CHICAGO LABORERS' PENSION FUND

CHICAGO LABORERS' PENSION PLAN

Summary Plan Description | **2009 EDITION**

Chicago Laborers' Pension Fund
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Westchester, IL 60154

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BOARD OF TRUSTEES

For information about your Plan, contact the Fund Office by phone at 708-562-0200. You may request to speak to someone who speaks Spanish. You may also contact the Fund Office by e-mail at pension@chilpwf.com.

This booklet was designed with pockets for all of your Plan materials. File your:

- Eligibility letters in the front pocket; and
- Plan update letters and notices in the back pocket.

IMPORTANT

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This booklet contains a summary in English of your rights and benefits under the Plan. If you have difficulty understanding any part of this booklet, contact the Pension Department of the Laborers' Pension Plan, 11465 West Cermak Road, Westchester, IL 60154. Office hours are from 8:30 a.m. to 4:00 p.m., Monday through Friday. For assistance, you can call the Fund Office at 708-562-0200.

Este folleto contiene un sumario en Ingles de sus derechos y beneficios bajo el Plan. Si tiene dificultad en entender cualquier parte de este folleto póngase en contacto con el Laborers' Pension Plan, 11465 West Cermak Road, Westchester, IL 60154. Las horas de oficina son de 8:30 a.m. a 4:00 p.m., de Lunes a Viernes. Para obtener asistencia también puede llamar a las oficinas al 708-562-0200.

Questo opuscolo contiene un sommario in lingua inglese dei vostri diritti e delle vostre indennità secondo questo Piano. Se avete difficoltà a capire qualsiasi parte di questo opuscolo, contattate il Pension Department del Laborers' Pension Plan, 11465 West Cermak Road, Westchester, IL 60154, USA. L'orario d'ufficio è dalle 8.30 alle 16.00, dal lunedì al venerdì. Per ottenere assistenza, potete telefonare all'ufficio, al numero 708-562-0200.

Ta broszura zawiera streszczenie w języku angielskim Państwa praw i korzyści wynikających z tego Planu. W przypadku trudności ze zrozumieniem jakiejkolwiek części tej broszury prosimy o kontakt z Działem Świadczeń (Pension Department) Laborers' Pension Plan, 11465 West Cermak Road, Westchester, IL 60154. Biuro czynne codziennie od poniedziałku do piątku od 8:30 do 4:00. Pomoc można uzyskać telefonicznie pod numerem 708-562-0200.

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INTRODUCTION

This is the Summary Plan Description for the Chicago Laborers' Pension Plan (Plan).

The benefits outlined in this booklet are effective as of June 1, 2009. We urge you to read this booklet carefully so that you will understand the Plan and how your pension may be affected by certain life events, including marriage, divorce, disability, military duty, or leave from work.

The Plan is governed by the official Plan Documents. If any of the information contained in this booklet is not consistent with the official Plan Documents, then the provisions of the official documents will govern in all cases.

Remember that this booklet is just a summary of your benefits. The Summary Plan Description is not meant to change or otherwise interpret the terms of the official documents governing the Plan. Official documents include the Plan Document, Trust Agreement establishing the Plan, and collective bargaining agreements. If you wish to examine or make copies of these official documents, you may do so by contacting the Pension Department of the Fund Office or your Local Union.

Although the Board of Trustees intends to continue this Plan indefinitely, the Board of Trustees has the right to amend, modify, or terminate the Plan partially or completely, at any time. If the Plan is amended or changed, you will receive a written notice of the change. You should file any notices you receive about the Plan with this booklet so that you may refer to them in the future.

If you have any questions about your benefits, you may contact the Board of Trustees at:

Chicago Laborers' Pension Plan
11465 West Cermak Road
Westchester, IL 60154

Phone: 708-562-0200
Fax: 708-562-0790

E-mail: pension@chilpwf.com
Website: www.chicagolaborersfunds.com

PENSION BASICS—A BRIEF SUMMARY

This section gives you an overview of your pension benefits and how you earn a pension under the terms of the Plan. See the sections that follow this summary for more about Plan benefits.

Covered Employment

Work for an employer that is required to make contributions to the Plan under the terms of a collective bargaining agreement.

Becoming a Participant

You become a participant in the Plan on the first June 1 or December 1 following a 12-consecutive month period in which you work at least 870 hours in Covered Employment.

Earning Vesting Service

Vesting Service determines your right to a benefit from the Plan. You earn one Year of Vesting Service for each Plan Year (June 1 to May 31) that you work at least 870 hours in Covered Employment. Generally, you are vested if you have earned at least five Years of Vesting Service and you worked one or more hours after June 1, 1998 for an employer required to make contributions to the Plan on your behalf. However, if you incur a temporary Break in Service of one or more years before you are vested, you must return to Covered Employment after that Break in Service and reestablish participation in the Plan by working at least 870 hours in Covered Employment before you can become vested.

Years of Vesting Service

Generally, you earn one Year of Vesting Service for each Plan Year during which you work at least 870 hours for an employer that participates in the Plan and contributes on your behalf.

Earning Pension Credits

Pension Credits determine the amount of your pension benefit from the Plan. You earn Pension Credits based on the number of hours you work in Covered Employment each Plan Year. You earn one Pension Credit if you work at least 1,000 hours in a Plan Year. You may also earn a partial Pension Credit if you work less than 1,000 hours in a Plan Year (see page 7).

Earning Bonus Credits

Bonus Credits are added to your Pension Credits to determine the amount of your Plan benefit. You earn ¼ Bonus Credit if you work 1,500 to 1,899 hours in a Plan Year after June 1, 1986, and you earn ½ Bonus Credit if you work 1,900 or more hours in a Plan Year after June 1, 1986. Bonus Credits for working over 1,499 hours will not be counted toward your Vesting Service or your eligibility for a pension. However, they will be counted in calculating the amount of your pension.

Past Pension and Bonus Credits

Past Pension and Bonus Credits are those that you earned since you:

- Began working in Covered Employment if you have been working continuously; or
- Returned to Covered Employment following a period of five or more years in which you did not earn at least ½ Pension Credit.

When You Can Retire

Generally, once you have earned at least 10 Years of Vesting Service or 10 Pension Credits, you may retire as early as age 50. However, your pension benefits may be reduced for each year you retire before age 55.

Types of Pensions

The types of pensions provided by the Plan include:

- **Regular Pension**—Available as early as age 55 if you retire from active Covered Employment with at least 10 Years of Vesting Service or 10 Pension Credits.
- **Early Pension**—Available as early as age 50 if you retire from active Covered Employment with at least 10 Years of Vesting Service or 10 Pension Credits.
- **Disability Pension**—Available if you become totally disabled before you reach your Normal Retirement Age, have at least five Years of Vesting Service or five Pension Credits, and you earned at least ¼ Pension Credit during the three years immediately before becoming disabled.
- **Deferred Pension**—Available as early as age 50 if you leave Covered Employment with at least 10 Years of Vesting Service or 10 Pension Credits.
- **Normal Retirement Age Pension**—Available at age 65 if you leave Covered Employment with at least five Years of Vesting Service and one or more hours worked after June 1, 1998.
- **Reciprocal (Partial) Pension**—Available if you have worked in many different areas and participated in other laborers' pension plans that have executed a reciprocal agreement with the Laborers' International Union of North America (LIUNA) (see page 19 for more information about when these pensions are available).

IMPORTANT!

The eligibility rules for a Disability Pension benefit are different depending on whether you started working as a Laborer before June 1, 2008. If you were hired on or after June 1, 2008, you need at least 10 Years of Vesting Service or at least 10 Pension Credits to qualify. If you were hired on or before May 31, 2008, you need at least 5 Years of Vesting Service or at least 5 Pension Credits to qualify.

If you have been credited with Years of Vesting Service due to work for which no contributions were made to this Plan, to be eligible for a Regular, Early, or Deferred Pension based on Years of Vesting Service, you may need at least 10 Years of Vesting Service and five or more Pension Credits (see page 6).

Please note that not everyone is eligible for a Regular Pension at age 55 and an Early Pension at age 50. If you do not meet the work requirement of earning at least ½ Pension Credit between June 1, 1997 and May 31, 1999, or you did not work at least 1,000 hours in Covered Employment in two consecutive Plan Years between June 1, 1999 and May 31, 2004, then your Regular Pension will be payable at age 56 and your Early Pension will be payable at age 51.

Benefit Amounts

Your pension benefits are based on the total number of Pension and Bonus Credits you have earned up to the time you retire and the Benefit Accrual Rate in effect when you earned those Credits. However, if you meet certain requirements, the Benefit Accrual Rate associated with your Past Pension and Bonus Credits may be increased to the current rate (see Appendix on page 38). Effective June 1, 2008, the Benefit Accrual Rate for Pension and Bonus Credits is $107.

If you retire on an Early Pension, your benefit is reduced based on your age. In addition, if you elect to receive your pension in any form other than the Single Life Pension, your benefit is reduced.

Payment Options

The Plan offers the following payment options:

- A Single Life Pension, which provides a monthly benefit for your lifetime. This is the normal form of payment for unmarried participants.
- A 60-Month Post-Retirement Pension that provides you a monthly benefit for your lifetime and after your death, pays an additional 60 monthly payments to your beneficiary.
- If you are married:
  - A 50% Husband-and-Wife Pension, which pays you a reduced monthly benefit during your lifetime and then, in the event of your death, pays your spouse 50% of the amount for his or her lifetime; or
  - A 100% Husband-and-Wife Pension, which pays you a reduced monthly benefit during your lifetime and then, in the event of your death, pays your spouse 100% of the amount for his or her lifetime.

  The 50% Husband-and-Wife Pension is the normal form of payment for married participants.
- If you retire on or after age 55:
  - The Level Income Option, which makes it possible for you to receive more pension income before age 62—the age at which you can begin receiving Social Security benefits; or
  - The Partial Lump Sum Payment Option, which allows you to take a lump sum payment and then receive reduced monthly payments for your lifetime.

If you are *not married* when you retire, your pension benefits will be paid as a Single Life Pension, unless you elect another payment option.

If you *are married* when you retire, your pension benefits will automatically be paid as a 50% Husband-and-Wife Pension, unless you and your spouse reject this form of payment in writing and elect another payment option.

60-Payment Guarantee

No matter what payment form you choose for your pension, the Plan guarantees 60 monthly payments will be made. This means that once you begin receiving a pension, a minimum of 60 monthly payments will be made (see page 24).

Qualified Spouse

The person to whom you have been married for at least one year.

Survivor Benefit *Before* Your Retirement

Your surviving spouse or beneficiary may be entitled to benefits **if you have earned a pension** before your death. You do not need to be actively at work at the time of your death for your spouse, minor children, or beneficiary to be eligible for survivor benefits. Survivor benefits available include the:

- ***Surviving Spouse Pension***. If you are married and you die before you retire, your Qualified Spouse may receive a 100% Husband-and-Wife Pension that provides monthly payments for life.
- ***Minor Child Benefit***. If you do not have a Qualified Spouse and you die before your minor children reach age 21, benefits may be paid to your minor children, in equal shares, at the time of your death.
- ***60-Month Pre-Retirement Survivor Pension***. If you do not have a Qualified Spouse or minor children, your designated beneficiary may be entitled to a 60-Month Pre-Retirement Survivor Pension at the time of your death.

For more information on survivor benefits, see page 27.

BECOMING A PARTICIPANT

Who Is Eligible

You are eligible to participate in the Plan if you work in Covered Employment. Covered Employment is work for an employer that is required to contribute to the Plan on your behalf under the terms of a collective bargaining agreement.

When You Become a Participant

You become a participant in the Plan on the first June 1 or December 1 after you complete a 12-consecutive month period in which you work 870 hours or more in Covered Employment.

You continue to be a participant until you have a Break in Service (see page 9). If you incur a Break in Service and have not earned a right to a vested pension, you are no longer a participant as of the last day of the Plan Year in which you incur the one-year Break in Service.

You may reinstate your participation by again completing at least 870 hours of work in Covered Employment in the 12-consecutive month period following your reemployment. You become a participant retroactively to your reemployment date.

Example:

Dan begins working in Covered Employment for a contributing employer on February 15, 2009. During the next 12 months, Dan works 1,200 hours. Dan becomes a participant on June 1, 2010 because that is the June 1 that follows the 12 months in which he worked 870 hours or more.

Naming Your Beneficiary

When you earn at least five Years of Vesting Service, you should name a beneficiary to receive any benefits that you have earned under the Plan in the event you die before you receive them. This is very important because once you have earned a right to a pension, even if it is to be paid over your life only, the Plan guarantees that a minimum total of 60 monthly payments will be made to you or your beneficiary in the event of your death. You must name a living person as your beneficiary. You may not name a charity (non-profit organization) or a trust as your beneficiary.

There are two types of beneficiaries—**first choice** and **second choice**. You can name **anyone you want**, or more than one person, to be your first choice if you have no spouse to whom you have been married for 12 months or no children under 21. If you have been married for at least 12 months at the time of your death, your surviving spouse is your automatic first choice. If you have a spouse to whom you have been married for less than 12 months, you could name your spouse as your first choice. However, any children under 21 would automatically be first choices ahead of such a spouse. After all such children turn 21, your spouse could then be your first choice to receive any remaining benefits. Children over 21, other relatives or anyone else you choose can also be selected. Equal shares will be paid if more than one person is named as your first choice.

A second choice should be selected to cover a situation where the person or persons who were the first choice beneficiaries cannot collect all benefits. Then your second choice beneficiary would receive the benefits or the remaining benefits if some benefits had been paid. In addition, any children under 21 would be automatic second choices if your surviving spouse was receiving a benefit but died before receiving at least 60 months of such pension benefits. If you name more than one person for your first or second choices, they will receive equal shares of any benefits that are payable.

You can name **anyone you choose** or more than one person to receive any benefits that are unpaid if 60 months of benefits are not paid out to your first choice beneficiaries.

If the Fund does not have evidence that you named a beneficiary, or your named beneficiary does not survive you, benefits will be paid to your:

- Surviving spouse, or if none;
- Surviving children (including adopted children) in equal shares, or if none;
- Surviving parents in equal shares, or if none;
- Surviving brothers and sisters in equal shares.

If you name your spouse as a beneficiary and you later become divorced, your former spouse will no longer be considered a beneficiary as of the date of the divorce, unless a Qualified Domestic Relations Order (QDRO) provides otherwise. If you want your former spouse to remain your beneficiary, you must sign an additional beneficiary designation form.

If your beneficiary is incompetent or is not capable of caring for himself or herself, the Trustees may pay benefits to the court-appointed guardian of your beneficiary or to the person who is responsible for the day-to-day care of your beneficiary.

Spouse's Waiver

When you apply for your pension, your spouse can waive the right to be your automatic first choice beneficiary and may consent to your naming another first choice beneficiary. Your spouse must file a waiver in writing that acknowledges the effect of the waiver and consent. A notary public or a representative of the Plan designated by the Trustees must witness the waiver.

A written explanation of the effect of the 50% Husband-and-Wife Pension must be provided to you at least 30 days, but no more than 180 days, before your pension start date for the waiver to be valid. A waiver is not effective if it is given more than 180 days before the pension start date. You may file a new waiver or revoke a previous waiver at any time during the 180-day period before your pension start date. You and your spouse also have the right to begin receiving pension benefits before 30 days have elapsed from the date you received the explanation, provided you and your spouse waive the 30-day waiting period in writing.

You may waive the 50% Husband-and-Wife Pension, with your spouse's consent, and elect an optional form of payment. Your spouse's consent must be witnessed by a notary public or authorized Plan representative. However, spousal consent is not needed if you elect the 100% Husband-and-Wife Pension instead of the 50% Husband-and-Wife Pension.

If you elect the Husband-and-Wife Pension, you may re-elect another Husband-and-Wife Pension if you do so before the sixth pension check of the optional form has been issued. Your surviving spouse is entitled to elect the survivor benefit under the 100% Husband-and-Wife Pension if you die before a sixth pension check is issued and your surviving spouse presents proper proof of death to the Trustees. These re-elections may not be revoked. In addition, the amount you or your surviving spouse receive under the re-election will be adjusted so that the Plan recovers the difference between the amount previously paid and the monthly amount that would have been paid if the newly elected option had been paid since the first pension payment.

HOW YOU EARN A PENSION

You earn a pension by completing the required number of Years of Vesting Service and earning Pension and Bonus Credits. The monthly pension benefit you receive at retirement is based on the number of Pension and Bonus Credits you have earned.

Vesting Service

You must have a certain amount of Vesting Service to earn the right to a pension at retirement. You earn one Year of Vesting Service for each Plan Year (June 1 to May 31) you work at least 870 hours.

Generally, you are vested if you have earned at least five Years of Vesting Service and you worked one or more hours for an employer required to make contributions to the Plan on your behalf after June 1, 1998.

However, if you work for a contributing employer in work not covered by this Plan and such employment is contiguous with your employment with that Employer in Covered Employment (i.e., not separated by quit, discharge or other termination of employment between periods), your hours of employment in such non-covered work will be counted toward earning Vesting Service.

Vesting

After you earn five Years of Vesting Service, without incurring a permanent Break in Service, you are vested. That means that you have earned the right to a pension that cannot be taken away.

In addition, if you were hired after January 1, 2002 subsequent to working for an employer in the building construction trades that made contributions on your behalf to another union sponsored employee benefit plan, you will be credited with Vesting Service under this Plan for your time with the other plan. If Vesting Service is granted for this building trades employment, you will be required to have at least 10 Years of Vesting Service and 5 or more Pension Credits to be eligible for an unreduced Regular Pension (see page 16). If you have fewer than 5 Pension Credits, benefits will not be payable until you reach age 65.

Beginning January 1, 2007, you receive credit for Years of Vesting Service for work you perform as a material tester for an employer before working for a contributing employer under the Plan.

Once you earn at least five Pension Credits with this Plan, you will be eligible for benefits as described in this booklet. However, if you leave Covered Employment with less than five Pension Credits, but more than five Years of Vesting Service (between this Plan and your prior plan), benefits will not be payable until age 65.

If you incur any temporary Breaks in Service of one or more years before you are vested, you must return to Covered Employment after the Break in Service and reestablish participation by working at least 870 hours in Covered Employment before you can become vested.

If you worked in reciprocal service and are entitled to credit for Vesting Service, your actual number of hours you worked in reciprocal service will be combined with your hours you worked for contributing employers under this Plan in determining whether you met the 870-hour requirement to be credited with a Year of Vesting Service.

Once you are vested, you have a right to a pension when you retire at your Normal Retirement Age or, depending on your work history, you may be eligible to begin receiving a pension at an earlier age. Please contact the Pension Department of the Fund Office if you would like more information.

Pension and Bonus Credits

The amount of your monthly pension benefit is based on the number of Pension and Bonus Credits you have earned at the time you retire from Covered Employment. You earn Pension and Bonus Credits by working a certain number of hours during the Plan Year for employers that are required to make contributions to the Pension Plan on your behalf.

Here is how you earn Pension and Bonus Credits:

Hours Worked in a Plan Year	Pension Credits Earned for that Plan Year
Less than 250 hours	No Pension Credit
250 – 499 hours	¼ Pension Credit
500 – 749 hours	½ Pension Credit
750 – 999 hours	¾ Pension Credit
1,000–1,499 hours	1 Pension Credit
Bonus Credits for Hours Worked after June 1, 1986	
1,500 – 1,899 hours	¼ Bonus Credit (1¼ Total Credits)
1,900 hours or more	½ Bonus Credit (1½ Total Credits)

Plan Year
June 1 – May 31

Bonus Credits are granted in a Plan Year after June 1, 1986. Bonus Credits for working 1,500 hours or more will not be counted toward your Vesting Service or eligibility for a pension. However, they will be used in calculating the amount of your pension.

There is no limit to the number of Pension and Bonus Credits that you can earn during the time you work in Covered Employment. When you retire, your monthly pension benefit will be calculated using all of the Pension and Bonus Credits you have earned.

Pension Credits Earned Before the Pension Plan Started

You may also earn Pension Credit, but not Bonus Credit, for periods before the Plan started. You must have been working in Covered Employment in jobs that would have been covered if the Pension Fund had existed at that time. You may submit wage and tax statements and/or the Fund Office can obtain Social Security records to verify whether you were working in Covered Employment.

It may be difficult to verify the number of hours you worked in Covered Employment during that period. In that case, absent proof to the contrary, for the period before the Pension Plan started, the Plan will credit you with one Pension Credit for each full year of your membership in the Union during which you worked at least 250 hours in Covered Employment.

Pension and Bonus Credits Earned During Disability

You may also receive Pension and Bonus Credits, as well as Vesting Service, for periods in which you do not work due to either an occupational or a non-occupational disability. You may be credited with 40 hours for each week that you are absent from Covered Employment because of a disability, up to a maximum of 26 weeks per disability.

The total disability may be either occupational or non-occupational. You must be receiving Weekly Income Benefits from the Chicago Laborers' Welfare Plan to be eligible for this credit. You will also be credited with hours of work for each week of the waiting period for the Weekly Income Benefits.

Pension and Bonus Credits Earned During Military Service

You are also entitled to Pension and Bonus Credits when you are absent from work because you are serving in the Uniformed Services of the United States in accordance with the Uniformed Services Employment and Reemployment Act of 1994. See page 10 for conditions under which this will apply.

IF YOU GET MARRIED OR DIVORCED

The information below shows how your pension benefit is affected when you marry or divorce. It is important to remember that both of these events may affect benefits other than your pension benefit.

You should contact the Pension Department of the Fund Office to learn how marriage and divorce affect your total benefits package. The Pension Department of the Fund Office can also help you update your beneficiary information after a change in your marital status.

Married

The Plan considers you married only if you were legally married for at least one year before your retirement or death.

Marriage

Before Retirement

After you are married for at least a year, you have more ways in which to receive your pension than an unmarried participant.

- If you die before you begin to receive your pension benefit, your spouse (if you have been married for one year or more) may be eligible to receive a Surviving Spouse Pension (see page 27).
- If you are married when you retire and are receiving a Husband-and-Wife Pension, your spouse will continue to receive a pension benefit if you die.
- If your spouse dies before you do and you are receiving a Husband-and-Wife Pension, your benefit will be increased to the amount of a Single Life Pension.

After Retirement

Your pension benefit is not affected when you marry after you begin to receive a pension benefit. Once you begin to receive a pension benefit, you cannot change the form of payment you are receiving.

Divorce

If you divorce after retirement and are receiving benefits under a Husband-and-Wife Pension payment option, your benefits will stay the same. The benefit amount will not increase to the Single Life Pension form of payment.

If you divorce (whether before or after retirement), your spouse may obtain an order from a court that may be a Qualified Domestic Relations Order (QDRO). A QDRO may affect the amount of the pension benefit you will receive or are receiving. Under the terms of a QDRO, certain payments could be made from your benefits to pay alimony, child support, or marital property rights of your spouse, former spouse, child, or other dependent.

Qualified Domestic Relations Order (QDRO)

A court order that is established in situations of divorce. It requires payments from your benefits to be made to your former spouse or dependent(s).

See page 30 for additional information about QDROs. For more details, please contact your attorney or the Pension Department of the Fund Office.

Break in Service

> If you are vested, meaning you have earned the right to a pension, then the Break In Service rules do not apply to you. However, the way your benefit is calculated may be affected.

The Plan is intended to provide you with a pension if you earn your living while working for employers that contribute to the Plan over a major portion of your working years. The Break in Service rules will help you keep your Years of Vesting Service, Pension Credits, and Bonus Credits if your Break in Service is not permanent. It is important for you to understand the Break in Service rules, especially how a Break in Service becomes permanent and how to prevent that from happening.

If your right to a pension is not vested and you leave your employment or reduce your hours, you can lose the right to a pension benefit under the Plan. For each year you do not work at least 435 hours, you have a one-year Break in Service. You can repair a one-year Break in Service by returning to work in Covered Employment and working at least 435 hours in the next Plan Year.

If you have fewer than six Pension Credits, less than the five Years of Vesting Service required for the Normal Retirement Age Pension, and five consecutive one-year Breaks in Service, you have a permanent Break in Service and lose the Years of Vesting Service, Pension Credits and Bonus Credits that you accumulated before your Break in Service. If you have six or more Pension Credits earned prior to incurring a Break in Service, you will not have a permanent Break in Service until your consecutive one-year Breaks in Service equal the full number of Pension Credits (excluding Bonus Credits) or Years of Vesting Service that you had earned prior to the Break in Service.

However, if you return to work before you have a permanent Break in Service (the greater of five years or full Pension Credits earned before the Break in Service), and work at least 435 hours in a Plan Year, you will be credited with the Years of Vesting Service, Pension Credits, and Bonus Credits you earned before you left Covered Employment.

If you had a Break in Service before June 1, 1976, you should check with the Pension Department of the Fund Office to determine how that Break in Service may affect your pension benefits.

EXAMPLE:

Paul left work in Covered Employment on May 31, 2007. At the time, he was 30 years old and had 2 Years of Vesting Service, 2 Pension Credits, and ¼ Bonus Credit. If Paul does not return to Covered Employment and work at least 435 hours in a Plan Year by June 1, 2012 (within five years), he will have a permanent Break in Service.

If Paul returns to work in Covered Employment after June 1, 2012, he will be considered a new participant with no Years of Vesting Service, no Pension Credits, and no Bonus Credits.

However, if Paul returns to Covered Employment before June 1, 2012 and works at least 435 hours in a Plan Year, he will be a participant with 2 Years of Vesting Service, 2¼ Pension Credits, and ¼ Bonus Credit.

Break in Service Rules Do Not Apply to Some Situations

The Break in Service rules do not apply if you are not working in Covered Employment because:

- You are in military service, provided that you return to work within two years following your discharge from service; or
- Your absence is an approved leave under the Family and Medical Leave Act (FMLA).

Return to Work After Military Service

You may receive Vesting Service and Pension and Bonus Credits when you serve in any of the uniformed services of the United States and then return to work. Generally, if you return to work within two years of the date of your release from active duty, you:

- Will not have a Break in Service; and
- Will earn Vesting Service and Pension and Bonus Credits for the time you were in the military.

To be eligible to earn Vesting Service and Pension and Bonus Credits for your military service you must:

- Notify your employer that you have been called to service;
- Leave service under honorable conditions (do not receive a dishonorable discharge); and
- Report back to work or apply for reemployment within two years after you complete your active duty, or be unable to report back to work due to a total and permanent disability or death that occurred during active duty.

If you meet these eligibility requirements, you may be credited with 40 hours for each week that you were absent from Covered Employment and serving in the uniformed services of the United States. If you have any questions regarding military service or your return to work after military service, you should call the Pension Department of the Fund Office.

Maternity/Paternity and Family and Medical Leave

You may be granted up to 501 hours of service in the year of your maternity or paternity leave taken for pregnancy, for the birth of a child or for the placement of a child in connection with adoption to prevent you from having a Break in Service because of maternity or paternity leave. If you already have 501 or more hours during the first calendar year of your leave, you may be granted up to 501 hours of service in the year immediately following your parental leave to prevent you from having a Break in Service because of maternity or paternity leave.

You may be granted up to 12 weeks of service for leave you take under the Family and Medical Leave Act (FMLA) to prevent you from having a Break in Service because of such leave. You must be entitled to the FMLA leave and your leave must be approved by your employer.

FMLA leave includes absences from work because of:

- Pregnancy;
- The birth, adoption, placement with you for foster care or adoption of a child;
- The care of a seriously ill spouse, parent or child; or
- Your serious illness.

Temporary Disability Due to Injury and Illness

You may receive Vesting Service and Pension and Bonus Credits for periods in which you do not work due to either an occupational or non-occupational disability. In order to receive Vesting Service and Pension and Bonus Credits, you must collect Weekly Income Benefits from the Chicago Laborers' Welfare Fund. You may be paid up to 26 weeks for your period of disability and then granted up to 1,040 hours in a Plan Year to prevent you from having a Break in Service. Refer to the Chicago Laborers' Welfare Fund Summary Plan Description for more information about this benefit.

IF YOU BECOME DISABLED

If you meet the Plan's eligibility requirements, you may be entitled to receive a Disability Pension from the Plan.

Total and Permanent Disability

The Board of Trustees determines if you have a Total and Permanent Disability. However, in general, a Total and Permanent Disability means that you cannot work any longer as a laborer or in any other kind of job for pay due to an injury or a disease.

Disability Pension Eligibility

You can receive a Disability Pension if you:

- Become totally and permanently disabled before reaching your Normal Retirement Age (usually age 65);
- Have earned Years of Vesting Service (for work covered under this Plan) and Pension Credits (excluding Bonus Credits) as indicated below:
  - If you were hired on or after June 1, 2008: 10 Years of Vesting Service or at least 10 Pension Credits; or
  - If you were hired on or before May 31, 2008: Five Years of Vesting Service or at least five Pension Credits; and
- Have earned at least ¼ Pension Credit during the three consecutive Plan Years (not including reciprocal service) immediately preceding the date at which the disability began.

Disability Pension Calculation

Your monthly Disability Pension benefit will be calculated in the same way as a Regular Pension with no reduction for age (see page 16). If you elect to receive a Husband-and-Wife Pension, your benefits will be reduced to provide this form of payment (see page 20).

EXAMPLE:

On June 1, 2008, Ben became disabled at age 42. He could no longer work as a laborer or in any other job. He had earned 20 Pension Credits plus 2 Bonus Credits. Since he had worked continuously and earned at least ½ Pension Credit between June 1, 2006 and May 31, 2008, his Past Pension and Bonus Credits were credited at the $107 Benefit Accrual Rate. His monthly pension benefit is **$2,354**, calculated as follows:

Ben's Pension and Bonus Credits	22
Benefit Accrual Rate	x $107
Ben's Monthly Disability Pension Benefit	$2,354

This assumes payment in the Single Life Pension form of payment, which is payable for Ben's lifetime with a minimum of 60 monthly payments.

About the Examples

Most of the examples in this booklet are based on the Benefit Accrual Rate of $107, effective June 1, 2008.

To be eligible for the $107 Benefit Accrual Rate to apply to your Past Pension and Bonus Credits you earned before June 1, 2008, you must retire on or after June 1, 2008, and either:

- Have earned at least ½ Pension Credit between June 1, 2006 and May 31, 2008; or
- Work at least 1,000 hours in Covered Employment in each of two consecutive Plan Years between June 1, 2008 and May 31, 2013, without having five consecutive one-year Breaks in Service.

The Benefit Accrual Rate may be different at the time of your retirement.

It is important for you to apply for a Disability Pension as soon as possible after an illness or injury if it is likely that you will have an indefinite period of disability. You should not wait to become eligible for Social Security disability payments (usually after five full months of disability) before applying for the Pension Plan's Disability Pension.

You should contact the Social Security office nearest you for an application for benefits or for more information about disability benefits. You may also visit the Social Security web site at www.ssa.gov for information and an application form.

If you apply for a Disability Pension more than two months after the last date you worked in Covered Employment (or if later, two months after your disability begins), you may be eligible for an Auxiliary Disability Benefit. The Auxiliary Disability Benefit is a one-time lump sum payment.

The amount of the Auxiliary Disability Benefit will be equal to the monthly benefit payable in the form you elect for your Disability Pension multiplied by the number of months between the date your Disability Pension begins and the date your Disability Pension would have started if you had applied at the later of:

- The date you last worked in Covered Employment;
- The date of your disability;
- The first day of the month following your last Weekly Income Benefits from the Laborers' Welfare Fund (or another welfare fund); or
- Two years before the date of your application.

If you die before the date your Disability Pension begins, your surviving spouse will receive a monthly benefit based on your disability election, provided that the Trustees approve your Disability Pension application.

Your Disability Pension ends when you are no longer totally and permanently disabled. At that time, you may apply for any pension for which you qualify or return to Covered Employment. You are no longer totally and permanently disabled if, among other things, you return to work or a physician determines that your condition has improved so that you are fit to work as a laborer or in any other gainful employment. You may be required to submit to re-examination at any time by a physician selected by the Trustees to determine whether you remain permanently and totally disabled.

Receiving an Early Pension While Waiting for a Disability Pension

If you are eligible for an Early Pension at the time you become disabled, you may apply for and receive your Early Pension while you are waiting for approval of your Disability Pension application. If your Disability Pension is later approved, your monthly Early Pension will be converted to a Disability Pension. The conversion will be retroactive to the date your Disability Pension would have started.

If you are married and you and your spouse elected to receive your Early Pension as a Husband-and-Wife Pension, you must choose the same payment option for your Disability Pension. If you and your spouse rejected the Husband-and-Wife Pension when you received your Early Pension, you will be given a new election as to the form of payment for your Disability Pension.

Social Security Disability Benefits

If you become disabled, you and your family may be entitled to Social Security disability benefits. Your Social Security disability benefits are payable after you have been totally disabled for five full calendar months.

If the Social Security Administration determines that you are disabled:

- Your dependent spouse is entitled to additional benefits from Social Security if:
  - Your spouse is at least age 62; or
  - Your spouse is caring for a child who is eligible for children's Social Security benefits.
- Your dependent children under age 18 are entitled to children's Social Security benefits.

PREPARING FOR RETIREMENT

Preparing for retirement will take planning on your part. Regardless of how you decide to fill your days when you retire, you'll want to be financially comfortable. This section is designed to give you an idea of how much money you may need during retirement and how to save for a comfortable retirement. To maintain your current standard of living during retirement, experts say you will need between 70% and 80% of your preretirement income during each year of your retirement. If you plan to engage in more expensive pursuits like traveling, you may need more.

EXAMPLE:

Joe is planning to retire soon and currently earns $35,000 a year. He will need about $26,250 a year (75% of $35,000) to maintain his current lifestyle after he retires.

Three sources—your pension, savings, and Social Security benefits—should combine to meet your living expenses during your retirement. Understanding how these sources work can help you plan for a financially secure retirement and achieve a comfortable retirement lifestyle.

Please note that the Fund Office will provide you with an annual benefit statement, which may be useful in helping you plan for retirement. You will be sent your annual benefit statement based on the last number of your Social Security Number, as follows:

If your Social Security Number ends in:	You will receive your annual benefit statement in:
1	January
2	February
3	March
4	April
5	May
6	June
7	July
8	August
9	September
0	October

Pension Benefit Estimate

You will receive an estimate of your pension benefits from the Laborers Pension Fund each year in the form of an annual benefit statement. You should check the record of your hours to be sure it is correct so that you receive the correct pension benefit in the future.

The Fund Office can provide you with a calculation of your benefits under all the available payment options. You should request this Good Faith Estimate when you reach retirement age to help you prepare for your retirement.

Your Social Security Benefit

There are a few facts about Social Security benefits that you should keep in mind.

The government has gradually increased the "full retirement age" for people born after 1937. "Full retirement age" is the age at which you can collect full retirement benefits from Social Security without any reduction for early retirement. For example, if you were born in 1960 or later, full Social Security benefits will be payable to you at age 67—not age 65. So, if you are planning to retire before your "full retirement age," you will receive a reduced Social Security benefit (unless you wait to receive Social Security). In addition, no retirement benefits are available from Social Security before age 62.

Year of Birth	Social Security Full Retirement Age
1937 or earlier	65
1938	65 + 2 months
1939	65 + 4 months
1940	65 + 6 months
1941	65+ 8 months
1942	65 + 10 months
1943–1954	66
1955	66 + 2 months
1956	66 + 4 months
1957	66 + 6 months
1958	66 + 8 months
1959	66 + 10 months
1960 or later	67

Social Security Full Retirement Age

Social Security's full retirement age is the age at which you can collect full retirement benefits from Social Security, without any reduction for early retirement.

Social Security replaces a higher percentage of income for retiring participants at lower pay levels. If you retire with annual earnings of $35,000, you can expect Social Security to replace approximately 33% of your pre-retirement income. To reach the 70% to 80% income replacement levels, you will need help from your pension benefits and personal savings.

Social Security benefits will not change your pension benefits. Your pension from this Plan is **in addition** to any benefits you or your spouse may receive from Social Security.

The Social Security Administration has also developed retirement planning aids that you can find at their web site at: www.ssa.gov.

Social Security Benefits Estimate

You will receive an estimate of your Social Security benefits from the Social Security Administration each year. You should check the record of your earnings to be sure it is correct so that you receive the correct Social Security benefits in the future.

Your Personal Savings

Once you have estimated the amount of income your pension and Social Security benefits will provide for you in retirement, you can plan your personal savings to meet the balance of your retirement needs.

RECEIVING A PENSION AT RETIREMENT

In general, when you stop working you are eligible to receive a pension benefit from the Plan if you meet certain age and service requirements. You must have earned at least five Years of Vesting Service to earn the right to a pension at retirement.

You become a participant in the Plan on the first June 1 or December 1 after you complete a 12-consecutive month period in which you work 870 hours or more in Covered Employment (see page 4).

Normal Retirement Age

Your Normal Retirement Age is the later of:

- Age 65; or
- Your age on the date you reach the fifth anniversary of your participation in the Plan.

If you have earned at least 10 Years of Vesting Service or 10 Pension Credits, you may be eligible to retire earlier than age 65. Eligibility requirements for each type of pension are explained in this section.

Vesting Service

You must have a certain amount of Vesting Service to earn a right to a pension at retirement.

You earn one Year of Vesting Service for each Plan Year (June 1 – May 31) you work at least 870 hours in Covered Employment.

If You Work Past Your Normal Retirement Age

You may elect to delay receiving pension benefits past your Normal Retirement Age. However, pension benefits will begin on April 1 of the year that follows the calendar year in which you reach age 70½. If you delay receiving benefits past your Normal Retirement Age, your monthly pension benefit will be actuarially increased for each complete calendar month past your Normal Retirement Age during which you are not working in Disqualifying Employment.

Types of Pensions

There are different types of pensions available to eligible participants of the Chicago Laborers' Pension Fund:

- Regular;
- Early;
- Disability;
- Deferred;
- Normal Retirement Age; and
- Reciprocal (Partial).

If you are eligible for more than one type of pension from the Plan, you will receive the pension that provides you the greatest benefit. You may receive only one type of pension from the Plan (excluding a Disability Pension in certain instances).

Each type of pension has different rules for eligibility and the pension benefits are figured differently as explained in the following sections. In calculating your monthly pension, the amount will be rounded up to the nearest dollar. Remember, Bonus Credits earned for working more than 1,499 hours per year do not count toward your Vesting Service or pension eligibility requirements.

Generally, you are vested if you have earned at least five Years of Vesting Service and you worked one or more hours after June 1, 1998 for an employer required to contribute to the Plan. However, if you incur any temporary Breaks in Service of one or more years before you are vested, you must return to Covered Employment after the break and reestablish participation by working at least 870 hours in Covered Employment before you may be vested.

In addition, it is important to remember that once you are vested, you have a right to a pension from the Plan regardless of when you last worked for a contributing employer. The type of pension you qualify for, the amount of your pension, and the date your pension will begin depend on your work history and the Pension and Bonus Credits you have earned.

Regular Pension

Regular Pension Eligibility

You can receive a Regular Pension, which is not reduced for age, as early as age 55 if you have at least 10 Years of Vesting Service or 10 Pension Credits. However, if you have been credited with Years of Vesting Service due to work for which no contributions were made to this Plan, to be eligible for an unreduced Regular Pension (as early as age 55) based on Years of Vesting Service you may need at least 10 Years of Vesting Service and five or more Pension Credits (see page 6).

Once you are vested, you have a right to a pension when you retire at your Normal Retirement Age (generally age 65) or, depending on your work history, you may be eligible for an earlier pension. Contact the Pension Department of the Fund Office for more information.

Regular Pension Calculation

Your monthly pension benefit will be based on your total number of Pension and Bonus Credits multiplied by the Benefit Accrual Rate in effect at the time you earned your Credits (see Appendix on page 38). The most current Benefit Accrual Rates are as follows:

Pension and Bonus Credits earned on or after:	Benefit Accrual Rate:
June 1, 2008	$107.00
June 1, 2007	$105.00
June 1, 2006	$100.00
June 1, 2005	$98.00

Past Pension and Bonus Credits

Past Pension and Bonus Credits are those that are earned since you:

- Began working in Covered Employment if you have been working continuously; or
- Returned to Covered Employment following a period of five or more years in which you did not earn ½ Pension Credit.

However, if you meet certain requirements, you may be able to increase the Benefit Accrual Rate associated with your Past Pension and Bonus Credits as follows:

If you earned ½ Pension Credit between:	*OR* You worked at least 1,000 hours in each of two consecutive Plan Years between:	*AND* You Retire on or after:	Past Pension and Bonus Credits are multiplied by this Benefit Accrual Rate
June 1, 2006 and May 31, 2008	June 1, 2008 and May 31, 2013	June 1, 2008	$107.00
June 1, 2005 and May 31, 2007	June 1, 2007 and May 31, 2012	June 1, 2007	$105.00
June 1, 2004 and May 31, 2006	June 1, 2006 and May 31, 2011	June 1, 2006	$100.00
June 1, 2003 and May 31, 2005	June 1, 2005 and May 31, 2010	June 1, 2005	$98.00

Note: If you have incurred a period of five or more years in which you failed to earn at least ½ Pension Credit, the Benefit Accrual Rates for Separate Periods of Employment section on page 17 will apply.

You receive Bonus Credits for your hours (1,500 or more in a Plan Year) worked after June 1, 1986.

EXAMPLE:

Fred is not married and decided to retire at age 55 in September 2008. He had earned 36½ Pension and Bonus Credits. Since he had worked continuously and earned at least ½ Pension Credit between June 1, 2006 and May 31, 2008, his Past Pension and Bonus Credits are credited at the $107 Benefit Accrual Rate. Fred's monthly Regular Pension benefit will be **$3,906**, calculated as follows:

Fred's Pension and Bonus Credits	36½
Benefit Accrual Rate	x $107
Fred's Monthly Regular Pension Benefit	$3,906

This amount is rounded up to the next whole dollar and assumes payment in the Single Life Pension form of payment, which is payable for Fred's lifetime with a minimum of 60 monthly payments.

Benefit Improvements After Retirement

If you work at least 250 hours in the Plan Year in which you retire, you may be eligible for any benefit improvements implemented the following June 1st, and your pension will be recalculated accordingly.

Benefit Accrual Rates for Separate Periods of Employment

Your pension benefit may be calculated by using more than one Benefit Accrual Rate if:

- You do not meet the work requirement to increase the Benefit Accrual Rate for your Past Pension and Bonus Credits; or
- You had earned Pension and Bonus Credits before you incurred a period of five or more years in which you did not earn at least ½ Pension Credit.

Your Pension and Bonus Credits will be multiplied by the Benefit Accrual Rate in effect when you earned the Pension and Bonus Credits.

However, if you meet certain work requirements, your Past Pension and Bonus Credits may be multiplied by the Benefit Accrual Rate in effect when you leave Covered Employment, as indicated in the chart on page 16. For past Benefit Accrual Rates, see Appendix on page 38 or contact the Pension Department of the Fund Office for additional information about how to calculate your pension.

For example, the $107 Benefit Accrual Rate is the applicable rate in effect for Pension and Bonus Credits that you earn after June 1, 2008. You may have your Past Pension and Bonus Credits, even those earned before June 1, 2008, payable at the $107 Benefit Accrual Rate:

- If you earn at least ½ of a Pension Credit between June 1, 2006 and May 31, 2008; or
- If you work at least 1,000 hours in Covered Employment in two consecutive Plan Years between June 1, 2008 and May 31, 2013.

If you do not meet either of the work requirements, your pension will be calculated by using the rates in effect when you earned your Pension and Bonus Credits.

Early Pension

Early Pension Eligibility

You can receive an Early Pension as early as age 50 if you have at least 10 Years of Vesting Service or 10 Pension Credits. However, if you have been credited with Years of Vesting Service due to work for which no contributions were made to this Plan, to be eligible for an Early Pension (as early as age 50) based on Years of Vesting Service, you may need at least 10 Years of Vesting Service and five or more Pension Credits (see page 6).

Please note that not everyone is eligible for an Early Pension at age 50. If you do not meet the work requirement of earning at least ½ Pension Credit between June 1, 1997 and May 31, 1999, or you did not work at least 1,000 hours in Covered Employment in two consecutive Plan Years between June 1, 1999 and May 31, 2004, then your Early Pension will be payable at age 51.

Early Pension Calculation

Your monthly pension benefit will be based on your total number of Pension and Bonus Credits you have earned multiplied by the Benefit Accrual Rate associated with those Credits. It is calculated in the same manner as a Regular Pension, and then reduced for early retirement. This pension is reduced to allow payment for up to 5 additional years; therefore, it will not be increased when you attain age 55.

IMPORTANT!

The calculation of your Early Pension benefit is different depending on whether you have satisfied the work requirements for Pension and Bonus Credits earned after June 1, 1999. If you satisfy the work requirement, your Regular Pension will be reduced by 6% per year (.050% per month) for every full year you retire before age 55, including those Pension and Bonus Credits earned before June 1, 1999. If you do not satisfy the work requirement, Pension and Bonus Credits earned before June 1, 1999, are reduced using different factors. You can meet the work requirement if you earn at least ½ Pension Credit between June 1, 1997 and May 31, 1999, or you work at least 1,000 hours in Covered Employment in two consecutive Plan Years between June 1, 1999 and May 31, 2004.

EXAMPLE:

Jack is not married and decided to retire at age 52 in June 2008. He had earned 35 Pension and Bonus Credits. Since he had worked continuously and earned at least ½ Pension Credit between June 1, 2006 and May 31, 2008, his Past Pension and Bonus Credits are credited at the current $107 Benefit Accrual Rate. Jack's monthly Early Pension benefit will be $3,071, calculated as follows:

Jack's Pension and Bonus Credits	35
Benefit Accrual Rate	x $107.00
Jack's Monthly Regular Pension Benefit	$3,745.00
Early Retirement Reduction (18%)	– $674.10
Jack's Monthly Early Pension Benefit	$3,070.90
Rounded	$3,071

The 18% reduction factor is figured by using 6% for each of the three years Jack retired before age 55 (6% + 6% + 6% = 18%). His Early Pension amount is rounded up to the next whole dollar and assumes payment in the Single Life Pension form of payment, which is payable for Jack's lifetime with a minimum of 60 monthly payments.

Disability Pension

See *If You Become Disabled* on page 11 for information about the Disability Pension.

Deferred Pension

Deferred Pension Eligibility

You will be eligible for a Deferred Pension at your Normal Retirement Age if you have at least five Years of Vesting Service. However, if you leave Covered Employment, you can receive a Deferred Pension as early as age 50 if you have at least 10 Years of Vesting Service or 10 Pension Credits. However, if you have been credited with Years of Vesting Service due to work for which no contributions were made to this Plan, to be eligible for a Deferred Pension (as early as age 50) based on Years of Vesting Service, you may need at least 10 Years of Vesting Service and five or more Pension Credits (see page 6).

Deferred Pension Calculation

Deferred Pension benefits are calculated the same way as Regular or Early Pension benefits. You may refer to Appendix on page 38 or contact the Pension Department of the Fund Office for information about the Benefit Accrual Rate associated with each of your Pension and Bonus Credits.

Normal Retirement Age Pension

Normal Retirement Age Pension Eligibility

If you leave Covered Employment, you can receive a Normal Retirement Age Pension on or after the date you reach age 65 if you are vested. If you are not vested at age 65 and continue to work, you will be entitled to a Normal Retirement Age Pension upon retiring any time after your fifth anniversary of participation in the Plan.

Generally, you are vested if you have earned at least five Years of Vesting Service and you worked one or more hours after June 1, 1998 for an employer required to make contributions to the Plan. However, if before becoming vested, you incur any temporary Breaks in Service of one or more years, you must return to Covered Employment after this Break in Service and reestablish participation by working at least 870 hours in Covered Employment to become vested.

Normal Retirement Age Pension Calculation

Normal Retirement Age Pension benefits are figured the same way as Regular Pensions. However, your pension benefit will be based on the Benefit Accrual Rate you qualified for when you left Covered Employment.

EXAMPLE:

Michael left Covered Employment on October 1, 2006 with 5 Years of Vesting Service and 8 Pension and Bonus Credits. At the time he left Covered Employment, the Benefit Accrual Rate was $100. Michael was entitled to have his Past Pension and Bonus Credits credited at the $100 Benefit Accrual Rate because he had worked continuously and earned at least ½ Pension Credit between June 1, 2004 and May 31, 2006. Michael, who is not married, applies for his pension at age 65. His monthly pension benefit will be **$800**.

Michael's Pension and Bonus Credits	8
Benefit Accrual Rate	x $100
Michael's Monthly Normal Retirement Age Pension Benefit	$800

This amount assumes payment in the Single Life Pension form of payment, which will be payable for Michael's lifetime with a minimum of 60 monthly payments.

Reciprocal (Partial) Pension

If you have worked in many different areas and participated in other laborers' pension plans, you may be entitled to a Reciprocal (Partial) Pension from this Plan and other plans that have executed a reciprocal agreement with the Laborers' International Union of North America (LIUNA).

You will be eligible to receive a Reciprocal (Partial) Pension from this Plan if you meet the following requirements:

- Your total combined Years of Vesting Service and/or Pension Credits would entitle you to any type of a pension from this Plan;
- You have at least one Year of Vesting Service or Pension Credit under this Plan and each of the plans in which you participated based on those plans' rules; and
- If applying for a Disability Pension, you meet the criteria of Total and Permanent Disability under this Plan; or
- If applying for any other type of pension, you meet the minimum age requirements of this Plan.

The amount of your Reciprocal (Partial) Pension from this Plan is based on the Pension and Bonus Credits earned under this Plan.

You may not receive more than one Year of Vesting Service in any Plan Year (June 1 through May 31) for the purpose of determining eligibility. However, your Reciprocal (Partial) Pension benefit will be calculated based on the actual hours you worked during the Plan Year.

For more information about Reciprocal (Partial) Pension benefits from this Plan, contact the Pension Department of the Fund Office.

HOW BENEFITS ARE PAID

There are many different ways that pension benefits are paid by the Plan depending on whether you are married. If you are married and you wish to reject the normal form of payment (the 50% Husband-and-Wife Pension), your spouse must consent in writing to the form of payment you choose. The payment options are:

- **If you are not married:**
  - Single Life Pension (the normal form of payment if you are not married);
  - 60-Month Post-Retirement Pension;
  - Level Income Option (if you retire at or after age 55); and
  - Partial Lump Sum Payment Option (if you retire at or after age 55).
- **If you are married**, you can also be paid under the following options:
  - 50% Husband-and-Wife Pension (the normal form of payment if you are married); and
  - 100% Husband-and-Wife Pension.

You may take either of the Husband-and-Wife Pensions or the 60-Month Post-Retirement Pension in combination with the Level Income Option or Partial Lump Sum Payment Option, provided you meet the eligibility requirements.

The Fund Office can provide you with a calculation of your benefits under all available payment options explained in this section. You should request this Good Faith Estimate when you reach retirement age to compare the options and prepare to make your elections at retirement.

Husband-and-Wife Pensions

Husband-and-Wife Pensions give your spouse some security if you should die first.

The 50% Husband-and-Wife Pension is the normal form of payment for married participants. With the 50% Husband-and-Wife Pension, you get a monthly pension benefit for as long as you live. After you die, your spouse continues to get half of your monthly pension benefit.

If you would like a larger benefit for your spouse, you may elect a 100% Husband-and-Wife Pension at the time of your retirement.

Single Life Pension

If you are not married, your pension will normally be paid as a Single Life Pension. This means that you will get a monthly pension benefit payment for as long as you live. If you should die before 60 monthly payments have been made, your beneficiary will receive the remainder of the 60 monthly payments, and then payments from the Plan will stop. In the event of your death after 60 monthly payments have been made, your beneficiary will not receive any pension payments.

60-Month Post-Retirement Pension

When you retire, you may elect to have your pension paid as a 60-Month Post-Retirement Pension. This means that your pension will be paid like a Single Life Pension for your lifetime (with the first 60 monthly payments guaranteed). If you should die before 60 monthly payments have been made, your beneficiary will continue to receive the same benefit amount for the balance of the 60 monthly payments. Then, your beneficiary will receive an additional 60 monthly payments at the same benefit amount. In the event of your death after 60 monthly payments have been made, your beneficiary will receive 60 monthly payments after your death. Because this option will guarantee at least 120 payments, the monthly pension benefit amount you receive will be reduced from the Single Life Pension.

Husband-and-Wife Pensions

If you are married, your pension will normally be paid as a 50% Husband-and-Wife Pension. This means that you will get a monthly pension benefit for as long as you live. If you should die before 60 monthly payments have been made, your spouse will continue to receive the same benefit amount for the remainder of the 60 monthly payments. Then your spouse will get 50% of your monthly pension benefit for the rest of her or his life.

The amount of your Regular or Early Pension will be reduced because the benefit will be paid over two lifetimes—yours and your spouse's. However, if your spouse dies before you, your monthly pension benefit will be increased to the amount you would have received before the adjustment for this payment option (pop-up).

When you and your spouse complete and sign your pension application form, you may elect a different type of payment. Your spouse's consent to the election must be witnessed by a notary public or authorized Plan representative.

You may want your spouse to get a larger benefit after your death. If so, you can choose the 100% Husband-and-Wife Pension. This option works the same way as the 50% Husband-and-Wife Pension except, after your death, your spouse will get 100% of your monthly pension benefit.

Because benefits may be paid over two lifetimes, your monthly pension benefit is reduced to provide these benefits for both you and your spouse. The amount of the reduction is based on your age and your spouse's age. In determining the age difference between you and your spouse, the number of years is rounded. If the difference in ages is:

- Less than six months, then your spouse's age difference is rounded down; or
- Six months or more, then your spouse's age difference is rounded up.

EXAMPLE:

If you reach age 62 on June 1, 2010 and your spouse reaches age 60 on December 31, 2009, your spouse is considered to be 3 years younger than you are because on June 1, 2010 the age difference is 2 years, 6 months, and 1 day.

However, if your spouse reaches age 60 on January 3, 2010, your spouse is considered to be 2 years younger than you are because the age difference is 2 years, 5 months, and 27 days.

The reduction factors are:

Husband-and-Wife Pension	To calculate the amount of a Husband-and-Wife Pension, reduce the Regular Pension amount by:			
	Non-Disability Pension		Disability Pension	
50%	**2%**	Plus 0.10% for each year your spouse is younger than you; or Minus 0.10% for each year your spouse is older than you.	**21%**	Plus 0.4% for each year your spouse is younger than you; or Minus 0.4% for each year your spouse is older than you.
100%	**4%**	Plus 0.10% for each year your spouse is younger than you; or Minus 0.10% for each year your spouse is older than you.	**35%**	Plus 0.6% for each year your spouse is younger than you; or Minus 0.6% for each year your spouse is older than you.

At the time you apply for a pension, you will receive an estimate of what your monthly pension benefit would be, including any reductions, under each of the payment options outlined above. Here is one example that shows you how a 50% Husband-and-Wife Pension would be paid:

EXAMPLE:

At age 55, Joe is eligible for a Regular Pension of $2,625. He and his wife agree that the 50% Husband-and-Wife Pension payment option is best for them.

Joe's wife is 52 (exactly three years younger than Joe is). Here is how Joe's and his wife's monthly pension benefits are calculated.

Benefit	Calculation	Amount
50% Husband-and-Wife Pension Reduction amount	$2,625 x 2.3% Regular Pension x Reduction Factor	$60.38
Joe's monthly 50% Husband-and-Wife Pension amount	$2,625 – $60.38 Regular Pension – Reduction Amount	$2,565 (rounded)
Joe's Spouse's monthly 50% Husband-and-Wife Pension amount if Joe dies after 60 monthly payments	$2,565 x 50% Joe's Pension Amount x 50%	$1,283[1] (rounded)
Joe's monthly pension if Joe's wife dies before Joe		$2,625

Joe's monthly 50% Husband-and-Wife Pension amount is rounded up to the next whole dollar.

[1] If Joe should die before 60 monthly payments are made, the total monthly benefit payable to Joe's wife for the remainder of the 60 monthly payments will be the same amount Joe was receiving until 60 monthly payments have been made.

EXAMPLE *continued*:

However, if Joe and his wife choose the 100% Husband-and-Wife Pension option, here is how their monthly pension benefits are calculated.

Benefit	Calculation	Amount
100% Husband-and-Wife Pension Reduction amount	$2,625 x 4.3% Regular Pension x Reduction Factor	$112.88
Joe's monthly 100% Husband-and-Wife Pension amount	$2,625 – $112.88 Regular Pension – Reduction Amount	$2,513 (rounded)
Joe's Spouse's monthly 100% Husband-and-Wife Pension amount if Joe dies after 60 monthly payments	$2,513 x 100% Joe's Pension Amount x 100%	$2,513
Joe's monthly pension if Joe's wife dies before Joe		$2,625

Level Income Option

If you are eligible and retire from active Covered Employment at or after age 55, you may elect to have your pension paid in the form of the Level Income Option. Please note that if you do not retire from active Covered Employment, you must have at least 20 Years of Vesting Service or 20 Pension Credits to elect the Level Income Option. This option is not available with a Disability Pension.

The Level Income Option makes it possible for you to receive more pension income before age 62—the age at which you can begin receiving your Social Security benefit.

Level Income Option

If you retire before age 62 and you would like additional income before you reach your Social Security eligibility age, then the Level Income Option may help to meet your needs by giving you a level income over time.

Under this option, your pension benefit will be 20% higher until you reach age 62. After age 62, your pension payments will be lower. This election will not affect your future Social Security benefit amount and will be lowered at age 62 whether or not you collect your Social Security benefit.

You cannot elect the Level Income Option if:

- The amount this Plan will pay you under the Level Income Option after age 62 would be less than $100;
- You choose to receive the Partial Lump Sum Payment Option; or
- You are married and your spouse has not provided written consent to the Pension Department of the Fund Office.

The amount of the Level Income Option payment is based on factors determined by the Fund's actuary. If you die before 60 monthly payments have been made and you are receiving a Level Income Option in the form of:

- A Single Life Pension, your beneficiary will receive the greater of the following for the balance of the 60-payment guarantee:
  - The amount you would have received under the Level Income Option; or
  - The amount payable under the standard form of the Single Life Pension without regard to the Level Income Option.
- A 60-Month Post-Retirement Pension, your beneficiary will receive the greater of the following for the balance of the 60-payment guarantee:
  - The amount you would have received under the Level Income Option; or
  - The amount payable under the standard form of the 60-Month Post-Retirement Pension without regard to the Level Income Option.

  After 60 monthly payments, your beneficiary will receive the amount payable under the standard form of the 60-Month Post-Retirement Pension without regard to the Level Income Option for an additional 60 monthly payments.

- A Husband-and-Wife Pension, your spouse will receive the greater of the following for the balance of the 60-payment guarantee:
  - The amount you would have received under the Level Income Option; or
  - The amount payable under the standard form of the Husband-and-Wife Pension you chose at retirement without regard to the Level Income Option.

  After 60 monthly payments, your spouse will receive the amount payable under the standard form of the Husband-and-Wife Pension without regard to the Level Income Option.

EXAMPLE:

When Jim retires at age 55, he is entitled to a Single Life Pension of $2,000 per month. If Jim chooses the Level Income Option, he will receive $2,400 per month from the Pension Plan until age 62. When Jim reaches age 62, his payments from the Plan will be reduced to $1,735.

Partial Lump Sum Payment Option

If you retire from active Covered Employment at or after age 55, you may elect to receive a pension benefit under the Partial Lump Sum Payment Option. If you do not retire from active Covered Employment, you must have at least 20 Years of Vesting Service or 20 Pension Credits to elect this option. This option is not available with a Disability Pension.

Actuarial Equivalent

A benefit that has the same present value as the benefit it replaces.

When you elect this option, you will receive the full amount of your monthly pension under the form of payment you elect for the first six monthly pension payments. Beginning with the seventh pension payment, your monthly pension benefit will be reduced by 10% for the Partial Lump Sum Payment Option. The amount of your lump sum payment will be equal to 10% of the Actuarial Equivalent value of your monthly pension amount. The lump sum of money is paid to you at the time you receive your seventh pension payment.

The following rules apply to the Partial Lump Sum Payment Option:

- You must elect the Partial Lump Sum Payment Option before your pension application has been approved by the Trustees. You may not elect a Partial Lump Sum Payment Option later, even if you are reemployed.
- Once your Partial Lump Sum Payment Option has been approved by the Trustees, it can be revoked until you receive the lump sum payment and the reduced seventh pension check. If revoked, you cannot elect another payment option and will be paid under the standard form.
- If you are married, you may not elect the Partial Lump Sum Payment Option unless your spouse provides written consent to that form of payment. If you elect the Husband-and-Wife Pension, the amount of your Husband-and-Wife Pension will be computed after adjustment for the Partial Lump Sum Payment Option.
- The amount of the Husband-and-Wife Pension or 60-Month Post-Retirement Pension is computed after adjustment for the Partial Lump Sum Payment Option.
- You may only elect one Partial Lump Sum Payment Option during your lifetime.
- The Partial Lump Sum Payment Option will be paid at the same time you or your named beneficiary receives the seventh pension check from the Pension Fund.
- The Partial Lump Sum Payment Option will not be effective and will not be paid if you die before the first of the month for which pension benefits are payable.
- If you elect the Partial Lump Sum Payment Option, the lump sum payment is eligible for a rollover. You may roll over all or part of it to an Individual Retirement Account (IRA) or another qualified plan. If you do not choose to roll over the lump sum payment, federal law requires the Plan to withhold 20% of the total amount as federal income tax withholding.

EXAMPLE:

When Walt retires at age 58, he is entitled to a Single Life Pension of $2,000 per month. Walt chooses to receive the Partial Lump Sum Payment Option. For the first six months, Walt receives $2,000 per month from the Pension Plan. Beginning with the seventh payment, Walt receives $1,800 per month from the Pension Plan. At the time Walt receives his seventh payment, he also receives a lump sum payment of $33,691 (which is calculated based on his age when his pension benefit began).

This lump sum is only an estimate. Actual lump sum amounts are based on the applicable interest rates in the Plan Year in which a participant retires.

60-Payment Guarantee

The Plan guarantees 60 monthly payments will be made for all types of pensions. This means that once you begin receiving a pension, a minimum of 60 monthly payments will be made in the amount you are receiving. You begin counting the 60 monthly payments at the time your first monthly payment is made.

The following chart outlines how the 60-payment guarantee will work once you begin receiving your pension benefits.

The 60-payment guarantee is not a payment option, it is included with all forms of payment. It guarantees that a minimum of 60 payments will be made, but does not guarantee that 60 payments will be paid after your death. If you receive 60 or more months of payment during your lifetime and do not elect a Husband-and-Wife Pension or the 60-Month Post-Retirement Pension, there will be no additional pension payments made to your beneficiary.

If you are receiving this form of payment and you die before 60 monthly payments have been made	The balance of the 60 monthly payments, if any, are paid to:	After 60 monthly payments have been made:
Single Life Pension	Your beneficiary in the amount you would have received under this option	Payment stops
60-Month Post-Retirement Pension	Your beneficiary in the amount you would have received under this option	An additional 60 monthly payments are made to your beneficiary
Husband-and-Wife Pension	Your spouse, in the amount you were receiving	Your spouse receives the amount payable under the Husband-and-Wife pension form you chose at retirement (50% or 100%)
Husband-and-Wife Pension and You and Your Spouse Die Before 60 Monthly Payments Have Been Made	Your beneficiary	Payments stop
Level Income Option in Single Life Pension	Your beneficiary in an amount that is the greater of the: • Amount you would have received under the Level Income Option; or • Amount under the Single Life Pension form you chose at retirement without regard to the Level Income Option.	Payments stop

If you are receiving this form of payment and you die before 60 monthly payments have been made	The balance of the 60 monthly payments, if any, are paid to:	After 60 monthly payments have been made:
Level Income Option in 60-Month Post-Retirement Pension	Your beneficiary in an amount that is the greater of the: • Amount you would have received under the Level Income Option; or • Amount payable under the 60-Month Post-Retirement Pension form you chose at retirement without regard to the Level Income Option.	An additional 60 monthly payments are made to your beneficiary
Level Income Option in Husband-and-Wife Pension	Your spouse, in an amount that is the greater of the: • Amount you would have received under the Level Income Option; or • Amount payable under the Husband-and-Wife Pension form you chose at retirement without regard to the Level Income Option.	Your spouse receives the amount payable under the Husband-and-Wife Pension form you chose at retirement, without regard to the Level Income Option.
Partial Lump Sum Payment Option With Single Life Pension	Your beneficiary, in the amount you would have received under the option you chose (along with the lump sum payment if you died before receiving this payment)	Payments stop
Partial Lump Sum Payment Option with 60-Month Post-Retirement Pension	Your beneficiary, in the amount you would have received under the option you chose (along with the lump sum payment if you died before receiving this payment)	An additional 60 monthly payments are made to your beneficiary
Partial Lump Sum Payment Option with Husband-and-Wife Pension	Your spouse, in the amount you would have received under this option (along with lump sum payment if you died before receiving this payment)	Your spouse receives the amount payable under the Husband-and-Wife Pension form you chose at retirement (50% or 100%)

Small Benefit Payment

If the present value of your vested pension benefit is $5,000 or less, it will be paid to you as a single lump sum. When a lump sum payment is made, no additional benefits will be payable from the Plan.

If you receive a small benefit distribution that is eligible for a rollover, you may roll over all or part of it to an individual retirement account (IRA) or another qualified plan. If you do not choose to roll over the small benefit payment, federal law requires the Plan to withhold 20% of the total amount as federal income tax withholding.

RETURNING TO WORK AFTER RETIREMENT

Suspension of Benefits

If you return to work in Disqualifying Employment after you are receiving a pension from the Plan, your benefits will be suspended for each month you work. The type of Disqualifying Employment that would cause your benefits to be suspended varies based on your age.

You should check with the Pension Department of the Fund Office before beginning any employment after you begin receiving pension payments to see if such employment would cause your benefits to be suspended.

You must notify the Board of Trustees when your Disqualifying Employment ends to begin receiving pension benefits again. If you return to work in Covered Employment and earn additional Pension or Bonus Credits, your pension benefit will be recalculated when you retire again.

If you return to work in Disqualifying Employment, your coverage (if any) under the Laborers' Welfare Retiree Medical Plan may also be affected. Please consult the Retiree Medical Plan Summary Plan Description or contact the Laborers' Welfare Fund for any questions you may have regarding your retiree health coverage.

Benefit Suspension

Your pension benefit will be suspended if you:

- Do *any* work in Disqualified Employment before your Normal Retirement Age; or
- Work *40 or more* hours in a month in Disqualified Employment from your Normal Retirement Age to age 70.

Before Normal Retirement Age (Generally Age 65)

Before reaching Normal Retirement Age, your benefits will be suspended for any month you work in Disqualifying Employment. This includes:

- Employment in work regularly performed by Laborers or any other Building Trades Craftsmen, including supervising construction workers;
- Self-employment in the same or related business as any contributing employer; or
- Employment or self-employment in any work that is or may be under the jurisdiction of the Union.

There is no limit to the geographic area in which this employment would be Disqualifying Employment if performed before Normal Retirement Age.

After Normal Retirement Age (Generally Age 65)

After reaching Normal Retirement Age and before reaching age 70, your pension benefits will be suspended for any month in which you work or are paid for at least 40 hours of Disqualifying Employment. This means employment or self-employment (including paid non-work time such as vacation or holidays):

- In any industry covered by the Plan when your pension payments began;
- In the geographic area covered by the Plan when your payments began; and
- In any occupation in which you worked for an employer under the Plan at any time that is performed by Laborers.

After Age 70

Once you reach age 70, you may work more than 40 hours a month and still be entitled to receive your pension benefits.

Recalculation of Pension Following Second Retirement

If you return to work after you have begun receiving pension benefits, when you later retire your pension will be recalculated to take into account the additional Pension and Bonus Credits you earned. However, if you were at least age 50 and retired on an Early Pension when you first retired, your pension recalculation will take into account all of the pension payments you received during your earlier retirement. If you retired on an unreduced Regular Pension when you first retired, your pension recalculation will only take into account all the pension payments received after June 1, 2001. In other words, the additional amount you earn will be reduced by the Actuarial Equivalent value of the amount you already received.

The recalculated pension is paid based on the form of payment you were receiving before the suspension of benefits. If you earn additional accrued benefits before attaining Normal Retirement Age, you may make a new election on the form of payment for your additional accrued benefits.

IN THE EVENT OF DEATH

If You Die Before Pension Payments Begin

If you die before you begin receiving a pension and have earned the right to a pension, benefits may be paid to your spouse or dependents in one of these ways:

- Surviving Spouse Pension;
- Minor Child Benefit; or
- 60-Month Pre-Retirement Survivor Pension.

You do not need to be actively at work at the time of your death for your spouse, minor children, or beneficiary to be eligible for these benefits. Upon your death, your surviving spouse or beneficiary must apply for benefits.

Qualified Spouse

A Qualified Spouse is your legally married wife or husband if you have been married for one year (12 consecutive months) before you retire or die.

Surviving Spouse Pension

Your Qualified Spouse, upon application, will receive a Surviving Spouse Pension payable beginning approximately a month after your death if you have earned at least 10 Years of Vesting Service or 10 Pension Credits and die before you begin receiving pension benefits.

The amount of your spouse's benefit will depend on:

- Your age at death;
- Your spouse's age; and
- The pension amount you are eligible to receive at the time of your death, or at age 50 if you die before reaching age 50.

The benefit will be payable as a 100% Husband-and-Wife Pension and will be reduced for early payment of benefits, if applicable.

If you were credited with Years of Vesting Service due to work for which no contributions were made to this Plan, to be eligible for the Surviving Spouse Pension, Minor Child Benefit, or 60-Month Pre-Retirement Survivor Pension, you must have at least 10 Years of Vesting Service and five or more Pension Credits (see page 6).

Your spouse may receive the Surviving Spouse Pension as soon as the first of the month after your death, provided your spouse applies for the benefit. Your spouse will continue to receive the Surviving Spouse Pension for the balance of her or his lifetime. However, if your spouse dies before receiving 60 monthly payments, your minor children, or if none, your named beneficiary will receive the remainder of the 60 monthly payments. Your spouse may defer payment of the benefit, but no later than the date you would have reached Normal Retirement Age. If your surviving spouse defers payment, the benefit amount will be calculated based on the age you would have been at that time.

If you are eligible for a Normal Retirement Age Pension at the time of your death, your spouse will be entitled to receive a Surviving Spouse Pension on the date when you would have reached Normal Retirement Age. The amount of this benefit will be determined using the Plan provisions in effect when you left Covered Employment.

Minor Child Benefit

A Minor Child Benefit may be paid to your minor children (your natural born or legally adopted children under the age of 21) if you are a single parent or if you and your spouse die before your children reach age 21. Benefits are payable if you:

- Die before you begin receiving a pension; and
- Earned 10 Years of Vesting Service or 10 Pension Credits; or
- Earned five or more Years of Vesting Service but less than 10 Years of Vesting Service, but were over age 65.

The Minor Child Benefit will be calculated as if you had retired the day before your death. If you were younger than age 55 when you died, the benefit payable will be reduced, like an Early Pension. If you die before reaching age 50, the survivor benefit amount will be equal to the Early Pension amount you would have been eligible to receive at age 50 (70% of your Regular Pension).

Benefits are divided equally among your surviving unmarried children under the age of 21. These benefits will be paid until the youngest child reaches 21. If your youngest minor child reaches age 21 and benefits are still payable under the 60-payment guarantee, then the remainder of the 60 monthly payments will be made to your designated beneficiary or beneficiaries.

Surviving children must apply for this benefit in writing to the Board of Trustees within 24 months of your death. A Minor Child Benefit will not be paid if a Surviving Spouse Pension benefit is currently being paid. If you have met the eligibility requirements for both the Minor Child Benefit and the 60-Month Pre-Retirement Survivor Pension, the Minor Child Benefit will be paid (the 60-Month Pre-Retirement Survivor Pension will not be paid).

These rules apply for deaths that occur on or after June 1, 2001. If the death occurred before that date, contact the Pension Department of the Fund Office for the rules governing the Minor Child Benefit.

60-Month Pre-Retirement Survivor Pension

If you do not have a Qualified Spouse or minor children, your designated beneficiary may be entitled to the 60-Month Pre-Retirement Survivor Pension. Benefits are payable if you die before you begin receiving a pension, and either earned:

- 10 Years of Vesting Service or 10 Pension Credits; or
- Five or more but less than 10 Years of Vesting Service, but were over age 65.

The amount of this benefit, payable in 60 monthly payments, will equal the amount you would have been eligible to receive as a Single Life Pension as if you had retired the day before you died. If you die before reaching age 50, the survivor benefit amount will be equal to the Early Pension amount you would have been eligible to receive at age 50 (70% of your Regular Pension).

These rules apply for deaths that occur on or after June 1, 2001. If the death occurred before that date, contact the Pension Department of the Fund Office for the rules governing the 60-Month Pre-Retirement Survivor Pension.

If You Die After Pension Payments Begin

If you were receiving a 50% Husband-and-Wife Pension and died before 60 monthly payments had been made, your spouse would receive the remainder of the 60 monthly payments at the same level you had been receiving. Then, after the balance of 60 monthly payments had been made, your spouse would receive 50% of the monthly pension benefit for the remainder of her or his lifetime.

If you were receiving a 100% Husband-and-Wife Pension at your death, the amount of payments will not change for your surviving spouse.

EXAMPLE:

Kyle retired and elected to receive the 50% Husband-and-Wife Pension. Kyle's monthly pension benefit was $2,000. Kyle died after 48 monthly pension benefit payments had been made. His wife will receive 12 monthly payments of $2,000 (the remainder of the 60 guaranteed monthly payments). Then, Kyle's wife will receive $1,000 ($2,000 x 50% = $1,000) per month for the remainder of her lifetime.

If you are receiving a Level Income Option and you die before 60 monthly payments have been made, your spouse or beneficiary will receive the greater of the following for the balance of the 60-payment guarantee:

- The amount you would have received under the Level Income Option; or
- The amount payable under the standard form of the Single Life Pension, 60-Month Post-Retirement Pension, or Husband-and-Wife Pension without regard to the Level Income Option.

After 60 monthly payments, your spouse will receive the amount payable under the standard form of the Husband-and-Wife Pension without regard to the Level Income Option. If you are receiving a Level Income Option in the 60-Month Post-Retirement Pension, your beneficiary will be paid 60 additional monthly payments under the standard form without regard to the Level Income Option.

If you are receiving the Partial Lump Sum Payment Option and you die before you receive the lump sum payment, your beneficiary will receive the lump sum along with the balance of the 60 monthly payments you would have received under this option. If you die after you receive the lump sum payment, each of the remaining 60 monthly payments to your beneficiary will be in the amount that you were receiving under this option.

If Your Spouse or Beneficiary Dies

If your spouse or beneficiary dies before or after your pension begins, you should contact the Pension Department of the Fund Office to update your beneficiary information. If you have already started receiving your pension benefits in one of the Husband-and-Wife Pension forms and your spouse dies, your benefit will be increased to the amount of the Single Life Pension you had earned at the time you retired.

Social Security Death Benefits

Your family may also be entitled to Social Security benefits after your death. If you die leaving dependent children, family benefits may be payable until your children reach age 18. After your children grow up, your spouse may be entitled to start receiving Social Security benefits again when he or she reaches age 60.

APPLYING FOR A PENSION

Application Procedures

To apply for your pension, you must get an application form from the Pension Department of the Fund Office. You may want to consider visiting the Fund Office and applying for your pension in person. If you apply in person, a meeting with a Fund representative may take from one to two hours, so plan accordingly. While you are not required to make an appointment, an appointment is recommended, especially if you need special assistance, such as a Spanish-speaking representative.

You should submit your completed application form to the Pension Department of the Fund Office at least two months before you wish to retire. This is to allow time to process your application.

When you apply, you will need to supply proof of your identity, your age, and of termination from Disqualifying Employment. If you are married, you also will need to supply proof of your spouse's identity, age and of your legal marriage. If you or your spouse were previously married, you will need to supply proof that all prior marriages were legally ended. You will also need to supply information about your beneficiaries, including names, Social Security Numbers and addresses. The Trustees may rely on the information you provide in determining your eligibility and the amount of your pension benefits.

If you receive benefits to which you are not entitled, the Fund can recover such benefits through offset of your, your spouse's or your beneficiaries' future payments.

At the time of application, the Fund Office will provide you with a calculation of your benefits under all available payment options explained in this section. However, you can request this Good Faith Estimate when you reach retirement age to compare the options and prepare to make your elections on the application.

When Benefits Begin

Your benefits may begin on the first day of the month following the month in which you file an application for benefits if you meet all of the requirements for a pension. Your first payment will be retroactive to your effective date if completed applications are not submitted and approved at least two months before the date you want to retire.

You may elect to delay receiving pension benefits past your Normal Retirement Age. However, benefit payments must begin by April 1 of the year that follows the calendar year in which you reach age 70½.

Assignment of Benefits Not Allowed

You may not transfer or promise your pension benefits to anyone or use it as collateral for a mortgage or other loan until you receive payment of your benefits or you are entitled to receive your benefits under the terms of the Plan. However, as explained below, the Plan will honor the terms of a Qualified Domestic Relations Order (QDRO). Contributions made to the Fund cannot be withdrawn or transferred out of the Fund. In addition, no loans are available from the Fund.

Qualified Domestic Relations Order

If you are divorced, the court may issue a Qualified Domestic Relations Order (QDRO). A QDRO is an official order of the court that instructs the Trustees to pay all or part of your benefit to an alternate payee, either currently or at some time in the future. Alternate payees may include your spouse, former spouse, child, or dependent.

The order also affects your former spouse's right to a survivor benefit. The Trustees are required by law to recognize and comply with QDROs. You may obtain a copy, at no cost, of the Fund's QDRO procedures and guidelines for drafting a QDRO from the Pension Department of the Fund Office.

If Benefits Are Denied

If your application for pension benefits is denied, in whole or in part, the Board of Trustees will furnish you with a notice denying your benefits within 90 days from the time they receive your claim. There may be special circumstances that will make additional time necessary. In that case, the Board of Trustees may take up to an additional 90 days. However, the Board of Trustees must notify you of the delay and the reason for it before the end of the initial 90-day period.

Disability claims will be decided within 45 days. However, the Board of Trustees may request up to two 30-day extensions if an extension is needed for reasons beyond the control of the Plan. You will be notified of any extension before the end of the initial 45-day period if a first extension is needed. If a second extension is needed, you will be notified before the end of the first 30-day extended period. You will be notified of the reason for any extension when you are notified that an extension is needed. The denial notice will be plainly worded and will contain:

Follow Plan Appeal Procedures

If your benefits are denied, you may appeal the decision by a written appeal. You must follow the Plan's appeal procedures before bringing any legal action for benefits.

The Trustees will consult a medical professional who is not the same individual who consulted on the initial review of the claim or a subordinate of that individual.

- The specific reason(s) for the denial of your claim;
- A specific reference to provisions in the Plan that relate to the denial of your claim;
- A description of additional information or material you must submit to complete your claim, along with an explanation of why the information or material is necessary, and
- A statement that you may:
  - Request a review of the denial of your claim;
  - Review pertinent documents; and
  - Submit issues and comments in writing; and
- Information about how you may appeal your decision.

Appeals should be sent to:

Pension Department Chicago Laborers' Pension Fund
11465 West Cermak Road
Westchester, IL 60154

If you disagree with the decision, you or your authorized representative must file a written appeal with the Fund Office no later than 60 days (180 days for a Disability Pension) after you receive notice that your application for benefits has been denied. If you do not file your request for review within these time limits, the decision of the Board of Trustees will be final. Your request for review must state the reasons you are disputing the decision. You must attach copies of any substantiating evidence you may have.

You have a right to review pertinent documents and submit comments in writing to the Appeals Committee of the Board of Trustees. In addition, when filing an appeal on a Disability Pension, you have the right to:

- Submit additional materials, including comments, statements or documents;
- Request to review all relevant information (free of charge);
- Request the identity of any medical experts;
- Request a copy of any internal rule, guideline, protocol or other similar criteria on which the decision was based; and
- If the denial was based on a medical necessity, experimental treatment or similar exclusion or limit, request an explanation of the scientific or clinical judgment.

The Appeals Committee will provide you with written notice on the determination of your appeal within five days after a decision is made. The written notice will contain all required information. Generally, a decision will be made on your appeal within 60 days (45 days for a Disability Pension). If an extension is necessary, up to 60 additional days (45 additional days for a Disability Pension), the Appeals Committee will notify you of the delay and the reason for it before the end of the 60-day period (or 45-day period for a Disability Pension).

Benefit Payment to an Incapacitated Person

If the Trustees determine that a person is unable to care for his or her affairs due to a mental or physical incapacity, the Trustees may make payment directly for the person's support, maintenance, and welfare. In addition, the Trustees may make payment to your legal guardian, committee, or legal representative or, in their absence, to any blood relative or connection by marriage the Trustees consider entitled to receive them on your behalf.

The Trustees have no obligation to ensure the funds are used or applied for any purpose. In no event does this mean, however, that you can assign any claim you may have against the Pension Plan or the Board of Trustees to another person, party, or entity, unless, before payment, a claim has been made by a legally appointed guardian, committee, or other legal representative appropriate to receive the payments on your or your beneficiary's behalf.

ADMINISTRATIVE INFORMATION

This section provides you with information about how the Laborers' Pension Plan is administered.

Plan Name

Laborers' Pension Plan, commonly referred to as the Chicago Laborers' Pension Plan.

Plan Sponsor

Board of Trustees of the Laborers' Pension Fund.

Plan Administrator

Board of Trustees
Laborers' Pension Fund
11465 West Cermak Road
Westchester, IL 60154
708-562-0200

The Board of Trustees has discretionary authority to determine eligibility for benefits and to interpret the provisions of the Plan. Benefits under the Plan will be paid only if the Board of Trustees decides in its discretion that the applicant is entitled to them. The Board of Trustees' interpretation will be final and binding on all persons dealing with the Plan or claiming a benefit from the Plan. If a decision of the Board of Trustees is challenged in court, it is the intention of the parties that such decision be upheld unless it is determined to be arbitrary or capricious.

Employer Identification Number (EIN)

36-2514514.

Plan Number

002.

Plan Year

June 1 through May 31.

Agent for Service of Legal Process

James S. Jorgensen is the agent for service of legal process. Service may be made on James S. Jorgensen or on any member of the Board of Trustees at:

Laborers' Pension Fund
11465 West Cermak Road
Westchester, IL 60154

Collective Bargaining Agreements

This Plan is maintained pursuant to collective bargaining agreements between employers and the Construction and General Laborers' District Council of Chicago and Vicinity. The Pension Department of the Fund Office will provide you, upon written request, a list of contributing employers or information as to whether a particular employer is contributing to the Plan on behalf of participants working under the collective bargaining agreements.

Source of Contributions

The benefits described in this booklet are provided through employer contributions. The provisions of the collective bargaining agreements determine the amount of employer contributions and the employees on whose behalf contributions are made. You are not required or permitted to make contributions to the Plan.

Pension Trust Assets and Reserves

All assets of the Plan are held in trust by the Board of Trustees to provide benefits and to defray reasonable administrative expenses.

Plan Type

This is a defined benefit plan maintained to provide retirement benefits for eligible participants.

Plan Amendment or Termination

The Board of Trustees reserves the right to terminate, modify, suspend, or amend the Pension Plan at any time, in whole or in part. The Board will make such changes to the Plan by amendment adopted at a meeting of the Board of Trustees. You will be notified in writing of any changes that are made.

If the Plan terminates or ends, the money in the Trust Fund, to the extent possible, will be used to provide the benefits that are due according to the priority required by law and stated in the Plan Document. Generally, the funds would first be used to pay for any administrative expenses and then provide the benefits of retired and active participants.

Benefits may be paid as soon as the Plan termination has been approved by government agencies, or payment may be deferred to a later time. The Board of Trustees will determine when benefits are to be paid and will obtain government approval, if necessary.

Pension Benefit Guaranty Corporation Guarantee

Your pension benefits under this multiemployer plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. A multiemployer plan is a collectively bargained pension arrangement involving two or more unrelated Employers, usually in a common industry.

Under the multiemployer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multiemployer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due.

Benefits at Plan Termination

The Trustees have the right to end this Plan. If there are not enough funds to pay benefits when the Plan ends, the PBGC provides insurance to help pay for most benefits.

Law sets the maximum benefit that the PBGC guarantees. Under the multiemployer program, the PBGC guarantee equals a participant's years of service multiplied by (1) 100% of the first $11 of the monthly benefit accrual rate and (2) 75% of the next $33. The PBGC's maximum guarantee limit is $35.75 per month times a participant's years of service. For example, the maximum annual guarantee for a retiree with 30 years of service would be $12,870 (30 years x $35.75 per month x 12 months).

The PBGC guarantee generally covers:

- Regular and early retirement pensions;
- Disability benefits if you become disabled before the Plan becomes insolvent; and
- Certain benefits for your survivors.

The PBGC guarantee generally does not cover:

- Benefits greater than the maximum guaranteed amount set by law;
- Benefits based on Plan provisions that have been in place for fewer than five years at the earlier of the:
  - Date the Plan terminates; or
  - Time the Plan becomes insolvent;
- Benefits that are not vested because you have not worked long enough;
- Benefits for which you have not met all of the requirements at the time the Plan becomes insolvent; or
- Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

For more information about the PBGC and the benefits that it guarantees, ask your Plan Administrator or contact:

Pension Benefit Guaranty Corporation
Technical Assistance Division
1200 K Street N.W., Suite 930
Washington, D.C. 20005-4026

You may also call the PBGC at 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's web site at www.pbgc.gov.

ERISA Rights

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants are entitled to certain rights, as outlined in the following information.

Receive Information About Your Plan and Benefits

You have the right to:

- Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and Union halls, all documents governing the Plan, including insurance contracts, Collective Bargaining Agreements, and a copy of the latest annual report (Form 5500 series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration (EBSA);
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts, Collective Bargaining Agreements, and copies of the latest annual report (Form 5500 series) and updated Summary Plan Description (the Plan Administrator may make a reasonable charge for the copies);
- Receive a summary of the Plan's annual financial report, which the Plan Administrator is required by law to furnish each participant; and
- Obtain a statement telling you whether you have a right to receive a pension at Normal Retirement Age (generally age 65) and if so, what your benefits would be at Normal Retirement Age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to earn a right to a pension. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

ERISA gives you rights to:

- Receive copies of Plan information;
- Receive a statement telling you whether you have the right to a pension and the amount of the pension; and
- Bring a lawsuit to enforce your rights.

The information in this section gives you more details about those rights.

Remember that the Plan provides you with an annual benefit statement, which may be useful in helping you plan for retirement. When you receive your annual benefit statement will be determined by the last number of your Social Security Number, as described on page 13.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of a plan. The people who operate your Plan, called fiduciaries of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your Employer, your Union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision (without charge), and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of the Plan Documents or the latest annual report 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 Plan 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. However, you may not begin any legal action, including proceedings before administrative agencies, until you have followed and exhausted the Plan's claims and appeals procedures. 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 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 EBSA, U.S. Department of Labor, listed in your telephone directory or:

Nearest Regional Office

Chicago Regional Office
Employee Benefits Security Administration
200 West Adams Street, Suite 1600
Chicago, IL 60606
312-353-0900

National Office

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
200 Constitution Avenue N.W.
Washington, D.C. 20210
866-444-3272

For more information about your rights and responsibilities under ERISA, visit www.dol.gov/ebsa.

A FINAL WORD. This booklet is a summary of the Pension Plan. It replaces and supersedes any prior explanation booklets, but it does not replace or supersede the official, legal Plan Document. This Summary Plan Description has been prepared to give you an overview of the Pension Plan and to help you make decisions about retirement. It is not meant to interpret, extend, or change the provisions of the Plan in any way. The full text of the legal Plan Documents governs the administration and operation of the Plan. If there is any conflict between this booklet and the legal Plan Document, the legal Plan Document will govern.

The Trustees intend to continue the Plan described in this booklet indefinitely. However, they reserve the right to amend, modify, or discontinue all or part of this Plan, as they deem necessary in the Trustees' sole and unrestricted discretion. The Plan will be amended when the Board of Trustees decides to formally adopt an amendment at one of its regular meetings or at a special meeting called for that purpose. If the Plan is terminated, the Trustees will apply the monies of the Fund to provide benefits or otherwise carry out the purpose of the Plan in a fair manner until all of the funds have been distributed.

APPENDIX: PAST BENEFIT ACCRUAL RATES

You may increase Past Pension and Bonus Credits to the current Benefit Accrual Rate:

If you earned ½ Pension Credit between:	*OR* You worked at least 1,000 hours in each of two consecutive Plan Years between:	*AND* You Retire on or after:	Past Pension and Bonus Credits are multiplied by this Benefit Accrual Rate:
June 1, 2006 and May 31, 2008	June 1, 2008 and May 31, 2013	June 1, 2008	$107.00
June 1, 2005 and May 31, 2007	June 1, 2007 and May 31, 2012	June 1, 2007	$105.00
June 1, 2004 and May 31, 2006	June 1, 2006 and May 31, 2011	June 1, 2006	$100.00
June 1, 2003 and May 31, 2005	June 1, 2005 and May 31, 2010	June 1, 2005	$98.00
June 1, 2001 and May 31, 2003	June 1, 2003 and May 31, 2008	June 1, 2003	$97.00
June 1, 2000 and May 31, 2002	June 1, 2002 and May 31, 2007	June 1, 2002	$93.00
June 1, 1999 and May 31, 2001	June 1, 2001 and May 31, 2006	June 1, 2001	$88.00
June 1, 1998 and May 31, 2000	June 1, 2000 and May 31, 2005	June 1, 2000	$80.00
June 1,1997 and May 31, 1999	June 1, 1999 and May 31, 2004	June 1, 1999	$74.50

If you earned ½ Pension Credit between:	*OR* You earned 2 Pension Credits for which contributions were required to be made to the Fund since:	*AND* You Retire on or after:	Past Pension and Bonus Credits are multiplied by this Benefit Accrual Rate:
June 1, 1997 and May 31, 1998	June 1, 1993	June 1, 1998	$69.50
June 1, 1996 and May 31, 1997	June 1, 1992	June 1, 1997	$68.50
June 1, 1995 and May 31, 1996	June 1, 1991	June 1, 1996	$66.50
June 1, 1994 and May 31, 1995	June 1, 1990	June 1, 1995	$64.50
June 1, 1993 and May 31, 1994	June 1, 1989	June 1, 1994	$62.25
June 1, 1992 and May 31, 1993	June 1, 1988	June 1, 1993	$59.25
June 1, 1991 and May 31, 1992	June 1, 1987	June 1, 1992	$57.25
June 1, 1990 and May 31, 1991	June 1, 1986	June 1, 1991	$55.00
June 1, 1989 and May 31, 1990	June 1, 1985	June 1, 1990	$51.00
June 1, 1987 and May 31, 1988	June 1, 1983	June 1, 1988	$44.00
June 1, 1986 and May 31, 1987	June 1, 1982	April 1, 1987	$38.80
June 1, 1982 and September 1, 1986	June 1, 1978	April 1, 1986	$33.80
June 1, 1982 and September 1, 1983	June 1, 1978	January 1, 1985	$30.00
You Did Not Earn Sufficient Pension Credit After 1983 to Be Entitled to a Higher Rate		September 1, 1983	$27.00
You Last Earned Pension Credits Before September 1, 1983		Before September 1, 1983	$22.00

NOTES

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Chicago Laborers' Pension Plan

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pension@chilpwf.com [e-mail]
www.chicagolaborersfunds.com [website]