



Connecticut Plumbers and Pipefitters Pension Fund

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Dear Plan Participant:

The Board of Trustees of the Connecticut Plumbers & Pipefitters Pension Fund (the “Plan”) has approved certain changes to the Plan. This notice describes the changes in detail below. Please review this notice carefully and keep it with your Summary Plan Description (“SPD”) booklet.

PLAN CHANGES

- Past Service Credit: Up to 5-years of Past Service Credit will now be granted to participants who work for Employers who first enter the Plan on or after April 1, 2022.***

Participants who have worked for Employers who first enter the Plan on or after April 1, 2022 may receive credit for work performed for the Employer before the date of the initial Collective Bargaining Agreement. To be eligible, the following conditions must be met:

- Participant must have been working for the Employer before the date of the initial Collective Bargaining Agreement and remained employed through the commencement of the Contribution Period;
- Employment must be in a classification included in the initial Collective Bargaining Agreement; and
- Participant must earn at least five (5) years of Future Service or five (5) Years of Vesting Service, with any Contributing Employer, after their Contribution Date.

The Board of Trustees retain discretion to determine whether prior employment falls within a classification covered in the initial Collective Bargaining Agreement. When evidence of hours worked is not available, the Trustees may accept evidence such as dollar earnings, adjusted for hourly wage rates then in effect in the type of work described.

Past Service Credit will be granted as follows:

Past Service Hours	Past Service Credit
750 or more hours	1
375 to 749 hours	½
Less than 375	0

Example:

A Participant began working with Employer X on April 1, 2017, before Employer X became a Contributing Employer in the Plan. On April 1, 2022, Employer X became a new Contributing Employer under the Plan, by signing a Collective Bargaining Agreement with the Local Union. Employer X begins to make hourly contributions to the Plan for its employees, including employees with the same job classification as the Participant. The Participant works with Employer X until May 2022, and then begins to work for Employer Y, another Contributing Employer. The Participant works for Employer Y until Normal Retirement Age (age 65).

In addition to supplying the Fund Office with all the other required information, when the Participant applies for retirement benefits under the Plan, he presents evidence that prior to the first Collective Bargaining Agreement, he worked the following hours with Employer X:

- 750 or more hours from April 1, 2017 to March 31, 2021; and
- 375 hours from April 1, 2021 to March 31, 2022.

Because the Participant worked for Employer X in a job classification covered under the Collective Bargaining Agreement and is able to present proof of sufficient hours worked before Employer X began making contributions to the Plan, the Plan grants the Participant 4.50 Past Service Credits for the 5 years that he worked with Employer X prior to the Collective Bargaining Agreement. These Past Service Credits are in addition to the Pension Credits the Participant earned during Covered Employment.

2. *Disability Credit: Pension Credit will now be granted for periods of disability on or after April 1, 2022.*

For periods of disability on or after April 1, 2022, a disabled Participant will be given Pension Credit as if he or she had been working in Covered Employment for a maximum period of 38 weeks, provided the following applies:

- Participant was receiving paid leave from the State of Connecticut or from a similar paid leave program in another state, and then Weekly Disability Benefits from the Connecticut Pipe Trades Health Fund; and
- Participant must have accrued at least one-twelfth (1/12) of a Future Pension Credit during the 12-month period immediately before the date of disability.

Example:

A vested Participant earned one Future Service Pension Credit for the 2021 Plan Year (April 1, 2021 to March 31, 2022). Then, on April 1, 2022, the Participant stops working due to a disability and begins receiving CT Paid Leave followed by Weekly Disability Benefits from the Connecticut Pipe Trades Health Fund. The Participant receives these Health Fund benefits until March 2023 and returns to work on April 1, 2023.

Because the Participant was receiving CT Paid Leave and then Weekly Disability Benefits from the Connecticut Pipe Trades Health Fund and had earned at least one-twelfth (1/12) Future Service Credit in the year before the disability, the Plan will grant the Participant Pension Credits for the April 1, 2022 through March 31, 2023 Plan Year, but only for a maximum of 38 weeks.

3. ***Required Beginning Date: Effective January 1, 2020, the Required Beginning Date for Participants born on or after July 1, 1949 and before January 1, 1951 is April 1 of the calendar year following the calendar year in which the Participant attains age 72. For Participants born before July 1, 1949, the Required Beginning Date remains the April 1 following the year in which the Participant attains age 70½.***

Participants must begin receiving their benefits no later than their Required Beginning Date, which is the date by which federal law requires that benefits under the Plan commence. Participants may be subject to an excise tax penalty on funds not received timely.

If the Participant's surviving Spouse is the Participant's sole designated Beneficiary, distributions to the surviving Spouse will begin by the later of December 31 of the Calendar Year immediately following the Calendar Year in which the Participant died or December 31 of the year preceding the Participant's Required Beginning Date.

Please note that your benefits will not be suspended for months starting on or after the April 1 of the calendar year following the calendar year in which you reach age 70-1/2, regardless of your Required Beginning Date.

In addition, federal law has recently delayed the Retired Beginning Date further for Participants born after December 31, 1950. You will receive notice of this change by a separate mailing.

QUESTIONS

Please call the Fund Office at (800)-848-2129, if you have questions regarding the changes discussed in this notice or about the Plan's benefits.

Sincerely,

BOARD OF TRUSTEES

This notice is a Summary of Material Modifications (SMM), within the meaning of Section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. This notice describes important changes to the Plan. You may find full details in the most recent Summary Plan Description and Plan Document that establish the Plan provisions. The Trustees reserve the right to amend, modify, or terminate the Plan at any time.