

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

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Administered by
Welfare & Pension Administration Service, Inc

December 12, 2025

TO: All Participants, Eligible Beneficiaries and Payees
Locals 302 and 612 IUOE – Employers Construction Industry Retirement Trust

RE: Summary of Material Modification (SMM) and 204(h) Notice

1. The Idaho Operating Engineers-Employers Pension Trust is merging into the Locals 302 and 612 IUOE-Employers Construction Industry Retirement Trust, effective December 31, 2025 ("Closing Date").

As a result of this merger, the Trustees have amended the Locals 302 and 612 IUOE-Employers Construction Industry Retirement Plan ("Plan") to align some of the key plan provisions between the Plan and the Idaho Operating Engineers-Employers Pension Plan. The following is a list of Plan rules which have been updated effective on and after January 1, 2026. These changes do not adversely affect Participants and Retirees in this Plan.

- **Effective for retirements commencing on and after January 1, 2026**, the Plan is adding a new form of retirement payment. A 10-year certain and life optional form of payment will be available for benefits accrued both before and after January 1, 2026. Under this form of payment, if you die before receiving 120 monthly payments, your designated beneficiary will continue to receive the same amount until a total of 120 monthly payments have been paid to you and your beneficiary.
- **Effective for retirements commencing on and after January 1, 2026**, the 50%, 75%, and 100% Spouse Options have been modified to allow you to designate a non-spouse as your beneficiary for these forms of payment. If you are married at the time of retirement, your spouse must consent in writing to the election of the non-spouse beneficiary. If you have elected a Spouse Option with a non-spouse beneficiary, the option shall take effect only if you and your designated beneficiary are both alive when retirement payments begin.
- **Effective for pre-retirement deaths occurring on and after January 1, 2026**, surviving spouses will now have more flexibility on when they can start receiving the 50% Spouse Option pre-retirement death benefit. Prior to January 1, 2026, if you died and were not yet eligible for early retirement, commencement of this death benefit to your surviving spouse would be deferred until your earliest retirement age. Starting January 1, 2026, surviving spouses can now elect to commence their 50% Spouse Option pre-retirement death benefit at any time following your date of death, but cannot defer commencement beyond your normal retirement under the Plan. Spousal payments that commence prior to early retirement will be actuarially reduced to account for the additional payments to your spouse.

2. The Trustees have updated the Plan's rules regarding suspension of benefits in the event of a Retiree's return to work after retirement.

Retirees who work in prohibited Post-Retirement Service as defined in Plan Section 6.06 have their retirement benefits suspended until they are no longer working in Post-Retirement Service. The Plan reviews three factors to determine if a retiree is working in Post-Retirement Service: (1) geographic area, (2) job classification and (3) industry.

For benefits earned through December 31, 2025, Post-Retirement Service includes certain employment within the geographic area of the Plan, which includes the states of Washington and Alaska.

Effective January 1, 2026, the geographic area included in the definition of Post-Retirement Service for Normal Retirees has been updated to reflect the expanded geographic area of the merged Plan, including Idaho. For Early Retirees, the geographic area is further expanded to include the entire United States.

This means for benefit accruals earned on and after January 1, 2026:

- Normal Age Retirees are subject to suspension of retirement benefit payments if the Retiree works 51 or more hours in Post-Retirement Service in Washington, Alaska and Idaho during any calendar month or in a four (4) or five (5) week pay period ending in a calendar month.
- Early Retirees are subject to suspension of retirement benefit payments if the Early Retiree works any hours in Post-Retirement Service anywhere in the United States.

For retirees or participants with **no new benefit accruals on or after January 1, 2026**, their Post-Retirement Service rules remain unchanged.

Please contact the Trust Office with any questions at (877) 441-1212, option 2 or by writing to us at the Administration Office, P.O. Box 34203, Seattle, WA 98124.

Sincerely,

**The Board of Trustees of the
Locals 302 and 612 IUOE-Employers Construction Industry Retirement Trust**

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