

**SUMMARY MATERIAL MODIFICATION  
TO THE ELECTRICAL WORKERS PENSION PLAN  
PARTS B AND C  
THE  
LOCAL 294 401(K) PLAN AND Local 242 401(K) PLAN  
NEW CORONAVIRUS-RELATED DISTRIBUTIONS**

May 2020

On March 27, 2020, Congress passed and the President signed the Coronavirus, Aid, Relief and Economic Security Act (CARES Act) into law. The CARES Act allows increased access to retirement plan accounts (and related tax breaks) for those affected by the current crisis. The Electrical Workers Pension Fund, Part B, the Electrical Workers Pension Fund, Part C, the IBEW Local 242 401(k) Plan and the IBEW Local 294 401(k) Plan have all been amended to provide for the availability of coronavirus-related distributions effective immediately. The Summary Plan Descriptions of all four Plans have been amended effective May 7, 2020 as follows:

**Coronavirus-Related Distributions:** The following rules apply to any distribution from the combined plans that qualify as a coronavirus-related distribution:

For Local 242 members the “combined plans” are the Electrical Workers Pension Fund, Part B (including both Self Directed and Trustee Directed components) and the IBEW Local 242 401(k) Plan.

For Local 294 members the “combined plans” are the Electrical Workers Pension Fund, Part C (including both Self Directed and Trustee Directed components) and the IBEW Local 294 401(k) Plan.

A “coronavirus-related distribution: of up to \$25,000 will be available to you from the combined plans if you meet the criteria listed below. (Note: A coronavirus-related distributions is a new type of distribution that is technically different than a traditional hardship distribution. Traditional hardship distributions will also continue to be available under pre-CARES Act rules.)

You may withdraw your distribution from either of the plans making up the “combined plans” or a combination of the two, so long as the total does not exceed \$25,000. You must apply for coronavirus related distributions by December 15, 2020 and such distributions will not be made after December 31, 2020.

You qualify for a coronavirus-related distribution if you have any of the following circumstances:

A personal diagnosis of COVID-19 by a test approved by the CDC,

A spouse or dependent who has been so diagnosed, or

Adverse financial consequences due to being furloughed, quarantined, or laid off, or having your paid work hours reduced due to coronavirus or the close or reduction of a business due to coronavirus, or being unable to work due to lack of childcare due to coronavirus.

If you are requesting a coronavirus-related distribution, you will be asked to sign a certification that you meet the criteria listed above.

The 10% early distribution tax that normally applies to distributions taken before age 59½ is waived for any coronavirus-related distribution.

The 20% Federal Income tax withholding does not apply. Instead, 10% Federal income tax withholding applies unless you elect no withholding or another amount of withholding.

Ordinary income tax will apply to any coronavirus-related distribution. However, that tax can be spread evenly over three (3) years.

Alternatively, to avoid income tax, a coronavirus-related distribution can be repaid to our plan (or to another plan or IRA), in single or multiple payments, within three (3) years. Any repayment will be treated as a rollover contribution to the receiving plan or IRA.

Please feel free to contact the Fund Office with any questions at 218-728-4231 or 1-800-570-1012.