
THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN



SUMMARY OF PLAN CHANGES
APRIL 2021



Western Conference of Teamsters Pension Trust

An Employer-Employee Jointly Administered Pension Plan - Founded 1955

IMPORTANT NOTICE TO PLAN PARTICIPANTS AND RETIREES

April 2021

This notice provides a summary of recent Plan changes adopted by the Trustees. The information included in this notice is a supplement to your Summary of the Western Conference of Teamsters Pension Plan published in 2018 (“**Summary Plan Booklet**”). You should refer to that document for detailed information on the terms used in this notice such as *suspendible employment* and *accrual rate*. You can also visit the Plan’s website at www.wctpension.org.

The changes discussed in this notice are:

- **Disability Retirement Benefit - Eligibility Requirements Modified for Certain Participants Not Participating in the Federal Social Security Program**
- **Hours Limits Rules Relaxed for Reemployment After Retirement**
- **Bonus Accruals for Service in 2020, 2021, 2022, and 2023**

If after reading the information you have additional questions about these changes and how they apply to you, contact your Administrative Office. Their addresses and phone numbers are included on the back of this notice.

Si tiene preguntas, comuníquese con su Oficina Administrativa. Las direcciones y números del teléfono se incluyen en el reverso de esta aviso.

Disability Retirement Benefit - Eligibility Requirements Modified for Certain Participants Not Participating in the Federal Social Security Program

One of the Plan’s primary requirements for qualifying for a disability retirement benefit is that the participant be determined eligible for benefits under the Social Security Administration (SSA) Disability Insurance Benefits (DIB) program.

These requirements were expanded to permit eligibility for:

- Participants who are not eligible to receive benefits under the SSA DIB program, but who have received a disability insurance determination from the SSA under the Medicare qualified government employment program, *and*
- Participants who are not eligible to receive benefits under the SSA DIB program or the Medicare qualified government employment program, but who have received a disability determination from a federal, state, or local government employer and are receiving a disability retirement benefit from that employer, and the Trust has determined that their disability conforms to the SSA disability standard.

The disability retirement rules are complex and the explanations included in this brochure are only a summary. Please refer to your Summary Plan Booklet or contact your Administrative Office if you have questions.

*(For more information about **Disability Retirement**, refer to pages 51-54 of your Summary Plan Booklet.)*

Hours Limits Rules Relaxed for Reemployment After Retirement

Beginning with work performed in January 2020, the rules governing reemployment have been modified to allow retirees under age 65 to work a higher number of hours of *suspendible employment* in both a calendar month and year, without forfeiting their monthly benefit. These changes apply to both covered and non-covered employment.

If you are a retiree under age 65, you may work in *suspendible employment* for as many hours as you wish during any **three** calendar months in a calendar year without forfeiting any portion of your benefit. You will lose the right to receive any or all of your retirement benefit payment for the fourth and any subsequent month of each calendar year in which the hours of suspendible employment you work (or are paid for) equal or exceed your applicable hours limit for that month.

The other significant change is an increase in the number of suspendible employment hours a retiree may work in a calendar month. This change applies to suspendible employment occurring prior to or in the month the retiree turns age 60.

On the following pages you will find examples demonstrating how the new rules work. The examples are intended to serve only as an information guide. To better understand these new rules, it is important to be familiar with two key reemployment concepts. They are:

- **Suspendible Employment**
- **Applicable Hours Limits**

The suspendible employment rules are complex and the explanations included in this brochure are only a summary. Please refer to your Summary Plan Booklet or contact your Administrative Office if you are considering returning to work after retirement.

► Suspendible Employment

Under the Plan's suspension of benefits rules, you forfeit the right to receive your age retirement benefit for any month if:

- You work in **suspendible employment** during that month, *and*
- The hours you work equal or exceed your **applicable hours limit** for that month.

The Plan applies three separate tests to determine whether your after retirement work is subject to the Plan's suspension of benefits rules. They are:

- The *trade or craft* test
- The *industry* test
- The *geographic area* test

For your reemployment to qualify as suspendible employment, the Plan must determine that your employment meets all three of these tests. The tests are different depending on whether your work is in *covered* or *non-covered* employment.

The suspension of benefits rules require that you notify your Administrative Office in writing whenever you return to work in any type of employment.

If you are considering returning to work after retirement, you should not attempt to apply these tests on your own or rely on anything other than a written evaluation from your Administrative Office. Reemployment determinations cannot be given over the phone.

To receive a determination on whether a job is considered suspendible employment, you must submit a *Request for Evaluation of Reemployment* form to your Administrative Office. If you decide to start working for the employer before you receive your determination letter, make sure to stay **under** the *applicable hours limit* in case the work is determined to be suspendible employment.

(For more information about **Working After You Retire**, refer to pages 89-96 of your Summary Plan Booklet.)

► Applicable Hours Limits

Under the Plan's suspension of benefits rules, you lose the right to receive your retirement benefit payment for any calendar month if the hours of suspendible employment you work (or are paid for) equal or exceed your applicable hours limit for that month. The hours limit that applies depends on your age at the beginning of the month. The chart below shows the rules for determining your hours limit.

The applicable hours limit rules have been changed beginning January 2020.

Effective for work occurring up to the month that includes your 60th birthday, you can work less than 60 hours in a month and not forfeit your monthly benefit. Previously the monthly limit was less than 50 hours.

Also, you may now work in suspendible employment for as many hours as you wish

during any *three* calendar months in a calendar year without forfeiting any portion of your benefit. The *three* calendar months need not be consecutive. You will lose the right to receive any or all of your retirement benefit payment for the fourth and any subsequent month of each calendar year in which the hours of suspendible employment you work (or are paid for) equal or exceed your applicable hours limit for that month (i.e., after exceeding the limit for three months in the same calendar year).

Your Plan counts hours that you worked as well as all hours for which you are compensated (such as vacation, jury duty, sick leave, or other compensated hours). For more information on hours that will be used for determining whether you meet the hours limit, please refer to your Summary Plan Description or contact your Administrative Office.

► Determining Applicable Hours Limits

Up to Age 60

If your reemployment occurs in a month that begins prior to or includes your 60th birthday, you will forfeit your monthly benefit if you work 60 or more hours of suspendible employment in that month.

Ages 60 to 65

If your reemployment occurs anywhere between the month following your 60th birthday and the month ending with your 65th birthday, you will forfeit your monthly benefit if you work 85 or more hours of suspendible employment in that month.

New Rule: Beginning with work performed in January 2020, if you are under age 65, you may work in suspendible employment for as many hours as you wish during any three calendar months in a calendar year without forfeiting any portion of your benefit.

After Age 65

If your reemployment occurs in a month that begins after your 65th birthday, you can work any number of hours without limitation and your benefits will not be suspended.

Important Note: In order to receive early retirement benefits, you must terminate and completely sever your employment with your most recent covered employer. If you return to work for the same employer for any number of hours within six months after you stopped working for that employer, Plan rules assume you did not intend to retire permanently. If you do not provide satisfactory proof that you intended to retire on a permanent basis, your early retirement benefit will be canceled and you will be required to repay all benefits received. For more information, see page 75 in Chapter 13 of your Summary Plan Booklet.




(For more information about [Working After You Retire](#), refer to pages 89-96 of your Summary Plan Booklet.)

► Examples of How to Apply the New Hours Limit Rules for Reemployment After Retirement

The examples below show how a retiree could return to work and maintain eligibility for receipt of benefits under the new applicable hours limit rules in a calendar year. Assume the following:

- Retiree turns age 60 in June of Year #3.
- Retiree is working in suspendible employment in years beginning January 2020 or later.

Applicable Hours Limits:
• <60 Hours for Ages <60
• <85 Hours for Ages 60 to 65
• Unlimited Hours for Ages 65+

 Under Applicable Hours Limit
  Over Applicable Hours Limit - within 3 Months of "Unlimited Hours"
  Over Applicable Hours Limit - AND beyond 3 Months of "Unlimited Hours"

Year #1 (2020 or later)

The retiree in this example is under age 60 and works *under* the applicable hours limit (less than 60 hours), January through September. The retiree works *over* the applicable hours limit for the next three calendar months (October through December). The retiree does not forfeit any portion of a monthly retirement benefit in Year #1, as the hours work exceeded the hours limit in only three months.

January	February	March	April	May	June	July	August	September	October	November	December
58	55	50	52	0	0	0	53	54	150	175	200

Year #2

The retiree in this example is under age 60 and works *over* the applicable hours limit in February, May, and October through December. The retiree does not forfeit a monthly retirement benefit for the first three months in the calendar year worked over the hours limit (February, May, and October). But, for the fourth and fifth months (November and December), the retiree is not entitled to receive a monthly retirement benefit as the retiree continued working over the hours limit.

January	February	March	April	May	June	July	August	September	October	November	December
59	60	58	57	60	50	52	44	52	150	175	200

Year #3

In this example the retiree turns age 60 in June. For the months of January through June, the hours limit remains at less than 60 hours. Beginning for hours worked in July, the hours limit is changed to less than 85 hours. The retiree does not forfeit a monthly benefit for March, June, and September. But the retiree's benefit for October, the fourth month the retiree worked over the hours limit, is forfeited.

January	February	March	April	May	June	July	August	September	October	November	December
58	51	61	58	59	84	84	84	86	150	84	84



(For more information about [Working After You Retire](#), refer to pages 89-96 of your Summary Plan Booklet.)

Bonus Accruals for Service in 2020, 2021, 2022, and 2023

Under the contribution account benefit formula, you earn a monthly benefit based on a percentage of all basic contributions covered employers make for your covered employment after 1986.

For the years **2020 – 2023**, the Trustees granted special pension bonuses under the Plan's contribution account benefit formula, increasing the accrual rate from 1.2% to **1.5%** for the year **2020**, and to **1.6%** for the years **2021, 2022, and 2023**. The accrual rate will return to 1.2% for service in the year 2024 and thereafter (*unless the Trustees make further changes*).

The accrual rates of 1.5% or 1.6% for the applicable years apply to all participants regardless of the number of years of service the participant has earned. The accrual rate for earning non-contributory service remains at 1.2%.

Below are two tables:

- Table 1 – *Contribution Account Benefit Percentages* lists the percentages used to calculate a contributory service benefit for contributions earned in 2009 forward. For earlier years please refer to your Summary Plan Booklet.
- Table 2 – *Monthly Contribution Account Benefit Earned* shows examples of the monthly benefit you will earn under the bonus accrual rates for 2020 and 2021 – 2023 based on your contribution rate.

Table 1 Contribution Account Benefit Percentages	
The table below shows the specific benefit percentages that apply to each period of covered employment beginning in 2009. Percentages for additional years can be found in your Summary Plan Description. Note the higher benefit percentages for calendar years 2020 – 2023, which are made possible by the financial performance of your Pension Plan and other factors.	
Calendar Year	Benefit Percentage for the Calendar Year is:
2009 through 2019	1.20%
➔ 2020	1.50%
➔ 2021 through 2023	1.60%
2024 and after	1.20%

Table 2 Monthly Benefit Earned Based on Different Contribution Rates							
Use this table to estimate the monthly normal retirement benefit earned based on different contribution rates. Pension calculations are complex and your own benefit amount depends on your exact work history. Your Administrative Office can provide you with an estimate of benefits upon request.							
Basic Contribution Rate	x	Total Annual Covered Hours (assumes 2,080 covered hours)	=	Total Annual Employer Contributions	Your Monthly Benefit Earned for each Year 2009 – 2019 (1.20%)	Your Monthly Benefit Earned for the Year 2020 (1.50%)	Your Monthly Benefit Earned for each Year 2021 – 2023 (1.60%)
\$1.00	x	2,080	=	\$2,080.00	\$24.96	\$31.20	\$33.28
\$2.00	x	2,080	=	\$4,160.00	\$49.92	\$62.40	\$66.56
\$4.00	x	2,080	=	\$8,320.00	\$99.84	\$124.80	\$133.12
\$6.00	x	2,080	=	\$12,480.00	\$149.76	\$187.20	\$199.68
\$8.00	x	2,080	=	\$16,640.00	\$199.68	\$249.60	\$266.24
\$10.00	x	2,080	=	\$20,800.00	\$249.60	\$312.00	\$332.80

(For more information about the **Contribution Account Benefit**, refer to pages 19-28 of your Summary Plan Booklet.)



Board of Trustees Western Conference of Teamsters Pension Trust

As of April 13, 2021

For a current list of Trustees, see *About the Pension Trust* on the Plan's website at www.wctpension.org.

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Employer Trustee
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THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

www.wctpension.org



ADMINISTRATIVE OFFICES

NORTHWEST/ROCKY MOUNTAIN ADMINISTRATIVE OFFICE

Western Conference of Teamsters Pension Plan
2323 Eastlake Avenue East
Seattle, WA 98102-3393
(206) 329-4900
(800) 531-1489

NORTHERN CALIFORNIA ADMINISTRATIVE OFFICE

Western Conference of Teamsters Pension Plan
1000 Marina Boulevard, Suite 400
Brisbane, CA 94005-1841
(650) 570-7300
(800) 845-4162

SOUTHWEST ADMINISTRATIVE OFFICE

Western Conference of Teamsters Pension Plan
225 South Lake Avenue, Suite 1200
Pasadena, CA 91101-3000
(626) 463-6100
(866) 648-6878

REGIONAL SERVICE CENTERS

MERIDIAN OFFICE

Western Conference of Teamsters Pension Plan
3597 East Monarch Sky Lane, Suite 340
Meridian, ID 83646-1080
(208) 898-7500
(800) 531-1489

PORTLAND OFFICE

Western Conference of Teamsters Pension Plan
700 NE Multnomah Street, Suite 350
Portland, OR 97232-4197
(503) 238-6961
(800) 845-9040

More detailed information about the Plan can be found in the Summary Plan Booklet.
You can also visit the Plan's website at www.wctpension.org or call your Administrative Office.

Para más información detallada del Plan, consulte el folleto del Resumen del Plan (version en español).
También puede visitar nuestro sitio web en www.wctpension.org
o llamar a una Oficina Administrativa. Sí, se habla español.

