

RULES PERTAINING TO PENSIONER EMPLOYMENT

A. FOR PENSIONERS WHO HAVE REACHED NORMAL RETIREMENT AGE.

The IAM National Pension Fund ("the Plan") is intended to provide retirement benefits. Certain types of employment may result in the suspension of your pension benefit if you cease to be "retired" in accordance with the Plan definition.

1. If you are **age 65 or older** (Normal Retirement Age) and you work 40 hours or more per month, your pension may be suspended if:

You work 40 hours or more per month for a Contributing Employer under the Plan *while also* in the same trade or craft you worked in while in covered employment under the Plan.

2. The precise Plan language in Section 7.6 (b) & (c) dealing with employment after Normal Retirement Age is as follows:

“(b) Disqualifying Employment means employment with any Contributing Employer under the Plan, provided the employment is in the same trade or craft in which the Pensioner was employed under the Plan prior to his retirement.

(c) It is permissible for a Pensioner who has reached Normal Retirement Age to work fewer than 40 hours per month without causing the suspension of his pension.”

THIS RULE DOES NOT APPLY TO PENSIONERS WHO HAVE NOT REACHED NORMAL RETIREMENT AGE.

3. Normal Retirement Age is defined in Section 1.11 of the Plan as follows:

“**Normal Retirement Age**” shall mean the later of:

(a) the date a Participant attains age 65; or

(b) his age on the 5th anniversary of the commencement of his participation in this Plan or in Prior Pension Plan A or B. "Normal Retirement Age" shall mean the later of (a) the date a Participant attains age 65, or (b) his age on the fifth anniversary of the commencement of his participation in this Plan or in Prior Pension Plans A or B.”

All Pensioners must report all employment to the Fund Office within 30 days of commencement of such employment and request a Ruling on whether such employment is Disqualifying. A Ruling on whether any employment is Disqualifying may be requested in advance of acceptance of such employment

B. FOR PENSIONERS WHO HAVE NOT REACHED NORMAL RETIREMENT AGE.

1. Your pension may be suspended if:
 - (a) You work in ***any*** job classification at any Contributing Employer.
2. Your pension will be suspended for any month in which you work in Disqualifying Employment.
3. The precise Plan language in Section 7.7 (a) dealing with employment before Normal Retirement Age is as follows:
 - “(a) Disqualifying Employment before Normal Retirement Age means employment with any Contributing Employer, or employment in any geographical area covered by the Plan at the time of the Pensioner’s retirement, if the employment is in any industry and trade or craft in which the Pensioner worked at any time after his Contribution Date. Pension benefits will be suspended for any month in which a Pensioner works in Disqualifying Employment before Normal Retirement Age.

All Pensioners must report all employment to the Fund Office within 30 days of commencement of such employment and request a Ruling on whether such employment is Disqualifying. A Ruling on whether such employment is Disqualifying may be requested in advance of acceptance of such employment.