

**PLUMBERS AND PIPEFITTERS NATIONAL PENSION FUND
DEFINITION OF RETIRED AND DISQUALIFYING EMPLOYMENT**

What does it mean to retire?

In order to begin receiving a pension from the Plumbers and Pipefitters National Pension Fund, you must first separate from service. Benefits cannot start for anyone who does not have the present intent to retire, and that requires a severance from employment.

In order to retire, you ***cannot be employed by a Contributing Employer*** in any capacity. Any work for a Contributing Employer (even work that is not with the tools and would not be covered by a CBA) has to be terminated if you want to retire.

If you're not working for a Contributing Employer, you may still be doing work that is not allowed if you want to retire. You ***cannot be working in Disqualifying Employment***. The rules for Disqualifying Employment are different depending on if you are under or over age 65.

If you are under age 65, Disqualifying Employment is work for a Contributing Employer, and work in ANY of the following categories:

- With any employer in the same or related business as a Contributing Employer
- Self-employment in the same or related business as a Contributing Employer
- Employment or self-employment in any business which is under the jurisdiction of the Union
- Employment with the Union or any Fund or program to which the Union is a party by virtue of a written document

The definition of Disqualifying Employment under age 65 is very broad. It is important to confirm that any work you are doing is not Disqualifying Employment if you want to retire.

If you are over age 65, in addition to work for a Contributing Employer, you cannot retire if you are working in Disqualifying Employment. You will be in Disqualifying Employment over age 65 if the work you are doing applies to ALL of the following categories:

- Employment or self-employment that is in an industry covered by the Plan
- In the geographic area covered by the Plan
- Any occupation covered by the Plan

You cannot be working for a Contributing Employer or in other Disqualifying Employment on the date you want your payments to begin. You also must remain ***separated for at least six months*** from the date your pension begins. If you return to work after your payments begin and you did not remain separated for six months, you will not be considered retired. That means you were not entitled to any benefits you received, and you will have to return those benefits to the Fund. You will have to re-apply for a benefit when you decide to retire.

Can I work after retirement?

You can return to work after you have retired, but it is important to understand the adverse effect this may have on your benefit. First, you cannot work for at least 6 months after your payments begin.

If you are under age 65 and return to work for a Contributing Employer in any capacity or in other Disqualifying Employment as detailed above, your pension will be suspended. When you want to re-retire your pension payment will not be paid for 6 months after you stop working. If you did not notify the Fund Office within 30 days of your return to work, your pension will not be paid for an additional 6 months.

If you are over age 65 and work less than 40 hours per month, your pension will not be suspended. You should still notify the Fund Office of your return to work so that we are aware of the hours you will be working. Otherwise, if you have not notified us and we receive contributions on your behalf, we will presume you are working 40 or more hours per month and your pension will be suspended. If you work in Disqualifying Employment as described above for at least 40 hours per month, your pension will be suspended for all months you work. Your pension will resume the month following your last day of work.

Is there any way I can work and continue to receive my pension?

When you reach your 'Required Beginning Date', federal regulations require that your benefit be paid regardless of the number of hours you work. Your Required Beginning Date is the April 1st in the calendar year following the year you reach age 70 ½. For example, if you were born August 2, 1938, you are 70 ½ on February 2, 2009. Your Required Beginning Date is April 1, 2010 since this is the calendar year following the year you attained age 70 ½.

If there are jobs that cannot be filled with non-retired members, your Business Manager and International Representative may request a waiver of the suspension of benefits while you work. You still have to meet the definition of retired, ***including being separated from service for 6 months from the date your pension begins***, before you can qualify for a waiver. The waiver will be for a specific job and for a specific time. If you are granted a waiver you will continue to receive your pension while you work. You can earn additional pension credit and your benefit will be recalculated when you stop working.