



SHEET METAL WORKERS' LOCAL UNION NO. 80

FRINGE BENEFIT FUNDS

P.O. Box 1408 / Troy, MI 48099-1408 / (248) 641-4980 (800) 400-7710

December 27, 2019

**To: All Eligible Retiree Participants of the
Sheet Metal Workers' Local Union No. 80 Pension Fund**

**RE: Temporary Waiver of Suspension of Benefit
Retirees Returning to Work**

Due to the current construction cycle and the need for qualified manpower, the Trustees have amended the Plan as follows:

Effective from December 20, 2019 through December 31, 2020 **only**, upon the Local Union's determination of full employment or the inability to fulfill job requests, a Retiree whose effective date of retirement was on or before August 1, 2019 may return to work for an Employer maintaining the Plan without limitation without suffering a suspension of benefits then in pay status.

The Local Union is required to communicate to the Fund its determination of full employment or the inability to fulfill job requests on a calendar quarterly basis at least three weeks prior to the start of each calendar quarter.

The Local Union has notified the Fund that it has determined there is full employment or the inability to fulfill job requests for the first quarter of 2020. Therefore, a Retiree whose effective date of retirement was on or before August 1, 2019 may return to work for an Employer maintaining the Plan without limitation without suffering a suspension of benefits for January, February, and March, 2020.

You will be notified in advance if there are any changes in the Local Union's determination for subsequent calendar quarters through December 31, 2020. However, if there is no change, you will not receive any notification.

Finally, the amendment provides for the Retiree who returns to work to receive the greater of the monthly benefit that would have otherwise been suspended, or the present value of the additional benefit accrual that the Retiree would have earned during the period of his or her return to work.

Should you have any questions regarding this notification, please do not hesitate to contact the Pension Department at the Fund Office at 248-641-4980.

***Board of Trustees
Sheet Metal Workers' Local Union No. 80 Pension Fund***

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TROY, MI 48099-1408



Important Benefit Notification

NAME
ADDRESS1
CITY, STATE ZIP