



Eighth District Electrical Fringe Benefit Funds



TO: Plan Participants (Active, Vested Terminated and Retired)
FROM: Board of Trustees of the Eighth District Electrical Pension Fund
RE: Summary of Material Modification – Plan Amendment 16
DATE: May 2026

The purpose of this Summary of Material Modification (“SMM”) is to summarize a recent change that the Board of Trustees made to the Eighth District Electrical Pension Plan (“Plan”) as restated and effective April 1, 2014. You should keep this notice with your current Summary Plan Description for the Plan. If you have any questions regarding this SMM, please contact the Administrative Office at (844) 989-2321. You may also visit the Plan’s website at <http://www.8thDistrictBenefits.org>.

This SMM describes changes made by Amendment 16 to the Plan, which provides for a modification to the suspension of benefits rules for those Retirees who return to work for a Contributing Employer prior to Normal Retirement Age.

For more information regarding the Plan’s suspension of benefits rules that are not described in this SMM, please review the applicable provisions in the Plan Document and Summary Plan Description or contact the Fund Office.

SUMMARY OF PLAN AMENDMENT NO. 16

Plan Amendment No. 16 makes the temporary rule of Plan Amendment No. 15 permanent. In other words, under Plan Amendment No. 16, for *any calendar year* on or after January 1, 2025, a Retiree may return to work in any capacity for a Contributing Employer before (s)he reaches Normal Retirement Age and work up to *the greater of*: 1) 600 hours; or 2) the date their earnings from such employment reach the Maximum Social Security Allowance for Early Retirees, before the Plan will suspend the Retiree’s benefits. Once the Retiree has both: 1) worked at least 600 hours; AND 2) earned the Maximum Social Security Allowance for Early Retirees, through work with a Contributing Employer, the Retiree’s benefit will be suspended for each remaining month of the calendar year in which the Retiree continues to work any hours in Prohibited Employment, so long as the proper notice was given to the Plan. For purposes of this rule, the “Maximum Social Security Allowance for Early Retirees” means the maximum amount of earnings which the Social Security Administration allows Social Security recipients, who are not yet full retirement age, to earn without a loss of Social Security benefits.

Example 1

John is 57 years old and retired on an Early Retirement Pension. In January 2026, John returned to work for a Contributing Employer. In May 2026, John earned the Maximum Social Security Allowance for Early Retirees. In July 2026, John completed 600 hours of employment during calendar year 2026 with the Contributing Employer. John’s pension benefit would be suspended beginning in August 2026 for each remaining month of the calendar year in which he continues such employment.

Example 2

Jerry is 58 years old and retired on an Early Retirement Pension. In February 2026, Jerry returned to work for a Contributing Employer. In July 2026, Jerry completed 600 hours of employment during calendar year 2026 with the Contributing Employer. In August 2026, Jerry earned the Maximum Social Security Allowance for Early Retirees. Jerry's pension benefit will be suspended beginning in September 2026 for each remaining month of the calendar year in which he continues such employment.

In summary, all Retirees that have not yet reached Normal Retirement Age may return to work in any capacity for a Contributing Employer and work up to the greater of 600 hours or the date their earnings from such employment equal the Maximum Social Security Allowance for Early Retirees before their monthly benefits are subject to suspension by the Plan.

As a reminder, if you decide to go back to any kind of work after you retire, you must notify the Fund Office, in writing, within twenty-one (21) days after starting work of a type that is or may be Prohibited Employment that leads to a Suspension of Benefits. If you return to work in Prohibited Employment prior to Normal Retirement Age and do not provide such timely written notice, your pension benefits may be suspended for an additional period of six (6) months.

The Suspension of Benefit rules that apply to returning to work for a non-Contributing Employer (both Prior to and After Normal Retirement Age) remain the same.

If you have any further questions about these Plan changes, please contact the Administrative Office.