



THE WESTERN CONFERENCE OF

APRIL 1955-APRIL 2025

70 YEARS OF RETIREMENT SECURITY

**SUMMARY OF
PLAN CHANGES**

APRIL 2025

TEAMSTERS PENSION PLAN



IMPORTANT NOTICE TO PLAN PARTICIPANTS AND RETIREES

April 2025

Our valued Participants, Retirees, and Beneficiaries:

The Trustees of your Western Conference of Teamsters Pension Plan are dedicated to improving the terms of eligibility and benefit levels when such improvements are consistent with maintaining our historic strong funding levels. Since the publication of the most recent *Summary Plan Booklet* in the Fall of 2023, the following improvements have been made:

Contribution Account Benefit—1.60% Accrual Rate Extended through 2025

Special Rule for Disabled Participants Who Die Before Applying for Disability Retirement Benefits

Child Survivor Benefit Improvements

Clarification of Automatic Retirement Date Rules

Increase in Maximum Past Employment/Non-Contributory Service for New Units Outside the West

These improvements are explained in this *Summary of Plan Changes* pamphlet. You should retain this document with your *Summary Plan Booklet*. More complete Plan information may be found in the official Plan documents that are on the Plan's website at www.wctpension.org and are available for inspection at your Administrative Office. All Plan benefits are subject to the terms of the official Plan documents, which govern in case of errors in these materials. We have used footnotes to highlight the key pages in your *Summary Plan Booklet* that are affected by these Plan changes so you can easily determine if they might apply to your eligibility or benefit determination. A copy of your *Summary Plan Booklet* is available for download on the Plan's website or on written request to your Administrative Office.

Your Trustees are proud of the improvements explained in this pamphlet. They reflect the latest in a 70-year record of improving the lives and security of over one million Teamster families. As funding strength permits, we hope to continue improvements in future years.

Sincerely,

Rick E. Porter

Chairman, Employer Trustees

Chuck Mack

Chairman, Union Trustees

If you have questions, contact your Administrative Office. Their addresses and phone numbers are listed on the back of this pamphlet.

Si tiene preguntas, contacta su Oficina Administrativa. Los direcciones y números del teléfono están listados en la contraportada.

Contribution Account Benefit—1.60% Accrual Rate Extended through 2025

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

The Trustees have approved an extension of the 1.60% accrual percentage for basic contributions earned through December 31, 2025. Please note, the accrual percentage will return to 1.20% in 2026 and thereafter (*unless Plan funding*

Calendar Year	Benefit Percentage for the Calendar Year is:
2021 through 2025	1.60%
2026 and after	1.20%

conditions permit further changes by the Trustees).

The table above shows the benefit percentages that apply beginning in 2021. Percentages for earlier years

can be found in your *Summary Plan Booklet* on page 21. These increased percentages are made possible by the financial performance of your Pension Plan.



For more information about the **Contribution Account Benefit**, refer to Chapter 5 of your **Summary Plan Booklet**.

Special Rule for Disabled Participants Who Die Before Applying for Disability Retirement Benefits

The Plan now includes a special rule if you qualify for Social Security disability benefits but die before you apply for disability retirement benefits from the Plan. This rule allows your surviving spouse (or other family member if you are not married) to apply for those benefits on your behalf. In most cases, this will provide your survivors with better death and survivor benefits than if you are treated as not retired. If you meet all Plan requirements for a disability retirement benefit (see page 52 of your *Summary Plan Booklet*), benefits are paid according to the following rules:

- If you are not married on your date of death, you are assigned the earliest possible pension effective date. Your disability retirement benefit is paid as a life only pension with optional lump sum death benefit. Monthly

disability benefits due before the date of your death are paid to your beneficiary, along with the optional lump sum death benefit and, if applicable, the four-year certain death benefit (summarized in the bottom half of the chart on page 58 of your *Summary Plan Booklet*).

- If you are married when you die, your surviving spouse (the person to whom you were married on your date of death) *must* consent for you to be treated as eligible for a disability retirement benefit. If your surviving spouse *does not* consent, then they will receive before retirement death benefits instead (summarized in the top half of the chart on page 58 of your *Summary Plan Booklet*).
- If your surviving spouse does consent, they must also choose your disability pension effective

date. If you and your surviving spouse were married on that date, the disability retirement benefit is payable as a regular employee and spouse pension (with optional lump sum death benefit if your spouse chooses it). If you and your surviving spouse were not married on the elected pension effective date, the disability retirement benefit is payable as a life only pension with optional lump sum death benefit.

In either case, monthly disability benefits due before your death will be paid to your surviving spouse along with any after retirement lump sum death benefits that are payable (summarized in the bottom half of the chart on page 58 of your *Summary Plan Booklet*).



For more information about **Disability Retirement**, refer to Chapter 10 of your **Summary Plan Booklet**.

Child Survivor Benefit Improvements

Two significant improvements have been made to the Plan's Child Survivor Benefits for Plan members who die on or after July 1, 2024:

Extension of Benefits Until Age 22

The *Child Survivor Benefit* is now payable until your youngest eligible child reaches age 22. Previously, benefits were only paid until age 18 unless a child had a disability that began before age 18.

Monthly Benefits Increased

The benefit amount payable to your children has increased. Previously, your Survivor Benefit Rate had to be \$2.41 or higher for your surviving children to qualify for the maximum monthly benefit of \$1,000.00.

Now, if your Survivor Benefit Rate is at least \$0.10 but under \$1.00, your surviving children will be eligible for \$1,000.00 a month. If your Survivor Benefit Rate is \$1.00 or more, your

surviving children will be eligible for \$2,000.00 a month. This monthly benefit is divided equally among your eligible children.

Child Survivor Benefits are payable to your eligible surviving children even if you are not vested, but you must have recent coverage at death, die before age 65, and have worked at least 3,000 covered hours. Your children must also be receiving Social Security Child Benefits because of your death.



For more information about **Child Survivor Benefit** eligibility rules and the amounts payable to surviving children of eligible participants who die before July 1, 2024, refer to pages 61 and 63 of your **Summary Plan Booklet**.

Clarification of Automatic Retirement Date Rules

Once you reach age 70, you must start drawing your retirement benefits, even if you keep working in covered employment past age 70. Your benefit amount equals your normal retirement benefit multiplied by a late retirement factor of 148%. It is adjusted further if you choose a form of pension payment other than the life only pension (see Chapter 14 of your *Summary Plan Booklet*).

Your pension effective date will be the first of the month beginning on or

just following your 70th birthday. You cannot choose a later date. If you are not vested, your pension effective date is postponed until you vest (see special vesting rule on page 6 of your *Summary Plan Booklet*). The actual payment of your retirement benefits will not start until you apply; however, once approved, your monthly benefits will be paid back to your pension effective date.

Your marital status on your pension effective date determines if you can choose an employee and spouse

pension and if your spouse must consent to your benefit election. If your marital status changes after your pension effective date, the Plan still looks to your marital status on your pension effective date. The special marital status rules on page 88 of your *Summary Plan Booklet* do not apply.

If you work in covered employment past age 70, you may qualify for a pension increase based on those covered hours (see Chapter 15 of your *Summary Plan Booklet*).



For more information about how your benefits are calculated if your retirement benefits start at age 70, refer to pages 38, 40 and 77 of your **Summary Plan Booklet**.

Increase in Maximum Past Employment/Non-Contributory Service for New Units Outside the West

For new units joining the Plan from outside the West with a first covered hour on or after January 1, 2024, the 5-year maximum on past employment/non-contributory service has been increased to 10 years.

This matches the 10-year maximum applicable to new units in the West. Past employment is work you perform before you become covered under the Plan and is used to calculate your non-contributory service benefit.

The rules on past employment and non-contributory service that apply to new units from outside the West are explained on page 17 of your *Summary Plan Booklet*.



For more information about **Past Employment, Intermediate Employment, and the rules for new units from outside the West whose First Covered Hour was before January 1, 2024**, refer to Chapter 4 of your **Summary Plan Booklet**.



BOARD OF TRUSTEES Western Conference of Teamsters Pension Trust

As of April 1, 2025

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

Union Trustees

Union Chairman

Chuck Mack

Western Conference of Teamsters
Pension Trust

2603 Camino Ramon, Suite 410
San Ramon, CA 94583-9137

Northwest Area

Rick Hicks

President

Joint Council of Teamsters No. 28
14675 Interurban Avenue South, Suite 301
Tukwila, WA 98168-4614

Mark Davison

President

Joint Council of Teamsters No. 37
1872 NE 162nd Avenue
Portland, OR 97230-5642

Samantha W. Kantak

Secretary-Treasurer

Teamsters Local No. 38
2601 Everett Avenue
Everett, WA 98201-3727

Chris R. Muhs

Secretary-Treasurer

Teamsters Local No. 324
4871 Lancaster Drive NE
Salem, OR 97305-1739

Rocky Mountain Area

Spencer Hogue

President

Joint Council of Teamsters No. 3
10 Lakeside Lane, Suite 2E
Denver, CO 80212-7430

Karla E. Schumann

Secretary-Treasurer

Teamsters Local No. 104
1450 South 27th Avenue
Phoenix, AZ 85009-6429

Northern California Area

Pete Finn

President

Joint Council of Teamsters No. 7
7730 Pardee Lane
Oakland, CA 94621-1556

Jeff P. Berdion

Secretary-Treasurer

Teamsters Local No. 386
1225 Thirteenth Street
Modesto, CA 95354-0909

John Bouchard

Secretary-Treasurer

Teamsters Local No. 350
150 Executive Park Blvd., Suite 2800
San Francisco, CA 94134-3311

Southwest Area

Chris S. Griswold

President

Teamsters Joint Council No. 42
981 Corporate Center Drive, Suite 200
Pomona, CA 91768-2611

Lourdes M. Garcia

Secretary-Treasurer

Teamsters Local No. 572
450 East Carson Plaza Drive
Carson, CA 90746-3268

Jaime Vasquez

Secretary-Treasurer

Teamsters Local No. 542
4666 Mission Gorge Place
San Diego, CA 92120-4173

Employer Trustees

Employer Chairman

Rick E. Porter

Western Conference of Teamsters
Pension Trust

26111 North 54th Lane
Phoenix, AZ 85083-1232

Northwest Area

Patrick J. Callans

Executive Vice President, Administration
Costco Wholesale Corporation
730 Lake Drive
Issaquah, WA 98027-5384

Robert L. Hutchison

Employer Trustee

1434 Canoochee Drive NE
Brookhaven, GA 30319-3456

Rocky Mountain Area

James R. Ham

Employer Trustee

6805 West Ironwood Place
Marana, AZ 85658-5042

Andrew Sweet

Vice President, Labor Relations

Republic Services
18500 North Allied Way
Phoenix, AZ 85054-3101

Northern California Area

Jeff A. Carlsen

Executive Vice President, Human Capital
and Chief Administration Officer

Reyes Holdings LLC
6250 North River Road, Suite 9000
Rosemont, IL 60018-4241

Lindsay Marshall

Employer Trustee

3060 Evelyn Lane
Milton, GA 30004-3709

Darin J. Torosian

Vice President, Human Resources

The Kroger Company
1014 Vine Street
Cincinnati, OH 45202-1100

Robert E. Wrightson

Employer Trustee

13321 West Eagle Ridge Lane
Peoria, AZ 85383-5432

Southwest Area

Brent R. Bohn

Group Vice President, Labor Relations

Albertsons Companies, Inc.
1421 South Manhattan Avenue
Fullerton, CA 92831-5221

Joseph F. Hodge

Employer Trustee

14685 Juniper Street
Westminster, CA 92683-5488

Chris Langan

Employer Trustee

2618 Corral Drive
Celina, TX 75009-1466

John Ontiveros

Senior Director, Labor Relations

Bimbo Bakeries USA, Inc.
1330 30th Street, Suite F
San Diego, CA 92154-3471



The Western Conference of Teamsters Pension Trust Fund

Plan Administrator

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

Administrative Offices

Northwest/Rocky Mountain Administrative Office

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

Southwest Administrative Office

Western Conference of Teamsters Pension Plan
225 South Lake Avenue, Suite 1200
Pasadena, CA 91101-3000
(626) 463-6100 or toll-free (800) 531-1489

Regional Service Center

Western Conference of Teamsters Pension Plan
700 NE Multnomah Street, Suite 350
Portland, OR 97232-4197
(503) 238-6961 or (800) 531-1489

Pension Plan Agent for Service of Legal Process

Michael M. Sander
Administrative Manager
Western Conference of Teamsters Pension Plan
2323 Eastlake Avenue East
Seattle, WA 98102-3393
(206) 329-4900 or toll-free (800) 531-1489



Your Plan Website

Check out your Plan's website at
www.wctpension.org

