44.55%
Oct. 5, 2009 - Sep. 30, 2010	\$1.22	+ 8.93%

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EXHIBIT J

**ENVIRONMENTAL AGREEMENT WITH
HAWAII ASSN. OF ENVIRONMENTAL CONTRACTORS**

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$1.95	---
Apr. 1, 2009 - Aug. 30, 2009	\$0.79	- 59.49%
Aug. 31, 2009 - Aug. 29, 2010	\$0.94	+18.99%
Aug. 30, 2010 - Aug. 28, 2011	\$1.04	+10.64%
Aug. 29, 2011 - Sep. 30, 2012	\$1.14	+ 9.62%

EXHIBIT K

AGREEMENT WITH NUPRECON, LP

<u>Applicable Period</u>	<u>Contribution Rate per Hour</u>	<u>Percentage Change</u>
As of March 31, 2009	\$1.95	---
Apr. 1, 2009 - Aug. 30, 2009	\$0.79	- 59.49%
Aug. 31, 2009 - Aug. 29, 2010	\$0.94	+18.99%
Aug. 30, 2010 - Aug. 28, 2011	\$1.04	+10.64%
Aug. 29, 2011 - Sep. 30, 2012	\$1.14	+ 9.62%