

Explanation of Reciprocal Agreements with the Iron Workers International Funds

Metal Lathers Local 46 Pension, Welfare, and Annuity Funds

What are the reciprocal agreements?

The reciprocal agreements with the International provide you with greater flexibility over your benefits.

Health Benefits -The agreements were designed by the International to meet the immediate health and welfare needs of Iron Workers when they work under the jurisdiction of a Health and Welfare Fund other than the one in which their local Union participates.

Pension and Annuity Benefits – The agreements were designed to meet the demands of Iron Workers in protecting their pension rights when they work under the jurisdiction of two or more Pension Funds.

What do the reciprocal agreements mean to me?

The reciprocal agreements provide you with a choice, depending upon whether or not your Home Local Fund has also signed the reciprocal agreements.

How do I participate in the reciprocal agreement?

Attached is a form that allows you to choose to have your contributions sent to your Home Local or to have your contributions remain in the Metal Lathers Local 46 Pension, Annuity, or Welfare Fund. There is a brief description of the various agreements in the response to the next question.

What happens if I choose not to have my contributions transferred to my Home Fund pursuant to the reciprocal agreement?

You may decide that you do not want to participate in the reciprocal agreements, or that you only want to participate in one or two of the agreements. Below is an explanation of the various agreements:

Health

If your Home Local has signed an agreement with the International that allows for the transfer of your contributions earned under the Metal Lathers Local 46 Trust Fund to your Home Fund, you are allowed to elect to have all of your contributions transferred to your Home Fund. This means that you will be subject to the eligibility criteria of your Home Welfare Fund in determining whether or not you are eligible for health coverage.

If you decide not to elect to transfer your contributions to your Home Welfare Fund, or if your Home Welfare Fund only allows for Point of Claim reciprocity, then your eligibility for benefits is determined using the following steps:

- If you have earned enough hours under the jurisdiction of your Home Welfare Fund to qualify for benefits, your benefits will be provided through your Home Welfare Fund.
- If you have not earned enough hours under the jurisdiction of your Home Welfare Fund, but you have earned enough hours under the jurisdiction of the Metal Lathers Local 46 Trust Fund to qualify for benefits, your benefits will be provided through the Metal Lathers Local 46 Trust Fund.
- If you have not earned enough hours under either your Home Welfare Fund or the Metal Lathers Local 46 Trust Fund, individually, but you have earned enough on a combined basis to qualify for benefits under the rules of your Home Welfare Fund, you will be eligible for benefits from your Home Welfare Fund based on the Point of Claim reciprocity. Any claim that you may incur should be submitted to your Home Welfare Fund to be processed. Your Home Welfare Fund will contact the Metal Lathers Local 46 Trust Fund in order to determine if you have earned enough hours, combined with your hours in your Home Welfare Fund, to qualify for health coverage under the eligibility rules of your Home Welfare Fund.

Pension

If your home local has signed only the pro-rata reciprocal agreement, you do not have to make an election regarding your pension contributions. You will earn pension credit under the terms of the Metal Lathers Local 46 Pension Fund and, when you are ready to retire, your Home Fund will coordinate with all of the various Pension Funds that have signed the pro-rata reciprocal agreement. If you meet the eligibility criteria for a pro-rata pension, you will be paid a pension from each plan based on a simple pro-rata formula.

If, however, your home local has signed a reciprocal agreement known as “Money Follows the Man” reciprocity, you are entitled to make an election to transfer all of the pension contributions earned under the jurisdiction of the Metal Lathers Local 46 Pension Fund to your Home Pension Fund. If you decide to elect to transfer all contributions, you will earn pension credit in your Home Pension Fund according to the rules of your Home Pension Fund Plan. You will not be entitled to any benefits from the Metal Lathers Local 46 Pension Fund.

Annuity

If your home local has signed the reciprocal agreement, you have the right to elect to transfer all annuity fund contributions made on your behalf for work in Covered Employment under the jurisdiction of the Metal Lathers Local 46 Annuity Fund to your Home Annuity Fund. If you elect to transfer all contributions to your Home Annuity Fund, you will not be entitled to any benefits from the Metal Lathers Local 46 Annuity Fund.

What is my Home Fund?

In general, your Home Fund is the plan established by the Local Union in which you hold, or have applied for, membership.

How do I know if my Home Fund has signed the Reciprocal Agreements?

If you have questions regarding what options are available to you, please feel free to contact Mr. Anthony D'Amico at the Fund Office at 212-535-2323. An appointment can be scheduled to discuss the options available to you depending upon the reciprocal agreements that have been signed by your Home Funds.

Is there a time limit for making a decision?

Yes, in general, you have 60 days from the date that you first started to work under the jurisdiction of the Metal Lathers Local 46 Benefit Funds. Once this time period has expired, the Trustees will assume that you have decided to have your contributions remain in the Metal Lathers Local 46 Pension and/or Annuity Funds. If your Home Local has signed a reciprocal agreement with regard to your health benefits and you do not send back your election forms, your eligibility will be determined based upon the point-of-claim reciprocal agreement as explained in detail above.

Please Complete the Enclosed Forms and Return them to the Fund Office

Please complete the enclosed forms and return them to the Fund Office as soon as possible to advise the Fund Office of your decision. As explained above, if the Fund Office does not receive your forms, the Trustees will assume that you have decided not to transfer any of your contributions to your Home Funds. Of course, if you have any questions about the forms or if you would like to discuss the reciprocal agreements in greater detail, please contact Mr. Anthony D'Amico, Fund Manager, at 212-535-2323 to set up an appointment.

We hope that this information has been helpful to you in making an informed decision regarding your Pension, Annuity, and Health benefits.