

Central Laborers' Pension Fund
Annual Notification Regarding Disqualifying Employment – Calendar Year 2024

Dear Retiree:

This notice serves as a reminder about the Pension Fund's Disqualifying Employment Rules. The purpose of the Pension Fund is to provide benefits when you are retired and not working. After your pension benefits begin, your benefit payments may be suspended if you engage in Disqualifying Employment. The Fund's Disqualifying Employment Rules are applied on the basis of *when* benefits accrued. To assist you, the chart below summarizes these rules.

Suspension of Benefits Rules

Under the Plan, a retiree's monthly pension benefit may be suspended if he/she engages in Disqualifying Employment as defined below.

Definition of Disqualifying Employment

- **For the portion of a Participant's benefit accrued before October 1, 1998, Disqualifying Employment is defined as follows:**
 - **Before age 60:** Employment of 40 or more hours in a month with an employer in a job classification of any type specified and covered in a Collective Bargaining Agreement or in any occupation or job classification where contributions are required pursuant to a written agreement (either as a union or non-union construction worker).
 - **Between age 60 and age 70½:** Employment or self-employment of 40 or more hours in a month that is in:
 - An industry covered by the Plan when the Participant's pension began;
 - The Geographic Area covered by the Plan when the Participant's pension began; and
 - Any trade or craft in which the Participant worked under the Plan at any time or any trade or craft covered by the Plan at the time the Participant's pension payments began. However, if the Participant works in Covered Employment only in a skilled trade or craft, that is, as a laborer, employment or self-employment is Disqualifying Employment only if it is in work that involves the skill or skills of that trade or craft directly or, in the case of supervisory work, indirectly.
- **For the portion of a Participant's benefit accrued on or after October 1, 1998, Disqualifying Employment is defined as follows:**
 - **Before age 53:** Employment of 40 or more hours in a month that results in any type of compensation for services rendered, as defined by the Internal Revenue Service, which are subject to Social Security taxes and/or self-employment taxes for any month in which you work 40 or more hours.
 - **Between age 53 and age 70½:** Employment or self-employment of 40 or more hours in a month that is in:
 - An industry covered by the Plan when the Participant's pension began;
 - The Geographic Area covered by the Plan when the Participant's pension began; and
 - Any trade or craft in which the Participant worked under the Plan at any time or any trade or craft covered by the Plan at the time the Participant's pension payments began. However, if the Participant works in Covered Employment only in a skilled trade or craft, that is, as a laborer, employment or self-employment is Disqualifying Employment only if it is in work that involves the skill or skills of that trade or craft directly or, in the case of supervisory work, indirectly.
- **A Participant's benefit will not be suspended for any employment after age 70½.**

- **“Public Employment” Exception to Disqualifying Employment.**

Effective October 1, 2007, regardless of a Pensioner’s age or when his/her benefits accrued, a Pensioner will not be deemed to work in Disqualifying Employment if the Pensioner engages in “Public Employment,” provided the Pensioner complies with the Plan’s notice provision. For purposes of this Policy, the term “Public Employment” means employment with a state, county or municipal government (or agency thereof) or the federal government, for which a Participant performs duties that are within the trade or craft of a Laborer; provided such Public Employment is not in a job classification that requires the Participant’s employer to make contributions to the Fund on behalf of the Participant.

- **“Geographic Area”**

The “Geographic Area” covered by the Plan includes:

- The State of Illinois and all of any standard metropolitan statistical area which falls within Illinois and any other area in which Covered Employment was performed when the Participant’s Pension began or, but for suspension under the Plan’s rules, would have begun; and
- Any area covered by a plan which, under a reciprocal agreement in effect when the Participant’s pension payments began, had forwarded contributions to this Plan, on the basis of which this Plan accrued benefits for any Participant.

- **Required Notice to the Fund.**

You must notify the Fund Office, in writing, within 15 days after starting work of any type that is or may be considered Disqualifying Employment under the Plan (**including Public Employment**), without regard to the number of hours you plan to work. To avoid an interruption or suspension of your pension benefits, please complete and submit a “Return to Work” form to the Pension Fund before you engage in or return to any employment. You may request a copy of the “Return to Work” form by contacting the Pension Department or you can obtain a copy of the form from the Pension Fund’s website (www.central-laborers.com).

Should you have any questions, please contact the Fund’s Pension Department at 800-252-6571, extension 2.

This announcement highlights certain general Pension Plan information. Full details of the Plan are contained in the documents that establish the Plan provisions. If there is a discrepancy between this announcement and the documents that establish the Plan, the document language will govern. The Trustees reserve the right to amend, modify, or terminate the Plan at any time.