

Work After Retirement

The Plan defines 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 the SMART's constitution; or in the related building trades of the Ironworkers, Plumbers and Pipefitters, Roofers, Insulators, Boilermakers, and Electrical Workers; 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. Note that there are certain exceptions, including work in Locals with Megaprojects, as described below.

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| <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 12/31/2025 <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 12/31/2025 <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 any Disqualifying Employment. <p>Through 12/31/2025 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 <u>April 1</u> following the Calendar Year in which the Participant attains 70 ½.) |

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

- Must 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.”

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.

Exception to Disqualifying Employment: Work in Locals with Megaprojects

Approved Appendix H
Megaproject Locals:

- Local 7
- Local 18
- Local 20
- Local 24
- Local 49
- Local 292

Retiree must:

- have retired prior to March 22, 2023,
- work for an employer signatory to a SMART collective bargaining agreement, *and*
- end work prior to January 1, 2025.