

Cement Masons & Plasterers Trust Funds

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Administered by
Welfare & Pension Administration Service, Inc.

August 18, 2021

**TO: All Retirees
Cement Masons and Plasterers Retirement Trust**

RE: Permanent Exception to Suspension of Benefit Rules for Hours Worked in the State of Alaska & Special Early Retirement Eligibility

The Board recently approved two changes to the plan. The first, to create a permanent exception to the suspension of benefits rules for work in Alaska; the second, to clarify the eligibility rules for Special Early Retirement.

Suspension of Benefits for Alaska Work

The suspension of benefit rules have been permanently modified to allow Participants who retired **on or before March 1, 2021** to return to work for up to 1,000 hours of service with any contributing employer **in the State of Alaska** without these hours counting toward a suspension of monthly retirement benefits. The first contributory hour of service worked in the State of Alaska beginning July 1, 2021 will count toward determining whether the participant has met the 1,000 hour threshold between July 1, 2021 and March 31, 2022. Thereafter, the first contributory hour of service worked in the State of Alaska for each Plan Year beginning April 1 will count toward determining whether a Participant has met the 1,000 hour threshold during the Plan Year (i.e., April 1 – March 31). The regular rules and permanent exception to the suspension of benefit rules are further described below.

Regular Suspension Rules for Return to Work

Post-Retirement Service: Under the Plan's regular suspension rules, if you retire and later go back to work in "post-retirement service," your monthly retirement payments are suspended if you work more than the maximum hours allowed. There are separate suspension rules under the Alaska Trowel Trades Pension Trust ("Alaska Plan") for benefits earned prior to the April 1, 2019 merger.

For any benefits earned under the Cement Masons and Plasterers Retirement Trust ("Plan"), which includes post-merger benefits earned for work in Alaska, "Post-retirement service" means all employment:

- (1) within the State of Washington or Alaska;
- (2) in an industry in which employees participating in the Plan earn Credited Service whether or not under a collective bargaining agreement or Associate Agreement; and
- (3) in a trade or craft in which you were employed while earning Credited Service, or in a supervisory capacity over such trade or craft.

For any benefits earned prior to April 1, 2019 under the Alaska Plan, "Post-retirement service" means all employment:

- (1) within the State of Alaska;
- (2) in a job classification included in Article II of the Operative Plasterers and Cement Masons International Association of the United States and Canada, whether or not the employment is under the bargaining agreement; and
- (3) in the industry in which contributing employers participate (any business activity of the type engaged in by the contributing employers).

General Plan Suspension Rules (see the Plan booklet for additional details):

- For retirees under age 63 who earn benefits in Washington (or in the merged Plan), you may work up to 500 hours in post-retirement service each Plan Year (April 1 – March 31) without a suspension of monthly retirement payments. After working 500 hours, monthly retirement payments are suspended for any month you work in post-retirement service, plus an additional six-months. The additional six months of suspended benefits is waived on a one-time basis if you notified the Administration Office in writing of your return to work before working the 500 hours.
- For retirees age 63 or older who earn benefits in Washington (or in the merged Plan), you may work up to 350 hours in post-retirement service in a Plan Year (April 1 – March 31) without a suspension of monthly retirement payments. After working 350 hours, monthly retirement payments are suspended for any month in which you work over 40½ hours in the same Plan Year.
- Generally, for retirees who earned benefits in Alaska prior to the merger, you may work 500 or more hours in post-retirement service during a July 1 through June 30 period (“applicable period”) without a suspension of these pre-merger monthly retirement payments. These benefits are suspended for any month (or four or five week pay period ending in a calendar month) during the remainder of the applicable period in which you work 40 or more hours in post-retirement service. There were also exceptions to these regular rules that allowed those retired before July 1, 2019 to work up to 1,000 hours in the State of Alaska for any contributing employer during the period July 1, 2019 through June 30, 2020 (and up to 1,200 hours during July 1, 2020 through June 30, 2021 for those retired before March 1, 2020) without these hours counting toward any of the regular suspension rules. Note, any benefits you earn after the merger will be separately subject to the suspension rules above.

Permanent Exception to Suspension of Benefit Rules—Effective July 1, 2021, Alaska Contributory Hours Do Not Count Toward Suspension of Monthly Benefits For Those Previously Retired

This permanent change applies to *Participants with a retirement effective date on or before March 1, 2021*. If your retirement effective date is after March 1, 2021, this permanent modification to the Trust’s suspension rules does not apply to you.

Under the new permanent rules, you can work **up to 1,000 hours in the State of Alaska for any employer contributing to the Plan** from between July 1, 2021 and March 31, 2022. Thereafter, the first contributory hour of service worked in the State of Alaska for each Plan Year beginning April 1 will count toward determining whether a Participant has met the 1,000 hour threshold during the Plan Year (i.e., April 1 – March 31). Hours worked in the State of Alaska for any contributory employer that exceed 1,000 will count toward the regular suspension rules.

This permanent exception does not affect any retirement benefits that were suspended or subject to suspension for hours worked before July 1, 2021 under the regular and prior temporary exception to the suspension rules.

PLEASE NOTE: If you are age 63 or over, any additional Credited Future Service earned during “post-retirement service” performed within the State of Alaska will be reduced by the actuarial value of Plan benefit distributions made to you while you’re engaged in “post-retirement service.” This only applies if you work in Alaska and applies regardless of whether you are subject to the permanent exception to the suspension of benefit rules described above.

As you analyze how you can work under the permanent change to the suspension rules without incurring a suspension of your benefits, keep in mind these guidelines:

1. The regular suspension rules for return to work still apply but the first 1,000 hours you work in Alaska for a contributing employer between July 1, 2021 and March 31, 2022 will not count toward the thresholds that apply under the general suspension rules. Thereafter, the first contributory hour of service worked in the State of Alaska beginning April 1 of each calendar year will count toward determining whether a Participant has met the 1,000 hour threshold during the Plan Year (i.e., April 1 – March 31);

2. The 1,000 Alaska hours exception will not apply if your retirement effective date is **after** March 1, 2021;
3. The 1,000 Alaska hours exception will not apply to any work for in Washington; and
4. If you earned benefits prior to April 1, 2019 under the Alaska Plan, benefits suspensions for these benefits are measured using a July 1 through June 30 period.
5. If you are over the age of 63, the additional benefits you earned for work in Alaska will now be reduced by the value of the benefits you were paid during the applicable period (July 1, 2021 through March 31, 2022 and April 1 through March 31 for each plan year thereafter).

IMPORTANT REMINDER: If you retire on a Disability Retirement and return to work, retirement payments are immediately terminated.

Special Early Retirement Eligibility

The Plan provides for an unreduced Special Early Retirement if you are eligible. For retirements on or after April 1, 2019, the plan has been clarified so that you qualify for the special early retirement if you are age 55, have 30 or more Years of Service, and have **400** Hours of Service during three (3) or the five (5) plan years before retirement.

A Special Early Retirement cannot start before the first day of the month following the month you submit your application.

All Years of Service and Hours of Service worked in both Alaska and Washington will be combined in calculating the 30 Years of Service; however, if you were an Alaska Plan participant, only hours worked after April 1, 2019 will count toward the 400 Hours of Service in each of the three (3) plan years in the five (5) years before retirement and Special Early Retirement benefits will only be provided on post-merger accruals.

This notice provides only a summary of the benefits provided by the Retirement Plan and the changes that were made. If you have questions you may refer to the Plan booklet or contact Thao L. at the Trust Administration Office, 206-441-7574 or 800-732-1121, extension 3219.

Board of Trustees Cement Masons and Plasterers Retirement Trust

Important Reminder - You must advise the Administration Office of any changes in your basic demographic data, including changes in your name, marital status, designated beneficiary, home address, email address and telephone number. Provide information changes by completing and sending a new Enrollment Form or Beneficiary Designation Form to the Administration Office. If you divorce your spouse, please also provide a complete filed copy of your divorce decree and any accompanying court orders.

Failure to update your information on file may delay the timely payment of your benefits, and communication of important Plan information.