



North Atlantic States Carpenters
Pension Fund

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Dear Participants and Pensioners,

On behalf of the North Atlantic States Carpenters Benefit Funds, you are receiving this notice to inform you of important changes to your pension plan **regarding work after retirement.**

The Board of Trustees recently reviewed the Suspension of Benefit rules relating to the definition of disqualifying employment for pensioners who are working in the period **Before attaining Normal Retirement Age (62 or 65 in certain circumstances). Working in positions found to be “disqualifying employment” can lead to the suspension of retirement benefits.** The legacy plans for New England, Connecticut, and Rhode Island, in addition to the Combined Pension Plan have restrictive language and the Trustees are amending the Plans effective for work on or after September 1, 2023 as follows:

“Disqualifying employment,” for the period before Normal Retirement Age, is one of the following:

For New England Legacy Participants (Massachusetts, Maine, New Hampshire and Vermont) for accruals before January 1, 2021 and for Combined Plan Participants (all six New England states) for accruals after January 1, 2021)

Disqualifying employment means any employment or self-employment in any one of the three categories (a-c):

- (a) in an occupation for which the Fund accepts contributions;
- (b) in an occupation in any business which is or may be under the jurisdiction of an affiliate of the United Brotherhood of Carpenters & Joiners of America; or
- (c) in any capacity in the building and construction industry **(This language has been clarified to mean that only work for a contractor, general contractor, sub-contractor or construction manager is prohibited and considered disqualifying employment.)**

For Rhode Island Legacy Participants, Disqualifying Employments means any one of the four categories (a-d):(For accruals earned prior to January 1, 2021)

- (a) Employment with any contributing Employer.

- (b) Employment with any employer in the same or related business as any contributing Employer. **(This language has been clarified to mean that only work for a contractor, general contractor, sub-contractor or construction manager is prohibited and considered disqualifying employment.)**
- (c) Self-Employment in the same or related business as any contributing Employer. **(This language has been clarified to mean that only work for a contractor, general contractor, sub-contractor or construction manager is prohibited and considered disqualifying employment.)**
- (d) Employment or Self-Employment in any business which is or may be under the jurisdiction of the Union or of any local union of the United Brotherhood of Carpenters and Joiners of America.

For Connecticut Legacy Participants (accruals earned before January 1, 2021 only):
Disqualifying Employment means working more than 39 hours per month:

- (a) in the construction industry, in any phase of the carpenters' trade or craft **(This language has been clarified to mean that only work for a contractor, general contractor, sub-contractor or construction manager is prohibited and considered disqualifying employment.), and**
- (b) in the geographic area covered by the Pension Plan.

For all plans, if you are a signatory self-owned employer and the owner is no longer working in the field, you can continue to operate your business and your pension benefits will not be suspended as long as you do not return to covered employment.

If you are considering applying for a job, you should always submit a job description to the Fund Office for review and determination of whether the position would be considered disqualifying employment. **Some examples of positions that are no longer considered disqualifying employment are working for cities or towns in the public works departments, university maintenance departments, hospitals, and general maintenance at office parks.**

The current employment exceptions previously approved by the Board of Trustees are:

- ✓ Clerk of the Works
- ✓ Building, Construction and Home Inspector
- ✓ Vocational education instructors
- ✓ Persons involved in the training or pre-training of carpenters for non-profit entities such as Youth Build and Habitat for Humanity
- ✓ Part-time instructors working no more than 39 hours per month for apprentice and training programs affiliated with the Union
- ✓ Side work (Home repair and remodeling performed on residential buildings for the occupant where the retiree works regularly on the job site is not considered work in the building and construction industry)

Pension Pilot Program

As a reminder, effective January 1, 2021, to participate in the pilot program, you must be working for a contributing Employer in a position for which the Employer does not pay contributions to the Fund, and you must be age 62 or older. Pensioners who were already participating in the pilot program prior to January 1, 2021, are not affected by this change.

If you are receiving your pension, to be eligible for the program, you must seek work with a contributing employer and you must inform this office, in writing, of the name of the Employer, the type of position and the effective date. Failure to notify the Fund Office prior to commencement of such work will disqualify you from participating in the program.

Annually, the Fund may request a copy of your tax returns to verify that you are not working in disqualifying employment. If you are randomly selected and do not provide your tax returns, your pension benefits can be suspended until provided.

This notice is intended to serve as a Summary of Material Modifications regarding the North Atlantic States Carpenters Pension Plan ("Plan"). This Summary of Material Modifications supplements the Summary Plan Description ("SPD") previously provided to you. You should retain this document with your copy of the SPD.

Please contact this office if you have any questions concerning this matter or any other matter at 1.800.344.1515 or 1.800.922.6026.

Sincerely,

Pension Department
North Atlantic States Carpenters Pension Fund