



IRON WORKERS DISTRICT COUNCIL

PHILADELPHIA AND VICINITY PENSION PLAN

IMPORTANT NOTICE TO PARTICIPANTS OF THE IRON WORKERS DISTRICT COUNCIL (PHILADELPHIA AND VICINITY) RETIREMENT AND PENSION PLAN

NOTICE OF REDUCTION IN BENEFITS

This notice is a Summary of Material Modifications ("SMM") and is required by Section 104(b), Section 204(h) and Section 305(e)(8)(C) of the Employee Retirement Income and Security Act of 1974 ("ERISA"). It is being sent to you as a Participant in the Iron Workers District Council (Philadelphia and Vicinity) Retirement and Pension Plan.

This is to inform you that, **effective as of January 1, 2017**, the following revision to the provisions of the Iron Workers District Council (Philadelphia and Vicinity) Retirement and Pension Plan (the "Plan") will be effective as follows:

- For all Disability Pensions with an Annuity Starting Date on or after January 1, 2017, in order to remain eligible for the Disability Benefit after the initial 24 months of eligibility on the basis of medical evidence satisfactory to the Trustees at the time of application for the Disability Benefit, the Participant must then be on Federal Social Security Disability
- Prior to this change, in order to remain eligible for the Disability Benefit after the initial 24 months, the Participant must either be on Federal Social Security Disability or provide adequate proof that they are actively pursuing a Social Security Disability Award. Participants awarded a Disability Pension with an Annuity Starting Date prior to January 1, 2017 may remain on the Disability Pension as long as they are actively pursuing a Social Security Disability Award.
- All other benefit provisions under the Plan remain unchanged.

This Notice is being provided to you in accordance with Section 204(h) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), and Sections 432 and 4980F of the Internal Revenue Code of 1986, as amended ("IRC"). We advise that you insert this Notice in your Plan booklet so that you will have an updated record readily available.

If you have any questions concerning this amendment or any other provisions of the Pension Plan, please call or write the Fund Office.



Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual reports from the Plan, and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in a federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest Office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or: Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington D.C., 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.