

I.B.E.W. Local 683 Pension Fund Pension Plan

IBEW Local 683 Pension Fund Pension Plan Trust Fund



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TIC INTERNATIONAL CORPORATION

February 2024

IMPORTANT NOTICE

TO: All Members of IBEW Local 683, 688, or 1105 Who Are Current Unretired Participants of the IBEW Local 683 Pension Fund Pension Plan

Contribution Credit Reward for Participants Not Retired as of January 1, 2024

Due to the existing demand for electricians in the market and to encourage members to continue working, the Board of Trustees of the IBEW Local 683 Pension Fund Pension Plan ("Plan") is pleased to announce that the Board has amended the Plan to temporarily add a one-time Contribution Credit Reward to the Plan for Participants who have not received a monthly retirement benefit from the Plan before January 1, 2024. For those participants who qualify for either an Unreduced Early Retirement Benefit starting at age sixty (60) or a Normal Retirement Benefit starting at age sixty-two (62), they have the option of continuing to work beyond their applicable retirement age, and they will receive a Contribution Credit Reward of up to \$6.00 per hour worked that results in a contribution to the Plan while still continuing to accrue a pension benefit for their continued work.

Eligibility for Contribution Credit Reward

Effective January 1, 2024, if you become eligible for either an Unreduced Early Retirement Benefit starting at age sixty (60) or become eligible for a Normal Retirement Benefit starting at age sixty-two (62) and you continue to work past your applicable retirement age, you will receive a Contribution Credit Reward equal to \$6.00 for every hour that you work that results in a contribution to the Plan at the hourly rate set forth in the IBEW Local 683 Inside Collective Bargaining Agreement (regardless of whether the work is performed by a IBEW Local 683, 688 or 1105 member) while still accruing a pension benefit for each hour you work as you accrued previously. This Contribution Credit Reward will be paid in an annual single sum as soon as administratively feasible following the end of the Plan Year (December 31st). The following example illustrates how the Contribution Credit Reward will be calculated:

Example 1: Joe is sixty (60) years old, qualifies for an Unreduced Early Retirement Benefit beginning February 1, 2024, and continues to work as a journeyman electrician. From February through December 2024, Joe worked 2,000 hours in Covered Employment. As demonstrated below, early in 2025, Joe will receive a one-time Contribution Credit Reward in the amount of \$12,000 for the work Joe performed from February 1, 2024 through December 31, 2024.

Base Contribution Credit Rate:	\$ 6.00
Hours Worked:	<u>x 2,000</u>
Contribution Credit Reward:	\$12,000

Joe would also accrue pension benefits for the 2,000 hours he worked in Covered Employment at the current accrual rate of \$140 per year of Benefit Service.

However, if you work under a collective bargaining agreement that has an hourly contribution rate to the Plan that is less than the contribution rate set forth in the IBEW Local 683 Inside Collective Bargaining Agreement, the \$6.00 Contribution Credit Reward will be reduced to a pro rata amount based on the contribution rate received. However, if you are working under a collective bargaining agreement that has an

hourly contribution rate that is more than the contribution rate set forth in the IBEW Local 683 Inside Collective Bargaining Agreement, the \$6.00 Contribution Credit Reward will not be increased and is the maximum hourly Contribution Credit Reward payable under the Plan. The example on the next page illustrates how the Contribution Credit Reward will be calculated if you are working under a collective bargaining agreement that has a lower hourly contribution rate to the Plan than the IBEW Local 683 Inside Collective Bargaining Agreement:

Example 2: Max is sixty-two (62) years old, qualifies for a Normal Retirement Benefit beginning February 1, 2024, and continues to work as a journeyman electrician. From February through December 2024, Max worked 2,000 hours in Covered Employment under a collective bargaining agreement that has a lower hourly contribution rate than the IBEW Local 683 Inside Collective Bargaining Agreement. Under the IBEW Local 683 Inside Collective Bargaining Agreement, the contribution rate is \$7.27 per hour. However, the collective bargaining agreement under which Max performed the work provided for an hourly contribution rate to the Plan of \$5.25 per hour. Early in 2025, Max will receive a one-time Contribution Credit Reward in the amount of **\$8,660.00** for the work Max performed from February 1, 2024, through December 31, 2024, which would be calculated as follows.

Contribution Rate in CBA Max Worked Under:	\$5.25
Divided by the IBEW 683 Inside CBA Contribution Rate:	\div \$7.27
Percentage of Difference:	72.21458%
Multiplied by Base Contribution Credit Reward:	\times \$6.00
Equals Prorated Contribution Credit Reward:	\$4.33
Multiplied by Hours Worked:	\times 2,000
Total Contribution Credit Reward:	\$8,660.00

Max would also accrue pension benefits for the 2,000 hours he worked in Covered Employment at the current accrual rate of \$140 per year of Benefit Service.

The Contribution Credit Reward is considered a temporary benefit while work demand remains high and is subject to termination at the discretion of the Board of Trustees at any time and for any reason. You will be notified prior to the end of the Contribution Credit Reward. If you have any questions concerning your benefits, please contact the administrator at the address and phone number listed below.