

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 high workforce demands, as described below.

Age 55 to 62 Up to <u>40-hours per month</u> with the following: • Local Union JATC • SMART International • As a picketer for the Union • As an official/officer of Union elections Through 12/31/2025 <u>unlimited</u> hours as a: • Governmental inspector • Volunteer for a non-profit organization	Age 62 to 65 Up to <u>40-hours per month</u> with the following: • Local Union JATC • Related Organization • SMART International • As a picketer for the Union • For Contributing Employer in Covered Employment Through 12/31/2025 <u>unlimited</u> hours as a: • Governmental inspector • Volunteer for a non-profit organization
Age 65 to 70 ½ • <u>Up to 40-hours per month</u> in any Disqualifying Employment. Through 12/31/2025 he can work unlimited hours as a: • Governmental inspector • Volunteer for a non-profit organization	Age 70 ½ and older... • 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 High Workforce Demands

Prior to April 18, 2024, Retiree must:

- have retired prior to March 22, 2023,
- work for an employer signatory to a SMART collective bargaining agreement with a Local listed on the next page after that Local's effective date, *and*
- end work prior to the earlier of the Local's termination date or January 1, 2027.

Between March 22, 2023 and April 17, 2024, Retiree must:

- have retired prior to March 31, 2024,
- work for an employer signatory to a SMART collective bargaining agreement with a Local listed on the next page after that Local's effective date, *and*
- end work prior to the earlier of the Local's termination date or January 1, 2027.

After April 17, 2024, Retiree must:

- have retired prior to May 31, 2025,
- work for an employer signatory to a SMART collective bargaining agreement with a Local listed on the next page after that Local's effective date, *and*
- end work prior to the earlier of the Local's termination date or January 1, 2027.

Exception to Disqualifying Employment: Work in Locals with Megaprojects

Approved Appendix H Locals with High Workforce Demands:

- Local 02 (eff. 01/24)
- Local 05 (eff. 11/23)
- Local 07 (eff. 05/23)
- Local 12 (eff. 07/25)
- Local 18 (eff. 05/23)
- Local 20 (eff. 08/23)
- Local 24 (eff. 05/23)
- Local 27 (eff. 08/23)
- Local 33 (eff. 04/24)
- Local 36 (eff. 08/23, termed 12/25)
- Local 49 (eff. 08/23)
- Local 55 (eff. 07/24)
- Local 73 (eff. 07/25)
- Local 85 (eff. 11/23)
- Local 177 (eff. 12/24)
- Local 265 (eff. 06/25)
- Local 292 (eff. 05/23, termed 12/25)
- Local 359 (eff. 11/23)