

CONSTRUCTION INDUSTRY LABORERS PENSION FUND FREQUENTLY ASKED QUESTIONS & ANSWERS

HOW DO I BECOME ELIGIBLE TO RECEIVE A PENSION BENEFIT?

To become eligible for a pension benefit, you must become vested.

HOW DO I BECOME VESTED?

Generally speaking, you are 100% vested in the Plan after you earn 5 years of credited services, without a permanent break in service. You earn one year of vested service for every Plan Year you are credited with at least 500 hours of contributions.

WHAT IS A BREAK IN SERVICE?

Before you become vested with the Pension Fund, you will incur a break in service for any Plan Year in which you are not credited with at least 500 hours of contributions.

There are two types of breaks in service: *Permanent Breaks* and *One-Year Breaks*. After January 1, 1987, a permanent break occurs when you have 5 or more consecutive one-year breaks. A permanent break in service means the loss of all years of credited service, years of vested service and total contributions earned prior to the break in service. A one-year break is temporary.

WHAT IS THE PLAN YEAR?

The Plan Year begins January 1st and ends December 31st.

WHAT TYPES OF PENSIONS ARE PROVIDED BY THE PENSION PLAN?

There are 6 types of pensions provided by the Pension Plan:

1. Regular (age 62)
2. Special Regular – 30 & Out (any age)
3. Early (age 55)
4. Vested (payable on or after age 55)
5. Disability (if you're under age 55, you will be required to provide proof of your continuing disability on an annual basis)
6. Reciprocal

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WHAT IS A RECIPROCAL PENSION?

A Reciprocal Pension is provided for participants who would no otherwise qualify for a pension because their years of employment have been divided between the jurisdiction of this Pension Fund and other pension funds in the United States which have adopted the Laborers National Reciprocity Agreement for Pension Funds.

CAN I TAKE A CASH DISTRIBUTION FROM MY PENSION?

No. The Pension Fund is a defined benefit plan maintained for the purpose of providing monthly retirement benefits to eligible participants.

WHO DO I CONTACT WHEN I DECIDE TO RETIRE?

Please contact the Fund Office at (913) 236-5490 at least 180 days prior to your requested retirement date. The Fund Office will send you an application that must be completed and returned to the Fund Office with the appropriate documentation. When you receive the application, it will provide you with the amount of pension benefits you will be eligible to receive based on the benefit option you choose.

CAN I RETURN TO WORK AND STILL RECEIVE MY MONTHLY PENSION BENEFIT?

If the effective date of an employee's pension benefit is before normal retirement age, he/she must demonstrate that he/she is retired by stopping all work for any contributory employer for at least four (4) months after his/her effective date.

Effective January 1, 2008, a participant can work up to 475 hours in disqualifying employment that is also covered employment during any calendar year without being subject to a suspension of benefits.

A retiree's benefit will be suspended effective the first of the month during which the retiree exceeded 475 hours of disqualifying employment except that a retiree who is over normal retirement age may work 39 ½ hours per month thereafter.

DOES THE PLAN OFFER SURVIVOR AND DEATH BENEFITS?

Yes. If you die after your retirement benefit begins, the Plan may continue to provide retirement income to your spouse, in the form of a *Survivor Benefit*. The Plan offers four (4) types of Survivor Benefits designed to provide retirement income to your surviving spouse after you die. Those four types are as follows:

1. 50% Husband and Wife Pension
2. Sixty-Month Guarantee of Pension Payments
3. Ten-Years Certain and Life
4. Joint and Survivor Pension

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If you die before you retire and are eligible for a pension, the Plan may provide a *Death Benefit* that is payable to your spouse (or your estate, if you don't have an eligible surviving spouse). The Plan offers two (2) types of Death Benefits:

1. Pre-Retirement 50% Spouse Pension
2. Pre-Retirement Death Benefit

The type and amount of Death Benefit payable will depend on your status in the Plan at the time of your death.

I WAS JUST MARRIED, DOES MY SPOUSE IMMEDIATELY QUALIFY FOR BENEFITS?

You and your spouse must have been legally married for at least one year prior to the pension effective date to be considered a "Qualified Spouse".

If you have any additional questions about your benefits or the Pension Fund, please contact The Fund Office at (913) 236-5490.