

San Francisco Electrical Industry Accounts (IBEW Local 6)

Travelers who are working in San Francisco need to be aware of the following rules that have been established in accordance with the Electrical Industry Reciprocal Agreements before they decide not to transfer contributions to their home local funds or choose to file a Cessation Form to stop contributions from being transferred back home:

Active Plan Health & Welfare Benefits

Once transfers cease, initial eligibility will begin on the first of the month following the second month after s/he accumulates at least 300 hours. For example, a participant who files a cessation form and subsequently accumulates at least 300 hours at the end of July will commence eligibility in September. The Plan charges 120 hours for each month of eligibility with excess hours accumulating towards an hourbank, not to exceed 1,000 hours. A participant who leaves covered employment will continue coverage until the hour bank is exhausted and will be advised of COBRA Extension Coverage when eligibility ceases.

If a traveling participant works outside the jurisdiction of this Plan, he may not select the San Francisco Electrical Workers Health & Welfare Plan as his or her “home fund” unless:

1. s/he is currently eligible in this Plan; and
2. s/he has not had eligibility in the previous 6 (six) years in the Health & Welfare Plan of the Local in which s/he is a member

Retiree Health & Welfare Benefits

Filing a cessation form, or failing to register for reciprocity, could affect your eligibility for retiree health and welfare coverage. Filing such a form, or failing to register for reciprocity, may break the service requirements for eligibility through your home local fund. You should check with your home local fund office before you decide not to transfer your health & welfare contributions home.

To achieve eligibility for regular Retiree Health and Welfare coverage through the San Francisco Electrical Workers Health & Welfare Plan requires that you be at least age 62 and have at least 10 years of active coverage service, including two (2) years of active coverage out of the five (5) years immediately preceding your retirement. Be aware that “splitting” eligibility between your home fund and the San Francisco Electrical Workers Health & Welfare Plan may result in your disqualification for coverage in both plans.

Pension Plan and Profit Sharing (401k) Plan

Defined Benefit Plan: Participant must meet the vesting requirements to qualify for benefits upon Normal Retirement Age (65) and the minimum service requirements to qualify for an Early Retirement Pension (age 55) or Disability Pension upon Permanent and Total Disability. The Plan requires a minimum of five (5) years of credited service or pension credit to vest, and a minimum of 10 Pension Credits to qualify for an Early Retirement or Disability Pension. Non-vested benefits are subject to cancellation after five (5) consecutive one year breaks in service. A year of Pension Credited is granted for each 1,500 hours of covered employment, with 1/12 of such credit granted for any remaining 125 hours. A year of Credited Service is granted for each year an employee accumulates a minimum of 1,000 hours of credited service as defined in the Plan.

San Francisco Electrical Workers Retirement Savings Plan: This is a Profit Sharing Plan with an elective deferral (401k) option: Automatic vesting. A participant is entitled to withdraw the amount credited to his or her individual account (including amounts credited to the predecessor Money Purchase Plan) upon regular or early (attainment of age 55) retirement under the Plan. Early withdrawals are permitted under the following circumstances:

1. Upon attainment of age 55, withdrawal is permitted regardless of the account balance once the participant has not worked within the jurisdiction of this Plan for at least 18 months, provided s/he certifies intent not to return to such employment.
2. Regardless of age, withdrawal is permitted if the account balance is under \$5,000 and the participant has not worked within the jurisdiction of this Plan for at least 18 months, provided s/he certifies intent not to return to such employment.
3. Regardless of age, withdrawal is permitted upon receipt of a Social Security Disability Award.
4. Transfers to other qualified plans are not permitted unless the participant is eligible to withdraw his or her account and elects a "rollover".

Note: If you are a traveling employee working under the jurisdiction of IBEW Local 6, you will be eligible to elect to make 401(k) contributions to the Plan, (or change or revoke a prior election), by executing a Salary Reduction form (generally occurring in November and December, and taking effect on January 1st of the following year). Please note, however, that only employer contributions that are required to be made pursuant to the collective bargaining agreement will be reciprocated to the employee's home local in accordance with the Electrical Industry Pension Reciprocal Agreement. Therefore, any

elective deferral (401(k)) contributions that are reported while a traveling employee is employed in Local 6's jurisdiction will be credited to that employee's Individual Account pursuant to the San Francisco Electrical Workers Retirement Savings Plan, and will be subject to the distribution rules contained in the Plan as described above.

If a traveling participant leaves to work outside the jurisdiction of this Plan, s/he may not select the Northern California Electrical Workers Pension or Profit Sharing Plans as his or her "home funds" unless 1) s/he has credited service in these Plans and 2) does not have any credited service in the Plan of the Local in which s/he is a member.

Retroactive Transfers

The Board of Trustees have adopted a policy to reciprocate contributions retroactively if a traveler registers for reciprocity within six (6) months from the date he first works, or returns to work, under the jurisdiction of IBEW Local 6, provided the Home Fund will accept the retroactive transfers.

Filing a Cessation Form

A decision to file a cessation form is final and binding and may not be changed unless and until a traveler leaves the jurisdiction of IBEW Local 6 and, then, only prospectively if he returns to work within Local 6's jurisdiction.

I have read and understand the potential adverse consequences that may flow from failure to register for reciprocity and understand that, once I make a determination with respect to reciprocity, I may not change that decision retroactively. I further understand that all disputes relating to reciprocity must be resolved by the Reciprocal Administrator in Washington D.C. pursuant to the provisions of the Electrical Industry Reciprocal Agreements.

Name

Signature

Dated: _____