

## Summary of Material Modifications

**To: All Construction Industry Laborers' Pension Fund Participants, Beneficiaries,  
Participating Unions and Contributing Employers**

**October 2024**

### **PARTICIPANT NOTICE**

This Participant Notice will advise you of certain material modifications (plan changes) that have been made to the Construction Industry Laborers' Pension Fund (the Plan). This information is **very important** for you. Please take the time to read it carefully.

### **TEMPORARY WINDOW FOR WORKING IN DISQUALIFYING EMPLOYMENT THAT IS ALSO COVERED EMPLOYMENT**

Effective January 1, 2025, through December 31, 2025, the Board of Trustees has established a temporary window that discontinues the plan rule that provides for suspension of pension benefits when a retiree performs more than 475 hours of Disqualifying Employment that is also Covered Employment. **Please note that this temporary window applies only to a retiree working in Covered Employment.**

**Under the temporary window, a retiree can work up to 2400 hours in Covered Employment between January 1, 2025 through December 31, 2025 without having their pension suspended.**

The temporary change to the rules is only available for the period January 1, 2025 through December 31, 2025. On January 1, 2026, the number of hours of work allowed will revert back to the Plan rule for retirees working in disqualifying employment that is also covered employment, 475 hours, as provided for in Section 3.26(m) of the Plan Document.

The temporary change to the rules only applies to retirees who have been retired for at least four months prior to or during the temporary window period of January 1, 2025, through December 31, 2025. For example, if you retired on June 1, 2025, this temporary window will not apply to you until October 1, 2025. Before October 1, 2025, the standard Plan rules will apply to you.

**The temporary rule does not apply to work in Disqualifying Employment, which is not Covered Employment.** If a retiree works in Disqualifying Employment, his or her benefit may be suspended. Review the Summary Plan Description or contact the Fund Administrator for more information about Disqualifying Employment.

**Reminder of Eligibility Requirements for Commencing Your Pension**

To become eligible to commence any pension benefit under the Plan you must sever all employment with all Contributing Employers. **The temporary window to the Disqualifying Employment rules described above does not alter this eligibility requirement.**

**ADDITIONAL INFORMATION**

This notice constitutes a Summary of Material Modifications. You should file this notice with your copy of the summary plan description (“SPD”) because it changes certain information contained in the SPD. The Board of Trustees may, from time to time and at any time, adopt such rules and procedures that it determines to be necessary or desirable with respect to the operation of the Plan, and amend, modify, or eliminate any provision of the Plan.

Please direct any questions you may have about this notice or the Plan in general to the Fund Office:

Construction Industry Laborers’ Pension Fund  
Wilson-McShane Corporation  
12200 N. Ambassador Drive, Suite 400  
Kansas City, MO 64163  
Phone: 1-833-479-9429

Mailing Address:  
P.O. Box 909500  
Kansas City, MO 64190-

Sincerely,

BOARD OF TRUSTEES  
CONSTRUCTION INDUSTRY LABORERS  
PENSION FUND