

# U.A. Local No. 393 Benefit Funds

## HEALTH & WELFARE, SUB, DEFINED BENEFIT PENSION AND DEFINED CONTRIBUTION

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### NOTICE OF MATERIAL MODIFICATIONS

to the

### U.A. LOCAL NO. 393 DEFINED BENEFIT PENSION PLAN

(As restated November 1, 2021)

**Date:** October 2023  
**To:** All Participants in the U.A. Local No. 393 Defined Benefit Pension Plan  
**From:** Board of Trustees  
**Re:** Recent Plan Changes: Temporary Suspension of Benefit Exception

This document is a Summary of Material Modifications (“Summary”) intended to notify you of the important changes made to the U.A. Local No. 393 Defined Benefit Pension Plan (“Plan”) since the Summary Plan Description was last distributed to you. Please note that, in the event of conflict between this Summary and the terms of the Plan, the terms of the Plan will govern.

The Trustees of the Plan have made the following changes to the Plan Rules:

#### **Temporary Suspension of Benefit Exceptions:**

Currently, the Plan provides two temporary exceptions to the suspension of benefit rules for when a retiree returns to work in the following positions (and so long as other requirements are met):

1. Returns to work for a participating employer in any non-bargaining position through December 31, 2023 only, or
2. Returns to work for an employer obligated by a collective bargaining agreement to contribute to the U.A. Local No. 447 Trust Funds in any non-bargaining unit position through December 31, 2023 only.

**The Board of Trustees have decided to not extend these two temporary exceptions to the suspension of benefit rules beyond December 31, 2023. Retirees who have been approved to return to work under either of the above two exceptions on or before December 31, 2023 can continue to work in such employment without having benefits suspended through June 30, 2024 only.** This short extension is designed to give impacted retirees some additional time to make new arrangements. No further extensions beyond June 30, 2024 will be provided.

Please note that this does not impact retirees who have been approved to return to work in one of the positions permitted in the Plan Rules: project manager, marketing representative, field superintendent, estimator, purchasing agent, expeditor, or detailer.

#### **What You Need To Do**

If you are retired and have been approved to return to work under either of the above two exceptions on or before December 31, 2023 then you must provide proof to the Pension Department that you have terminated (or reduced) your employment on or before June 30, 2024, otherwise your monthly benefits will be suspended as follows:

- If you have reached Normal Retirement Age (age 65) then your monthly benefits will be suspended for any months on or after July 1, 2024 in which you work **40 or more hours** in Industry Service.
- If you have not reached Normal Retirement Age (age 65) then your monthly benefits will be suspended for **any hour** of Industry Service you perform on or after July 1, 2024.

*Please contact the Pension Department at the telephone number above, if you have any questions concerning this Summary, the Plan or your benefits.*