Locals 302 and 612 of the International Union of Operating Engineers Trust Funds

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Administered by
Welfare & Pension Administration Service, Inc

October 15, 2025

TO: **All Participants**
Locals 302 and 612 IUOE – Employers Construction Industry Retirement Fund

RE: **Summary of Material Modification (SMM)**

The Board of Trustees of the Locals 302 and 612 International Union of Operating Engineers-Employers Construction Industry Retirement Fund (the "Trust") has amended the Plan as shown below.

Late Retirement

The text below modifies the section entitled "Late Retirement" on page 21 of the Plan Booklet, to comply with recent federal law and confirms retirees can continue to work and collect a benefit after age 70½.

> If you retire after your Normal Retirement Date, you are eligible for a Late Retirement Date. Your Late Retirement Date will be the first day of the month after your application is submitted to the Administration Office provided you have terminated all Covered Employment and any employment that would be considered "Post-Retirement Service" unless at the time of application you have reached April 1 of the calendar year following the year you attain age 70½. If you have reached age 70½, you may commence a retirement benefit even if you continue to work.
>
> Your monthly retirement income will be based on:
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> - The accrued benefit you earned to the earlier of your normal retirement date and December 31, 2012, increased by ½ of 1% for each month that your late retirement date follows your normal retirement date (to a maximum increase of 30%), plus
> - The future service benefit you earn on or after the earlier of your normal retirement date and January 1, 2013. Your benefit will be actuarially adjusted if you continue to work past age 70½.
>
> This is called your late retirement income.
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> Your monthly late retirement income may be actuarially adjusted further depending on the form of retirement payment you elect. (See Forms of Retirement Payment, pages 26 - 30.)

The text below replaces the first paragraph in the section entitled "Deferral of Benefits" on page 33 of the Plan Booklet:

> **Deferral of Benefits**
>
> Generally, you must terminate all Covered Employment and completely refrain from any employment that would be considered "Post-Retirement Service" in order to begin payment of your Plan benefits. You may wait until after your Normal Retirement Age (age 60 for benefits earned before 2013, age 62 for benefits earned 2013 and later) and begin payments on a Late Retirement Date.

Your Late Retirement Date will be the first day of the month after your application for late retirement is submitted to the Administration Office provided you have terminated all Covered Employment and any employment that would be considered "Post-Retirement Service." However, you may retire as early as April 1 of the calendar year following the year you reach age 70½ *whether or not you continue to work,* or as late as your "required beginning date" as required by federal law.

All pensions must begin to be paid by a Participant's required beginning date. Under federal law, and the Plan as amended, your "required beginning date" is established by two factors: 1) your birthdate and 2) whether or not you continue to work in Covered Employment. It is April 1 of the calendar year following <u>the later of</u>:

- The date you retire from all Covered Employment, or
- The year you reach the "applicable age" as set forth in the table below:

If Your Birth Date is	Your "Applicable Age" is the Calendar Year You Attain
On or before June 30, 1949	70½
July 1, 1949 -- December 31, 1950	72
January 1, 1951 -- December 31, 1959	73
January 1, 1960 and thereafter	75

Working After Retirement

If you have retired but returned to work, you can accrue additional benefits based on your post-retirement service. You must complete 500 covered hours of employment in a calendar year before you accrue additional benefits.

The text below modifies the section titled "Working After Retirement" that begins on page 39 of the Plan Booklet:

If you originally took early retirement (or the additional accruals are considered early retirement accruals because you worked before January 1, 2013 and retired before age 62), your original benefit will continue in the same form as before. However, you will have a new election period and retirement date for any additional future service benefit. A new election period and retirement date will only be provided once each plan year and only applies to the additional benefit accrued during prior plan years.

- For benefits earned prior to January 1, 2026 during a period of post-retirement employment, if you elect the same form of payment and you are under normal retirement age, you may elect to have the additional benefit included in your pension check on the later of January 1 following the year you started working, or the month after you stop working, but only for the additional benefits accrued in prior plan years.
- If you elect a different form of payment, all additional benefits will be paid in one form of payment beginning on your normal retirement date or the first of the month after you stop working if that date is later.
- For benefits earned on and after January 1, 2026 during a period of post-retirement employment, your additional benefit will be included in your pension benefit check on the later of your normal retirement date or the first of the month after you stop working.

If you originally took normal or late retirement, or are now age 62 or older, your original benefit will continue in the same form as before.

- For benefits earned prior to January 1, 2026 during a period of post-retirement employment, benefit accruals will be payable in the same form of payment as before you returned to work. Your additional benefit will be included in your pension check for the first month after you stop working,

- For benefits earned on and after January 1, 2026 following a period of post-retirement employment, your additional benefit will be payable in the same form of payment as before you returned to work, but will commence effective January 1 of the calendar year following the year in which the Participant ceases post-retirement service, subject to suspension rules.

Actuarial Equivalence

The Board has updated the actuarial equivalence interest rate and mortality table effective January 1, 2026.

Section 2.04 (c) of the Plan Document is modified to update the mortality table to Pri-2012 Separate Blue Collar Mortality Table for Healthy Lives and the interest rate is updated to 5.5%. Benefits will be calculated using the new assumptions, unless the prior assumptions result in a higher benefit, then the prior assumptions will be used.

Important Note: the newest version of the Pension Plan booklet is available online at https://www.engineerstrust.com.

If you have any questions, please contact the Trust Administration Office at 877 441-1212, Pension.

Sincerely,

The Board of Trustees
Locals 302 and 612 IUOE – Employers Construction Industry Retirement Fund

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