

Northwest Ironworkers Retirement Trust

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Administered by
Welfare & Pension Administration Service, Inc.

RETURN TO WORK RULES Effective July 1, 2014

The Northwest Ironworkers Retirement Plan requires that **all** retirees notify the Administration Office within 31 days after starting any work which may be subject to the suspension of benefit rules (sometimes called the “return to work” rules), regardless of the number of hours worked. The suspension of benefit rules are further summarized, below.

The suspension rules are different for employees over age 65 and under age 65.

Suspension Rules for Retirees Age 65 or Older. If a retiree is age 65 or older, benefits are suspended for any month in which he works 40 hours or more during the month, or 40 hours or more during a four or-five week payroll period ending in the month:

- in the geographic jurisdiction covered by the Plan, which consists of Oregon, Washington, Western Montana, and Northern Idaho;
- in an industry in which Employees covered by the Plan were employed and accrued benefits under the Plan at the time of the Participant’s Annuity Starting Date; and
- in work which requires directly or indirectly the use of the same skills employed by the Participant at any time under the Plan.

No benefits are suspended upon attainment of the “required beginning date,” which is April 1st of the calendar year following attainment of age 70½, or if later and elected by a retiree who is not a 5% owner, the date of retirement.

If a participant continues to work after age 65 without retiring, benefits are suspended and not payable for any month after the participant attained age 65 and before his required beginning date, in which he worked 40 or more hours in suspendable employment described above.

Suspension Rules for Retirees Under Age 65. If a retiree is under age 65, the suspension rules are applied differently to the benefits accrued prior to July 1, 2014, and the benefits accrued on and after July 1, 2014.

- ***Benefits Accrued Prior to July 1, 2014.*** Benefits accrued for hours worked prior to July 1, 2014 are suspended for any month in which a retiree under age 65 works 40 hours or more during the month, or 40 hours or more during a four or-five week payroll period ending in the month:
 - in the geographic jurisdiction covered by the Plan, which consists of Oregon, Washington, Western Montana, and Northern Idaho;
 - in an industry in which Employees covered by the Plan were employed and accrued benefits under the Plan at the time of the Participant’s Annuity Starting Date; and
 - in work which requires directly or indirectly the use of the same skills employed by the Participant at any time under the Plan.
- ***Special Rule For Retirees Under Age 65 with Covered Employment Before July 1, 1992.*** A special rule applies to retirees under age 65 who worked in Covered Employment before July 1, 1992. Under the special rule, benefits accrued before July 1, 1992 are suspended only if: (1) benefits would be suspended under the rule described above; and (2) the return to work is in Covered Employment, or in employment for wages or profit as a craftsman in the Building and Construction Industry.
- ***Benefits Accrued on or After July 1, 2014.*** Benefits accrued for hours worked on or after July 1, 2014 are suspended if the retiree performs **any employment** in any geographic area during a calendar month, or in a four-or-five week payroll period ending in a calendar month, regardless of the number of hours worked in such employment.

Your signature is required on the reverse side

This means that for retirees who have not attained age 65, the Plan will apply three different suspension rules, one to the portion of the benefits accrued *before* July 1, 1992, a second to the portion of the benefits accrued from July 1, 1992 through June 30, 2014, and a third to the portion of the benefits accrued *on or after* July 1, 2014.

Disability. Pension payments are immediately terminated if a participant retired on a Disability Retirement and returns to work. Participants are no longer considered eligible for Disability Retirement, unless Permanently and Totally Disabled as defined by the Retirement Plan.

Medical Coverage. Many retirees authorize a deduction from their monthly pension payments to cover the premium for retiree medical coverage. Retirees who authorized such a deduction and have pension payments suspended, must remit a personal check to the Health and Security Trust to maintain retiree medical coverage. Checks should be in the amount which was previously deducted from the retiree’s monthly pension payment. Payments for retiree medical coverage are due the first of each month for which coverage is provided.

Termination of Prohibited Employment. Retirees must notify the Administration Office when suspendable employment ends. A form is provided below for this purpose. Pension payments resume effective the month following your termination of suspendable employment, subject to any offset to recover overpaid benefits. The form of payment will be based upon the same election you made at the time of retirement.

Offset of Pension Payments. If benefits were paid for any month in which the retiree worked in suspendable employment, the Administration Office will recover those benefits from future pension payments. Monthly payments will be withheld for up to three months after termination of suspendable employment. Thereafter, 25% of the monthly pension amount is withheld until the full overpayment is recovered.

Additional Future Service. If a retiree returns to Covered Employment and earns at least 250 hours in a Plan Year (July 1 through June 30), he is entitled to additional Future Service for such employment. If the retiree retired on an Early Retirement, and payments resume before age 65, there is also a one time age adjustment. Please refer to sections 8.11(a)(1) of the retirement Plan regarding the age adjustment for Early Retirement recalculations.

Appeal. A participant may appeal the determination to suspend benefits by filing a written request with the Administration Office within 60 days of the notice of suspension of benefits.

Please refer to Retirement Plan sections 8.09 and 8.11 for details regarding suspension of benefits and suspendable employment. The Summary Plan Description and Retirement Plan are available on the website: www.ironworkerstrust.com.

To reinstate benefits, please complete the form below and return it to the Administration Office as soon as you have ceased suspendable employment.

****NOTICE** Benefits will not be reinstated without completion of this form. Please summarize your employment for the months in which you have worked 40 or more hours in a calendar month.**

Name of Retiree	Social Security Number	Retirement #
E-mail Address	Home Phone Number	Cell Phone Number

Hire-in Date	Termination Date	Employer Name	Employer Phone Number
1.			
2.			
3.			
4.			

****Please indicate any month(s) listed above in which you worked 39 hours or less.**

Signature of Retiree

Date of Signature