

Sheet Metal Workers' National Pension Fund Work After Retirement

The Plan defines work in the Sheet Metal Industry, which by definition is considered work in Disqualifying Employment, as any and all types of work covered by Collective Bargaining Agreements to which the Union and/or any Local are a party; or under the trade jurisdiction of the Union, as that trade jurisdiction is described in SMART's constitution; or in a related building trade; or any other work to which a sheet metal worker has been assigned, referred, or can perform because of their skills and training as a sheet metal worker.

<p>Age 55 to 62</p> <p>Up to <u>40-hours per month</u> with the following:</p> <ul style="list-style-type: none"> • Local Union JATC • SMART International • As a picketer for the Union • As an official/officer of Union elections <p>Through 12/31/2020 <u>unlimited</u> hours as a:</p> <ul style="list-style-type: none"> • Governmental inspector • Volunteer for a non-profit organization 	<p>Age 62 to 65</p> <p>Up to <u>40-hours per month</u> with the following:</p> <ul style="list-style-type: none"> • Local Union JATC • Related Organization • SMART International • As a picketer for the Union • For Contributing Employer in Covered Employment <p>Through 12/31/2020 <u>unlimited</u> hours as a:</p> <ul style="list-style-type: none"> • Governmental inspector • Volunteer for a non-profit organization
<p>Age 65 to 70 ½</p> <ul style="list-style-type: none"> • <u>Up to 40-hours per month</u> in what would otherwise be considered Disqualifying Employment. <p>Through 12/31/2020 he can work unlimited hours as a:</p> <ul style="list-style-type: none"> • Governmental inspector • Volunteer for a non-profit organization 	<p>Age 70 ½ and older...</p> <ul style="list-style-type: none"> • Any and all types of work are permitted without limitations. (Eligibility begins the April 1 following the Calendar Year in which the Participant attains 70 ½.)

If you exceed the hours indicated on this chart, your pension will be suspended.

Sheet Metal Workers' National Pension Fund Return to Work

Process for Current Retirees who wish to Suspend their Pension, Return to Work, then Re-Retire

1

Notify Fund Office of Return to Work

- The Fund should receive written notification 21 -days in advance of returning to work with a Contributing Employer to avoid pension overpayment. Notice can be sent to returntowork@smwnbf.org.

2

Monthly Pension is Placed on Hold

- Pension will be suspended for every month that the retiree works with a Contributing Employer.
- If less than age 62 the suspension will be no less than three months.

3

Notify Fund Office of Return to Retirement Date

- After the appropriate suspension period the retiree is again eligible for pension.
- Ideally notice is received 21-days in advance of "re-retirement." Notice can be sent to returntowork@smwnbf.org.

4

Re-Commencement of Pension

- With the 21 day notice, pension will resume immediately at the original amount. This means that a pension check will be issued on the first of the month following the last day worked.

5

Benefit Review/Recalculation

- Once final hours are received, there will be a review to determine if the retiree is entitled to an increase in their monthly pension as a result of the return to work. If so, that increase will apply retroactively to the re-commencement of the benefit.