

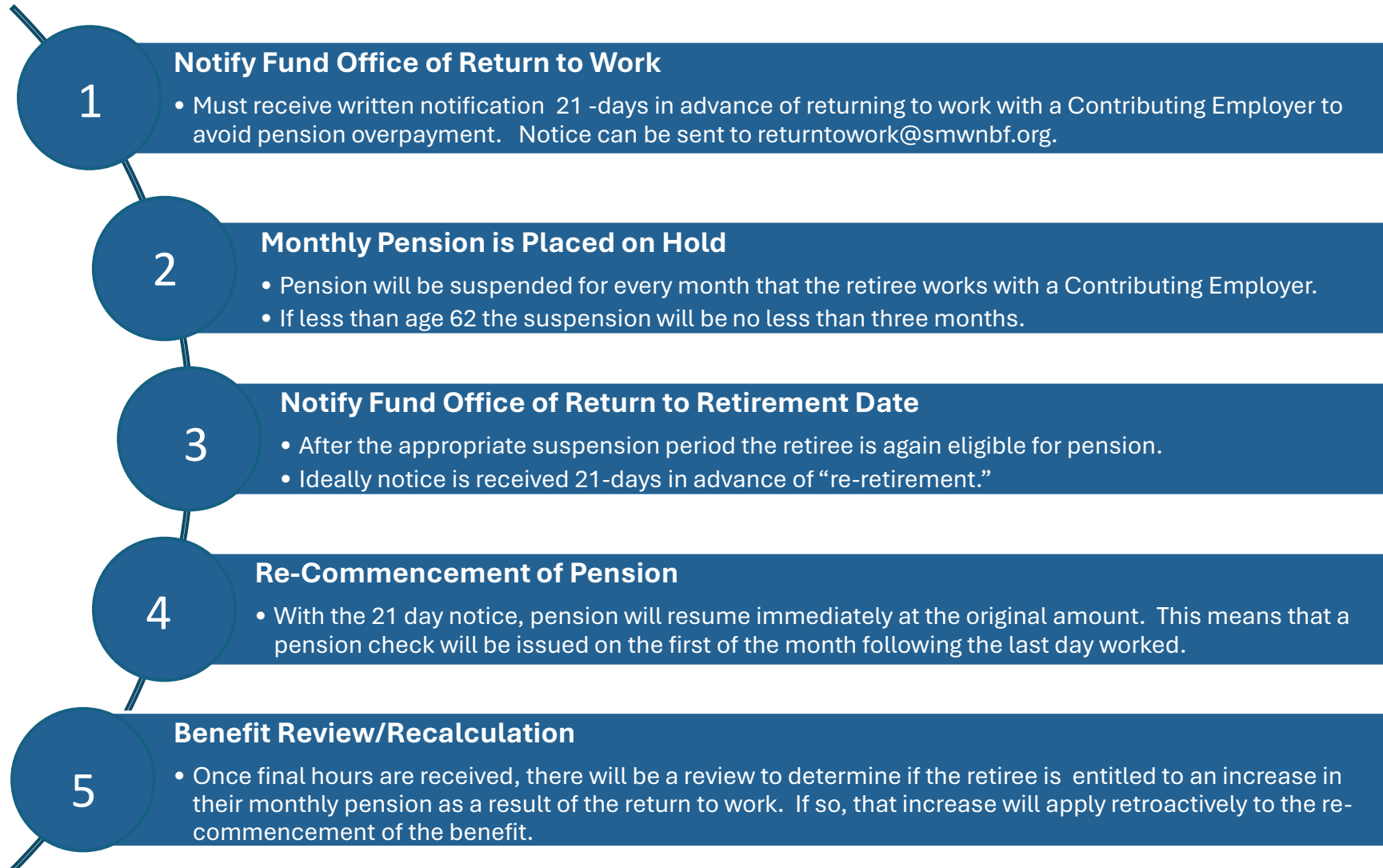
Work After Retirement

The Plan defines Disqualifying Employment, to include **any employment** for a Contributing Employer, or **any employment** with any employer in the same or related business as any Contributing Employer. It also includes 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 and in subsequent pages.

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



Exception to Disqualifying Employment: Work in Locals with High Workforce Demands

In recognition that in certain areas of the country local unions are unable to meet the workforce demands the NPF Board of Trustees amended the Plan to allow retirees to work **without** a suspension of benefits provided they meet certain conditions. This exception was first available in 2023 and has been updated from time to time.

The most recent update to this exception is effective June 24, 2025 and allows retirees to work and continue to receive their pension if they meet the following conditions:

- have retired prior to May 31, 2025;
- work for an employer signatory to a SMART collective bargaining agreement with a local union approved by the NPF Board of Trustees and identified under Appendix H of the Plan Document. Please refer to the next page for approved local unions; and
- this exception is no longer available after December 31, 2025, unless the local union has been approved or recertified through December 31, 2026, as reflected on the next page. In the instances where a determination has been made that a local union will not be recertified, the termination date of December 31, 2025, is noted.

**For information regarding the rules in effect before the most recent change contact the Fund Office at info@smwnbf.org or by phone at 703.739.7000.

Exception to Disqualifying Employment: Work in Locals Approved under Appendix H

- Local 02 (eff. 01/2024, terminates as of 12/31/2025)
- Local 05 (eff. 11/2023, terminates as of 12/31/2025)
- Local 07 (eff. 05/2023)
- Local 12 (eff. 07/2025 and approved through 12/31/2026)
- Local 18 (eff. 05/2023)
- Local 20 (eff. 08/2023)
- Local 24 (eff. 05/2023)
- Local 27 (eff. 08/2023 and approved through 12/31/2026)
- Local 33 (eff. 04/2024)
- Local 36 (eff. 08/2023, terminates as of 12/31/2025)
- Local 49 (eff. 08/2023, terminates as of 12/31/2025)
- Local 55 (eff. 07/2024 and approved through 12/31/2026)
- Local 73 (eff. 07/2025 and approved through 12/31/2026)
- Local 85 (eff. 11/2023 and approved through 12/31/2026)
- Local 177 (eff. 12/2024 and approved through 12/31/2026)
- Local 265 (eff. 07/2025 and approved through 12/31/2026)
- Local 292 (eff. 05/2023, terminates as of 12/31/2025)
- Local 359 (eff. 11/2023 and approved through 12/31/2026)