

SUMMARY OF MATERIAL MODIFICATION
Electrical Workers Pension Fund

Effective January 1, 2020 the Summary Plan Description for the Electrical Workers Pension Fund dated January 1, 2017 is hereby amended as follows:

- 1. For Part A amend on page 10 and 11 under the Section “How Much is a Regular Pension” as follows:**

How Much is a Regular Pension?

The monthly amount of the Regular Pension will be based on the Plan of benefits in effect when you retire, or, if earlier, when you separate from covered employment.

You are considered separated from covered employment when you leave covered employment with a vested benefit and then do not earn at least $\frac{1}{4}$ pension credit in the following calendar year. However, if you leave covered employment and then go back to work and subsequently earn at least one pension credit in a period of two consecutive years, the plan of benefits when you left covered employment after earning at least one additional pension credit is used to compute the amount of your pension. If after retiring you return to covered employment and then subsequently retire, your pension benefits will be recalculated on the next January 1st and will include additional contributions earned since your earlier retirement and your then current age.

For employees retiring or separating from covered employment on or after January 1, 2001, the monthly amount of the Regular pension is the sum of:

- (1) the total employer contributions made to the Fund for hours of work performed prior to January 1, 1982 multiplied by 8.6%, plus
- (2) **\$2.40 for each 100 contribution hours in a plan credit between January 1, 2001 and December 31, 2019.**
- (3) **\$4.00 for each 100 contribution hours in a plan credit year on or after January 1, 2020.**

Explanation: The Trustees increased the benefit accrual rate from \$2.40 for each 100 contribution hours in a plan credit year to \$4.00 for each 100 contribution hours in a plan credit year. The change is effective January 1, 2020 and only applies to benefits earned on or after that date.

2. **For Part A add a new paragraph on page 32 to read as follows:**

Is There a Temporary Exception to the Suspension of Benefit Rules for 2020?

Yes, Electrical Workers Pension Fund – Part A permits certain eligible retirees to return to covered employment for a period of time without a loss of Pension Benefits from the Fund. This Temporary Amendment is only effective from January 1, 2020 through December 31, 2020 and it allows normal, early and deferred retirees to return to covered employment with a contributing employer and work for up to 600 hours under the program without a loss of benefits from the Fund. In order to be eligible for this program you must have at least one full calendar month with no work (zero hours) in covered employment between your pension effective date and your return to work. If you intend to return to work under this program you must notify the Fund in writing and thereafter you may work 600 hours in covered employment without loss of benefits in 2020. Once you have worked 600 hours the normal rules (permitting work in the Electrical Industry for less than 40 hours per month without a suspension of benefits) will apply. Only retirees who return to covered employment with a contributing employer can take advantage of this program. It does not apply to work for a covered employer where no contributions to the Fund are required or work for non-covered employers in the Electrical Industry.

Explanation: The Trustees have renewed the temporary exception to the suspension of benefit rules allowing you in calendar year 2020 to work up to 600 hours in covered employment without having your benefits suspended, as more fully described above.

3. **For Part B delete on page 22 under the Section “Financial Hardship Distribution” the following paragraph:**

* * *

If you receive a hardship distribution from the Fund you are prohibited from making contributions into the Electrical Workers Local 242 401(k) Plans for a period of six (6) months after your receipt of the distribution.

4. **For Part C delete on page 28 under the Section “Financial Hardship Distributions” the following paragraph:**

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If you receive a hardship distribution from the Fund you are prohibited from making contributions into the Electrical Workers Local 294 401(k) Plans for a period of six (6) months after your receipt of the distribution.

Explanation: Previously if you received a Hardship Distribution from the Electrical Workers Pension Fund Parts B or C you were prohibited from making contributions into the Electrical Workers Local 242 401(k) Plan (for Part B participants) or the Electrical Workers Local 294 401(k) Plan (for Part C participants) for a period of six months after your receipt of the distribution. This prohibition has been eliminated effective January 1, 2020.