

# **BRICKLAYERS & ALLIED CRAFTSMEN LOCAL NO. 7 PENSION PLAN**

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## **Executive Summary**

- A Critical Employment Period was declared effective June 21, 2019. That Critical Employment Period has been extended until June 30, 2022.
- A retiree may return to work for 1,000 hours before his or her benefit will be suspended.
- This increased work allowance only applies to work performed for retirees who are doing bargaining unit work for signatory employers within the jurisdiction of Bricklayers Local 7.
- The Trustees have the discretion to cancel the Critical Employment Period at any time.

## **Critical Employment Period Declaration**

At its meeting on June 21, 2019, the Board of Trustees of the Bricklayers Local 7 Pension Plan declared a Critical Employment Period, or CEP, effective July 1, 2019. The Trustees have the discretion to declare a CEP when they feel there are insufficient craftsmen or craftswomen registered for employment on the Union's referral books due to increased demand for labor.

The Board of Trustees chose to extend the CEP last year from July 1, 2020 through June 30, 2021. At its meeting on June 11, 2021, the Board again decided to extend the CEP from July 1, 2021 through June 30, 2022. This notice deals only with the CEP in effect from July 1, 2021 through June 30, 2022. Please refer to earlier notices regarding earlier CEPs.

During a CEP, a retiree may return to work for up to 1,000 hours without having his or her pension suspended. When there is no CEP, a retiree may only work for 40 hours a month before having his or her pension suspended. All other suspension of benefits rules remain in effect, both during a CEP and during regular employment periods.

The calculation of the 1,000 hours begins on the effective date of the declaration. So, in this case, an eligible retiree may return to work for 1,000 hours beginning July 1, 2021 so long as the CEP is in effect. Hours worked prior to July 1, 2021 will not be taken into account for the 1,000 hours.

If an eligible retiree works more than 1,000 hours during the CEP, he or she will no longer be able to take advantage of the CEP increased hours allowance and will revert to the old rules of 40 hours per month. It is the responsibility of the participant to monitor his or her hours. Participants will not receive a notice if he or she is approaching the 1,000 hour mark.

Disability retirees are not eligible to take advantage of the CEP.

The CEP only applies to the "covered geographical jurisdiction", which is the state of Ohio and the portions of those states located as a part of the Standard Metropolitan Statistical Area, as defined by the U.S. Census Bureau. It is recommended that participants contact the Fund Office if there are any questions about specific geographic areas covered by the CEP.

Under the old rules, a retiree could only work up to 39 ½ hours in the covered geographical jurisdiction before his or her benefit would be suspended. Under the CEP, the retiree can work up to 1,000 hours within the covered geographical jurisdiction before his or her benefit is suspended. The CEP does not change any of the rules that apply to work outside of the covered geographical jurisdiction.

The CEP does not apply to retirees who work for employers for which no contributions are owed to the Fund. For example, if a retiree returns to a signatory employer but in a job that doesn't require contributions to the Pension Fund, the CEP will not apply to that employee. The CEP also does not apply to retirees who work for employers who are not signatory to the Bricklayers Local 7 CBA.

The Trustees have the discretion to extend or cancel the CEP. If the CEP is extended or canceled, you will receive notice. Once the CEP is canceled, the old suspension of benefit rules will become effective once again. An extension of the CEP does not reset the 1,000-hour allowance for eligible retirees.

In this particular case:

1. When you return to work, are you working for a signatory employer?  
If no, you are not eligible for the CEP.  
If yes, go to question 2.
2. Are you working within the covered geographical jurisdiction?  
If no, you are not eligible for the CEP.  
If yes, go to question 3.
3. Have you worked for a signatory employer within the covered geographical jurisdiction for more than 1,000 hours since July 1, 2021?  
If **yes**, you are not eligible for the CEP.  
If **no**, you are eligible for the CEP.

Again, so long as the CEP is still in effect, once a retiree reaches 1,000 hours, his or her benefit will be suspended when he or she works more than 40 hours per month.

Please contact the Fund Office with any questions.