



ADMINISTRATIVE OFFICES

HEALTH & WELFARE, PENSION AND DEFINED CONTRIBUTION

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December 2019

PENSION PLAN FOR THE ARIZONA PIPE TRADES PENSION TRUST FUND

SUMMARY OF MATERIAL MODIFICATIONS (SMM)

To All Participants:

This summary of material modifications (SMM) describes two changes recently approved by the Trustees. You should read this notice carefully and keep it together with your copy of the Summary Plan Description (SPD).

PART ONE – 2020 SUSPENSION RELIEF

Based on the conditions in the industry, the Trustees are announcing their decision to approve **relief in 2020** from the earnings limitations that the Plan otherwise imposes on Pensioners.

Without this temporary waiver of the “Maximum Annual Earnings” (as explained below in this announcement), these annual earnings limitations would otherwise be in effect in 2020.

Current Rules—Prohibited Employment for Pensioners

To be considered retired and entitled to benefits, Pensioners must withdraw from and refrain from prohibited employment. The definition of “prohibited employment” depends on whether you have attained Normal Retirement Age (“NRA”). NRA is generally age 65, but will be later if you do not begin participating in the Plan until after age 60.

Beginning April 1 of the calendar year following the calendar year in which you reach age 70-1/2, there is no “prohibited employment” and thus no suspension for work of any kind, location, duration, or earnings level.

Current Rules—Exception to Prohibited Employment rules—Maximum Annual Earnings

The Plan provides an exception to the Prohibited Employment rules described above. Employment covered by the Collective Bargaining Agreement will not be considered

prohibited employment until and unless a Pensioner has earned more, in a given calendar year, than a specified annual limit (called “Maximum Annual Earnings”). Certain non-bargained employment (called “Special Classifications” of employment) also qualifies for an exception to the Plan’s suspension rules, assuming the Pensioner does not exceed the Maximum Annual Earnings.

For Pensioners who have attained age 65, the term “Maximum Annual Earnings” means an **unlimited** dollar amount if earned working in Covered Employment.

For Pensioners younger than age 65, the term “Maximum Annual Earnings” means **\$25,000.00** for work in Covered Employment.

For Pensioners working in Special Classifications, the term “Maximum Annual Earnings” means **\$90,000.00** for such work.

Again, as described above, these limitations do not apply on and after April 1 of the calendar year following the calendar year in which you reach age 70-1/2. There is no suspension of benefits on and after that April 1 date.

Waiver of Maximum Annual Earnings Limit in 2020

The Trustees have waived the limitation on Maximum Annual Earnings for the period beginning on January 1, 2020 and ending on December 31, 2020.

This waiver of the limitation on Maximum Annual Earnings applies both to the \$25,000.00 limit for work in Covered Employment and to the \$90,000.00 limit for work in Special Classifications.

Beginning January 1, 2021, this waiver will expire and the earnings limits will be back in effect.

A similar waiver of the limitations on Maximum Annual Earnings limits—as previously approved by the Trustees—will expire on December 31, 2019.

You should contact the Administrative Office if you have any questions about whether certain employment would be considered “prohibited employment” or would qualify for the exception to the suspension rules, as explained in this notice and in your Summary Plan Description.

PART TWO – PENSION CREDIT DURING PERIODS OF DISABILITY

After January 1, 1967, the Trustees may recognize periods of disability for purposes of granting Pension Credit, if the following requirements are met.

Disability for this purpose is established based on the Trustees’ review and discretion. Your period of disability will be recognized only if you were paid Workmen’s Compensation temporary disability benefits for that period or if that period constitutes the

waiting period for those benefits. The Plan has also required written notice to be given to the Administrative Office within one year of the beginning of the disability in order for an Employee to receive Pension Credit for his period of disability (unless the Board finds that there were extenuating circumstances that prevented a timely filing).

For Annuity Starting Dates on and after June 1, 2019, the Plan will no longer require notice to be given within one year of the beginning of the disability.

Once you have met the above requirements, Pension Credit can be allowed for a maximum of 26 weeks for each disability (at the rate of 40 hours per week). This is unchanged.

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Please contact the Administrative Office if you have any questions about the benefit changes described in this notice.

Sincerely,

BOARD OF TRUSTEES

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