

JOINT BOARDS OF LOCAL UNION No. 164

International Brotherhood of Electrical Workers

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Joint Welfare Fund
Joint Pension Fund



Joint Annuity

Memorandum

To: Pension Participants
Date: September 1, 2017
From: Board of Trustees
Re: Retirees Returning to Work

Dear Retirees,

At the Trustee meeting held on August 22, 2017, a decision was made by the Joint Pension Fund of LU 164 IBEW Board of Trustees to reinstate the “Return to Work Program” for retired members. If you are currently retired and are planning to return to work, listed below are the rules and guidelines you must comply with:

- Retirees will be referred to work only when there is full employment.
- If you Return to Work, it must be through the IBEW Local Union 164 Referral Process.
- New Retirees can only Return to Work in a New Plan Year. If you retired in 2017 you are not eligible to Return to Work until 2018.
- Retiree can work up to the required Welfare Fund eligibility hours
 - 2017 Welfare Eligibility Hours 1,000 (40-hour grace period)
 - 2018 Welfare Eligibility Hours 1,250 (no grace period)
- A Retiree must have 1,000 hours of pension contributions remitted on his/her behalf in a calendar year to earn a full pension credit.

- Credit earned in the current calendar year will be credited to the Retiree's monthly benefit in February of the following year.
 - December contributions are received on or after January 15th. Therefore, any additional monies earned will reflect in the retirees' February pension payment.
- Additional increase to the Retiree's monthly pension benefit will be based on the Benefit Form elected by the member at the time of retirement.
 - For example, a member that elected a Full Annuity will receive the full value of the credit(s) earned. A member that elected a Husband and Wife option, will receive the partial value of the credit(s) earned.
- A Retiree will continue to receive his/her monthly pension benefit.
- Supplemental benefit will be suspended until the Retiree stops working.
- Supplemental benefit will resume upon receipt of a lay-off slip and a copy of the last pay stub.
- IBEW Local 164 will notify Fabian & Byrn when a retiree Returns to Work.
- Retirees who have qualified for continued medical coverage under the Joint Welfare Fund of LU 164 IBEW will be reimbursed the medical premiums deducted from their monthly pension benefit. For every 100 hours worked per month up to a maximum of 6 months' medical premium will be reimbursed.
- Retirees that did not qualify for medical coverage at the time of retirement, will remain uninsured through the Joint Welfare Fund.
- Health Reimbursement Account (HRA) contributions will be credited to retiree accounts and available for medical and dental reimbursement. If a retiree does not have an account one will be established.
- If the Retiree is receiving a monthly pension benefit from the NEBF and/or the IBEW International Office, it is your responsibility to find out about any penalties or benefit suspensions if you Return to Work with IBEW Local Union 164.
- You must contact the NEBF so a "Temporary Return to Work Amendment" can be issued which allows the retiree to work a total of 600 or less hours without benefit suspension.
- You must contact the IBEW Local Union 164 regarding your IBEW International pension benefits. The IBEW International requires that all pension payments cease and union dues are to be paid. A dues receipt will be issued for return to active journeyman status.