



IMPORTANT NOTICE ABOUT CHANGES TO YOUR RETIREMENT PLAN

May 2024

The Board of Trustees of the Building Trades United Pension Trust Fund – Milwaukee & Vicinity Pension Plan (the "Plan") is notifying you of changes to the Plan's benefit accrual rate. This notification, which is called a Summary of Material Modifications ("SMM"), is intended to update the current Summary Plan Description ("SPD").

You should place this SMM with your SPD and retain it for future reference. If you do not have a copy of the current SPD applicable to you, please contact the Plan Office at the address and telephone number noted below. Please carefully review this notice to learn about recent changes to the Plan.

Effective June 1, 2023, the Plan was amended to implement a uniform benefit accrual rate of \$12.68 for each \$1.00 of benefit bearing contributions made to the Plan on your behalf. The benefit accrual is based on your hours of service earned as a percentage of 1,000 hours.

As a result of this change, the following updates to your SPD are effective June 1, 2023:

1. The "**Calculation of Benefits Based On Hours Transferred to this Pension Fund**" subsection of the "**Reciprocity**" section on page 24 of your SPD is updated to read as follows:

The amount of your retirement benefit depends on the number of uninterrupted hours of covered work credited to you at retirement and the applicable benefit rates.

Many times, hourly pension contributions outside of this Pension Fund's jurisdiction are different from the hourly contribution rates required by this Pension Fund. Beginning June 1, 2023, the benefit multiplier under this Pension Fund is equal to \$12.68 for each \$1.00 of benefit bearing contributions reciprocated to this Pension Fund for each 1,000 hours worked. Additionally, \$1.00 of each hourly contribution made to the Plan by your Employer on your behalf shall be non-benefit bearing.

Prior to June 1, 2023, when you had hours transferred to this Pension Fund from another pension fund, the total number of hours was adjusted to reflect the difference in the hourly contribution rate.

For example, if you had 300 hours transferred to this Pension Fund at \$5.00 per hour and the required contribution rate for your Trade in this Pension Fund was \$10.00, you would receive credit for 150 hours.

Similarly, if you had 300 hours transferred to this Pension Fund at \$10.00 hour and the required contribution rate for your Trade in this Pension Fund was \$5.00, you would receive credit for 600 hours. Adjusted hours are referred to as **pro-rated hours**.

The Building Trades United Pension Trust Fund

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The benefit multiplier that was used in the calculation of pro-rated hours for service earned prior to June 1, 2023 was based on your Trade's current contribution rate.

Refer to the Exhibit shown on the chart below for the benefit rates that apply to pro-rated hours reciprocated to this Pension Fund prior to June 1, 2023. These Exhibits A and B are found on pages 126-144 of the appendix.

Trade	Exhibit
Bricklayers	Exhibit A
Carpenters	Exhibit A
Cement Masons	Exhibit A
Heat & Frost Insulators	Exhibit B
Ironworkers	Exhibit A
Laborers	Exhibit A
Painters	Exhibit A
Plasterers	Exhibit B
Plumbers	Exhibit A
Roofers	Exhibit A
Steamfitters	Exhibit B
Tile Layers	Exhibit A
Tile, Marble, Terrazzo Finishers & Shopworkers	Exhibit A

Note: Please refer to Exhibits D & E for the appropriate benefit multiplier for pro-rated hours if you experienced an Interruption in Continuous Service before 1992 as described on pages 11-12. Also refer to Exhibits D and E if you would have experienced an Interruption in Continuous Service before 1992 but were partially protected as described on page 18. Exhibits D & E can be found on pages 147-148 of the appendix.

2. The "**Calculation of Your Benefit Amount**" subsection of the "**Normal Retirement Benefits**" section on page 29 of your SPD is updated to read as follows:

The amount of your Normal Retirement Benefit depends on the number of uninterrupted hours of covered work credited to you up to age 63, and the benefit rates in effect at the time you reach age 63 unless your Continuous Service is partially protected. If you continue working past age 63, see pages 32-33 for information regarding possible increased benefit rates.

If you earn five or more years of Continuous Service, experience an Interruption in Continuous Service, and then return to covered work, hours credited before the Interruption will not be included in determining the amount of your Normal Retirement Benefit. You will be eligible to receive a Deferred Vested Benefit based on service credited before the Interruption in Continuous Service. (Refer to pages 67-79 for an explanation of Deferred Vested Benefits.)

If you work for Contributing Employers immediately before retiring, some of the hours you worked may not be credited to your account when benefit payments begin. When

all of the hours have been reported by your Employers, your benefit will be recalculated and adjusted retroactive to your Effective Date, or in certain circumstances, your Annuity Starting Date.

Starting on June 1, 1980, you receive no benefit credit in a Plan Year unless you have performed at least 300 hours of covered work in that year.

There are two exceptions to this rule:

- You may receive a benefit for all hours credited in your first year of employment provided at least 750 hours were contributed in the following year and you were Active due to hours worked on or after June 1, 1998; and
- You may receive a benefit for all hours credited in the Plan Year when retirement or disability benefits begin.

The amount of your monthly retirement benefit is determined by the total number of hours credited in your behalf at a rate per 1000 hours credited. This rate is called the benefit multiplier. Beginning June 1, 2023, the benefit multiplier is equal to \$12.68 per each \$1.00 of benefit bearing contribution made to the Plan by your Employer on your behalf. Additionally \$1.00 of each hourly contribution made to the Plan by your Employer on your behalf shall be non-benefit bearing. For example, if your Employer contributed \$10.00 per hour on your behalf, \$1.00 per hour would be non-benefit bearing and \$9.00 per hour would be benefit bearing. The corresponding benefit accrual rate is equal to \$114.12 (\$12.68 multiplied by \$9.00) per 1,000 hours worked.

The benefit multipliers that would apply to the hours credited on your behalf prior to June 1, 2023 are listed in Exhibit A and Exhibit B (for reciprocal contributions) of the appendix. These multipliers are listed on a Trade-by-Trade basis.

Increases to the current pension contribution may provide an increased benefit multiplier.

3. The "**Calculation of Your Benefit Amount**" subsection of the "**Early Retirement Benefits**" section on page 37 of your SPD is updated to read as follows:

The amount of your Early Retirement Benefit depends on the number of uninterrupted hours of covered work credited to you up to your retirement date and the benefit rates in effect at the time you Retire unless your Continuous Service is partially protected.

If you earn five or more years of Continuous Service, experience an Interruption in Continuous Service, and then return to covered work, hours credited before the Interruption will not be included in determining the amount of your Early Retirement Benefit. You will be eligible to receive a Deferred Vested Benefit based on service credited before the Interruption in Continuous Service. (Refer to pages 67-79 for an explanation of Deferred Vested Benefits.)

If you work for Contributing Employers immediately before retiring, some of the hours you worked may not be credited to your account when benefit payments begin. When

all of the hours have been reported by your Employers, your benefit will be recalculated and adjusted retroactive to your Effective Date of Benefits.

Starting on June 1, 1980, you receive no benefit credit in a Plan Year unless you have performed at least 300 hours of covered work in that year.

There are two exceptions to this rule:

- You may receive a benefit for all hours credited in your first year of employment provided at least 750 hours were contributed in the following year and you were Active due to hours worked on or after June 1, 1998; and
- You may receive a benefit for all hours credited in the Plan Year when retirement or disability benefits begin.

The amount of your monthly retirement benefit is determined by the total number of hours credited in your behalf at a rate per 1000 hours credited. This rate is called the benefit multiplier. Beginning June 1, 2023, the benefit multiplier is equal to \$12.68 per each \$1.00 of benefit bearing contribution made to the Plan by your Employer on your behalf. Additionally \$1.00 of each hourly contribution made to the Plan by your Employer on your behalf shall be non-benefit bearing. For example, if your Employer contributed \$10.00 per hour on your behalf, \$1.00 per hour would be non-benefit bearing and \$9.00 per hour would be benefit bearing. The corresponding benefit accrual rate is equal to \$114.12 (\$12.68 multiplied by \$9.00) per 1,000 hours worked.

The benefit multipliers that would apply to the hours credited on your behalf prior to June 1, 2023 are listed in Exhibit A and Exhibit B (for reciprocal contributions) of the appendix. These multipliers are listed on a Trade-by-Trade basis.

Increases to the current pension contribution may provide an increased benefit multiplier.

4. The "**Calculation of Your Benefit Amount**" subsection of the "**24-Month Disability Benefits**" section on page 47 of your SPD is updated to read as follows:

24-Month Disability Benefits are calculated using the same reduction factors that apply to Early Retirement Benefits:

- For all uninterrupted years of Continuous Service earned prior to June 1, 2016, the reduction is 1% for each year (1/12% for each month) , to a maximum reduction of 8%, for each year benefits are paid prior to age 63.
- For all uninterrupted years of Continuous Service earned June 1, 2016 and later, the reduction is determined by your age when Disability Benefits begin:

Age as of 24-Month Disability Benefit Annuity Starting Date	Reduction for hours worked June 1, 2016 and later
Under 55	32%
55	4% for each year benefits are paid prior to age 63 (1/3% for each month benefits are paid prior to age 63) maximum reduction = 32%
56	3% for each year benefits are paid prior to age 63 (1/4% for each month benefits are paid prior to age 63) maximum reduction = 21%
57	2% for each year benefits are paid prior to age 63 (1/6% for each month benefits are paid prior to age 63) maximum reduction = 12%
58 – 62	1% for each year benefits are paid prior to age 63 (1/12% for each month benefits are paid prior to age 63) maximum reduction = 5%
Participants with 30 or more years of Continuous Service in the Plan, regardless of age	1% for each year benefits are paid prior to age 63 (1/12% for each month benefits are paid prior to age 63) maximum reduction = 8%

The Lifetime Only form of Disability Benefits will be at least \$100.00 monthly.

If you earn 5 or more years of Continuous Service, experience an Interruption in Continuous Service, and then return to covered work, hours credited before the Interruption will not be included in determining the amount of your Disability Benefit. You will be eligible to receive a Deferred Vested Benefit based on service credited before the Interruption in Continuous Service. (Refer to pages 67-79 for an explanation of Deferred Vested Benefits.)

If you work for Contributing Employers immediately before receiving Disability Benefits, some of the hours you worked may not be credited to your account when benefit payments begin. When all of the hours have been reported by your Employers, your benefit will be recalculated and adjusted retroactive to your Effective Date of Benefits.

Starting on June 1, 1980, you receive no benefit credit in a Plan Year unless you have performed at least 300 hours of covered work in that year.

There are two exceptions to this rule:

- You may receive a benefit for all hours credited in your first year of employment provided at least 750 hours were contributed in the following year and you were Active due to hours worked on or after June 1, 1998; and
- You may receive a benefit for all hours credited in the Plan Year when disability benefits begin.

The amount of your monthly retirement benefit is determined by the total number of hours credited in your behalf at a rate per 1000 hours credited. This rate is called the benefit multiplier. Beginning June 1, 2023, the benefit multiplier is equal to \$12.68 per each \$1.00 of benefit bearing contribution made to the Plan by your Employer on your behalf. Additionally \$1.00 of each hourly contribution made to the Plan by your Employer on your behalf shall be non-benefit bearing. For example, if your Employer contributed \$10.00 per hour on your behalf, \$1.00 per hour would be non-benefit bearing and \$9.00 per hour would be benefit bearing. The corresponding benefit accrual rate is equal to \$114.12 (\$12.68 multiplied by \$9.00) per 1,000 hours worked.

The benefit multipliers that would apply to the hours credited on your behalf prior to June 1, 2023 are listed in Exhibit A and Exhibit B (for reciprocal contributions) of the appendix. These multipliers are listed on a Trade-by-Trade basis.

Increases to the current pension contribution may provide an increased benefit multiplier.

As always, please contact the Plan Office if you have any questions or concerns.

Sincerely,

The Board of Trustees of the Building Trades United Pension Trust Fund – Milwaukee & Vicinity Pension Plan

This notice, which serves as an SMM, contains only highlights of certain features of the Plan. Full details are contained in the documents that establish the Plan provisions. If there is a discrepancy between the wording here and the documents that establish the Plan provisions, the Plan document language will govern. The Trustees reserve the right to amend, modify, or discontinue all or part of the Plan at any time.