

**UNITED ASSOCIATION NATIONAL PENSION FUND
DEFINITIONS OF RETIRED AND OF DISQUALIFYING EMPLOYMENT**

What does it mean to retire?

In order to qualify to begin receiving a pension from the United Association National Pension Fund, you must first have terminated your employment with any Contributing Employer or any employment that would be considered Disqualifying Employment under the Plan (see below) with the intent to retire.

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 collective bargaining agreement) has to be terminated.

You also ***cannot be working in Disqualifying Employment***. The rules for Disqualifying Employment are different depending on whether you have reached Normal Retirement Age (generally age 65) (see below).

To demonstrate that you terminated employment with the intent to retire, you must remain separated from work in Disqualifying Employment ***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 to have 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.

Disqualifying Employment before age 65 means work that is ANY of the following:

- for any Contributing Employer or any employer in the same or related business as a Contributing Employer,
- self-employment in the same or related business as any Contributing Employer,
- employment or self-employment in any business that is under the jurisdiction of the Union, OR
- employment with the Union or any Fund or program to which the Union is a party.

Disqualifying Employment after you reach age 65 means employment or self employment that is ALL of the following:

- in the plumbing and pipefitting industry or any other industry in which employees covered by the Plan were employed when the participant's pension began,
- in any occupation covered by the Plan, AND
- in any area of the United States in which contributions to the Fund are required to be made by or on behalf of any employer, which includes almost the entire country.

When you reach your "Required Beginning Date," however, federal regulations require that your benefit be paid regardless of whether you work in Disqualifying Employment. If you turned 70½ on or before December 31, 2019, your Required Beginning Date is April 1 of the calendar year following the year you reach age 70½. If you turn 70½ after December 31, 2019, your Required Beginning Date is April 1 in the calendar year following the year you turn age 72.

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, as noted above, you cannot work in any Disqualifying Employment for at least 6 months after your payments begin or you will not be considered to have retired. Second, a return to work after retirement may cause your pension payments to be suspended.

If you are under age 65 and return to work in Disqualifying Employment, your pension will be suspended. Also, when you want to re-retire, your pension 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 65 or over and you work in Disqualifying Employment for 40 or more hours per month, your pension will be suspended for all months you work (unless you have reached your Required Beginning Date as detailed above). Your pension will resume the month following your last day of work.

Either way, you should notify the Fund Office in writing within 30 days of your return to work because there are consequences for failing to do so:

- If you are not yet 65, you will be subject to an additional six-month suspension for failure to give notice as stated above.
- If you are 65 or older and you do not give notice, the Fund will presume that you are working 40 or more hours per month and your pension will be suspended until you give notice that you have ceased working in Disqualifying Employment. You may overcome this presumption by showing that you did not work 40 or more hours.
- If you are in either age category and are working for a construction contractor at a building site, the Fund Office will presume that you have worked for as long as the contractor was actively engaged at the site. You may overcome this presumption by establishing that you did not work for that entire period.

In certain limited cases, such as if there is a manpower shortage and jobs cannot be filled with non-retired members or travelers, your Business Manager and International Representative may request a waiver of the suspension of benefits requirement from the Fund. 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 and before one can be requested on your behalf. If granted, the waiver will be for a specific job and for a specific time, and a waiver may not be continued or extended for more than two years in total. For months in which a waiver is in effect, you will continue to receive your pension while you work. You will also earn additional pension credit, and your benefit will be recalculated when you stop working.

For more details on suspension of benefits, please see the Summary Plan Description (SPD) or the Summary on Suspension of Benefits, both of which are available on the Fund's website at <https://uanpf.org/about/plan-documents/>.