

Quick Reference to Questions

PQ1. What is vesting?

PA1. Vesting means you have a right to a pension benefit that cannot be taken away. You have a right to a vested pension after five years if, effective January 1, 1998, you are a participant, you have at least one hour of service after 1997, and you have five years of Vesting Credit. If you retired before January 1, 1998, you must have ten years of Vesting Credit.

PQ2. If I am currently vested with ten or more years of Vesting Credit, how does the five-year vesting rule affect me?

PA2. Since you are already vested, the rule does not affect your vested status; once you become vested, you cannot lose that status.

PQ3. What is a One-Year Break in Service?

PA3. A One-Year Break in Service occurs in any calendar year after 1974 in which you fail to earn at least 1/4 Pension Credit by working at least 250 hours in a calendar year. It can be repaired by again working 250 hours in a year, provided you have not been out of work from Covered Employment for so many years that you have incurred a permanent break in service.

PQ4. How will the rule affect me if I am not vested and I previously had an unrepaired One-Year Break in Service?

PA4. If you are not vested and you had an unrepaired One-Year Break in Service, all of your years of Vesting Credit and Pension Credits before that One-Year Break in Service would be canceled and you would no longer be a participant. This means that those years of Vesting Credit cannot be counted in determining whether you are vested under the new rule (or the old rule) until you repair the One-Year Break.

PQ5. What is a Permanent Break in Service and what happens if I have one?

PA5. After 1985, if you fail to earn at least 1/4 Vesting Credit (250 hours) during the greater of five years or the number of years equal to your total Vesting Credits, you have a Permanent Break in Service, and your years of Vesting Credit and Pension Credits before the Permanent Break are permanently canceled. Therefore, they can never be counted in determining whether you are vested under the new rule (or the old rule), or for any other purpose.

PQ6. If I have four Pension Credits and four years of Vesting Credit with IUOE Local 4 and transfer my membership to another International Union of Operating Engineers, and earn at least one more year of Vesting Credit, will I be eligible for a Partial Pension from IUOE Local 4 with the four Pension Credits I earned?

PA6. Yes, provided that you do not have a Permanent Break in Service which permanently cancels your four Pension Credits with IUOE Local 4 and/or your Vesting Credit under the other plan, you would be eligible for a Partial Pension after you earn at least 250 hours of service under the IUOE Local 4 Plan on or after January 1, 1998.

PQ7. If I am vested with five years of Vesting Credit and I pass away, would my spouse be eligible to collect the surviving spouse benefit, and when could he or she start collecting that benefit?

PA7. Yes. Your spouse would be eligible to collect the surviving spouse benefit the first of the month following your death.