



# THE 33<sup>rd</sup> LOCAL 638 STEAMFITTERS' INDUSTRY RETIREMENT SEMINAR

PRESENTED BY THE  
STEAMFITTERS'  
INDUSTRY FUND OFFICE

# THE STEAMFITTERS' INDUSTRY FUND OFFICE ADMINISTRATION

*We will discuss the benefits provided to you by the Steamfitters' Local 638 Trust Funds:*

- Pension Fund
- Supplemental Retirement Fund
- Welfare Fund
- Security Benefit Fund

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

A copy of this presentation can be  
obtained by visiting  
the “Top News” section on

[www.steamfitters.com](http://www.steamfitters.com)



THE STEAMFITTERS' INDUSTRY FUND OFFICE

***THE STEAMFITTERS' INDUSTRY  
PENSION PLAN***

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

Arrange a pension interview at least 3 months prior  
to your retirement date

- Phone: (212) 465-8888
  - Option 3: Pension Fund
  - Option 4: Welfare Fund
- Email: FundOffice@steamny.com
- Website: [www.steamfitters.com](http://www.steamfitters.com)

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

- Applying for your Pension
  - You will participate in a Pension Interview with the Fund Office
    - Can be done in-person or virtually
    - Aim for 3 months prior to retirement
    - Effective retirement dates are always the first of the month
    - You may apply for your pension as early as 180 days prior but no less than 30 days prior to your retirement date
  - Contact the Pension Department at the Fund Office
    - [Pension@steamny.com](mailto:Pension@steamny.com)
    - (212) 465-8888, option 3.



# THE STEAMFITTERS' INDUSTRY PENSION PLAN

- Defined Benefit Plan
  - 1,000 hours required to earn 1 YCS (Credited Year of Service)
  - 550 hours required to earn ½ YCS
  - 1<sup>st</sup> and last year—only 250 hours are required for full credit
  - Need 5 YCS to vest in the Plan
- Pension Types
  - Regular Pension
  - Early Pension
  - Disability Pension

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## ***PENSION TYPES***



# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## EARLY PENSION

- Age 55 through 59
- Must have a minimum of 10 Years of Credited Service
- This is a reduced pension benefit
- Reduced by  $\frac{1}{2}$  of 1% for every month prior to age 60
  - At age 55 the reduction is 30%
  - At age 58 the reduction is 12%



# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## REGULAR PENSION

- Must have a minimum of 5 Credited Years of Service
- Must be 60 years old
- No reduction in calculation of benefit

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## DISABILITY PENSION

- Must be under age 60
- Minimum of 5 Years of Credited Service in the Pension Plan
- Must have "Notice Of Award" letter from the Social Security Administration
- Your Pension Effective date is the same date that Social Security benefits begin. Often that date is retroactive.
- Must apply within 90 days of the date on the award letter to be eligible for retroactive payments greater than 1 year
- All pension options available including Single Sum
- No reduction for age in calculation of pension benefit



# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## ACCRUAL RATES

To be eligible for an increase, you must have 1 year of credited service in any of the 3 years prior to each increase

Years	Accrual Rate
1983 and Prior	\$ 41 per Year of Credited Service
1984-2021	\$ 130 per Year of Credited Service
2022 and Future Years	\$ 145 per Year of Credited Service

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## MONTHLY PAYMENT OPTIONS

Payable for your lifetime with a guarantee of at least 120 payments \*Some options may require spousal consent

Option	Description	Spousal Consent Required
Straight Life	Highest monthly option, monthly benefit for your lifetime only.	Yes
100% Joint and Survivor	Reduced benefit for your lifetime, and after death, the Plan will pay your surviving spouse the same amount it was paying you.	No
75% Joint and Survivor	Reduced benefit for your lifetime, and after death, the Plan will pay your surviving spouse 75% of the amount it was paying you.	No
50% Joint and Survivor	Reduced benefit for your lifetime, and after death, the Plan will pay your surviving spouse 50% of the amount it was paying you.	No
<i>Joint and Survivor with Pop-Up 100%, 75%, 50%</i>	The Plan also offers a <b>"pop-up" feature</b> on each of the joint and survivor options. If you elect this feature, your monthly amount is reduced, but if your spouse passes before you, your benefit "pops up" to the straight life amount	Yes 50% Joint and Survivor with Pop-Up Only

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## SINGLE SUM PAYMENT OPTION

One time payment of the entire present value of your pension

Distribution Options	Description
Direct Rollover	Payable to an IRA or another Pension Plan. No Federal Income Tax withheld and no income tax owed
Paid directly to you	Pension Fund is required to withhold mandatory 20% in Federal Income Tax 10% early withdrawal penalty prior to age 59 ½ assessed on your tax return
Hybrid Option	Any portion of your benefit payable directly to you and a portion rolled over Mandatory tax and penalties will apply
Rollover to SRP available	No Federal Income Tax withheld and no income tax owed. No load fees charged by John Hancock and combines your two pensions in one amount. Can be rolled out to an IRA anytime. Distributions monthly, quarterly or annually allowed.



# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## DIVORCED OR GETTING DIVORCED?

- All divorce documentation
  - Final Judgment
  - Findings of Fact & Conclusions of Law
  - Property Settlement/Stipulation/Separation Agreement
- These documents must be reviewed by the Pension Fund to determine if your former spouse has the right to a portion of your pension benefit

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## QUALIFIED DOMESTIC RELATIONS ORDER

### *"QDRO"*

- Qualified Domestic Relations Order (QDRO)
  - Court order that recognizes the existence of an alternate payee's (former spouse) right to receive payment
- QDRO is necessary to make payment to an alternate payee
- A draft domestic relations order should be submitted to the Fund Office for review
- Pension Fund will determine if the order is compliant before it is deemed to be a qualified order



# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## POST RETIREMENT DEATH BENEFIT

- All participants who retire are covered by a \$13,000 pension death benefit
- You will name a beneficiary for this benefit at time of retirement
- Anyone can be named as beneficiary
- Multiple beneficiaries can be named



# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## PRE RETIREMENT DEATH BENEFIT

- Single Participants
  - Must have a minimum of 5 Years of Credited Service
  - Single Sum or 120 monthly payments payable to your beneficiary beginning the first of the month after your date of death
- Married Participants
  - Must have a minimum of 5 Years of Credited Service
  - Single sum payable immediately
  - 100% Joint and Survivor option will be payable the month following your earliest eligibility date

# THE STEAMFITTERS' INDUSTRY PENSION PLAN

## RETURN TO WORK PARTICIPANTS

- 1,000 hours required in a calendar year to earn additional year (1/2 pension credits do not apply)
- Payment is not automatic
- You MUST apply every year
- Monthly payment options only
- February 1 – Earliest effective date (Applications must be received by December 31)
- Call the Pension department for an Application

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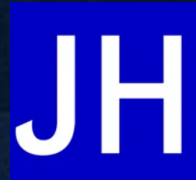
***THE SUPPLEMENTAL  
RETIREMENT PLAN  
401(a)***



# THE STEAMFITTERS' INDUSTRY SUPPLEMENTAL RETIREMENT PLAN



<https://myplan.johnhancock.com/login>



Download the Mobile App

# THE STEAMFITTERS' INDUSTRY SUPPLEMENTAL RETIREMENT PLAN

- Plan created in 1997 – Defined Contribution plan designed to supplement your Defined Benefit plan
- Employer Contribution with immediate vesting
- Funds transferred to John Hancock weekly for investment
- “Self-directed” plan with 18 funds to choose from
- Invest to your risk tolerance

# THE STEAMFITTERS' INDUSTRY SUPPLEMENTAL RETIREMENT PLAN

## INVESTMENT LINEUP

### Target Date Funds

- JP Morgan Smart Retirement Income Fund
- JP Morgan Smart Retirement 2030
- JP Morgan Smart Retirement 2040
- JP Morgan Smart Retirement 2050
- JP Morgan Smart Retirement 2060

### Blend Funds

- Vanguard Large Cap Index
- American Funds – Balanced
- American Funds – Washington Mutual Investors
- Putnam Large Cap Value

### Income Funds

- John Hancock Bond Fund



# THE STEAMFITTERS' INDUSTRY SUPPLEMENTAL RETIREMENT PLAN

## INVESTMENT LINEUP

### Growth Funds

- Alger Capital Appreciation Institutional
- T. Rowe Price Growth Stock
- Hartford Core Equity
- Vanguard Mid Cap Index
- Vanguard Small Cap Index

### International Funds

- American Funds – Capital World Gro/Income
- American Funds – Euro Pacific Growth

### Capital Preservation Funds

- John Hancock Stable Value Guaranteed Income Fund

# THE STEAMFITTERS' INDUSTRY SUPPLEMENTAL RETIREMENT PLAN

## DISTRIBUTIONS

### Allowable Distributions before Retirement

- Age 59 ½ In Service Distribution – No 10% Penalty
- Qualified Birth or Adoption Distribution (QBOAD) \$5,000 max per child – No 10% Penalty
- Termination Distribution – 10% Penalty Assessed  
(2 consecutive calendar quarters with no contributions)

# THE STEAMFITTERS' INDUSTRY SUPPLEMENTAL RETIREMENT PLAN

## DISTRIBUTIONS

- Hardship Distributions – 10% Penalty Assessed
  - An immediate and heavy financial need. You have no other resources to pay with
  - Prevent eviction or foreclosure
  - Purchase your principal residence
  - Pay the cost of post-high school education for you or your dependent
  - Medical or dental for you or your dependent when there is no reimbursement
  - Assist you if you are partially and/or temporarily disabled
  - Repair of your principal residence due to flood, fire, water damage or loss



# THE STEAMFITTERS' INDUSTRY SUPPLEMENTAL RETIREMENT PLAN

## RETIREMENT DISTRIBUTIONS

- If you elect to receive a distribution at the time of retirement you can receive payment in one of the following ways:
  - Payment payable to your name minus 20% in mandatory Federal Income Tax withholding
  - Direct Rollover to an Individual Retirement Account (IRA)  
(No Federal Income Tax withheld)
  - Monthly, quarterly, Semi-annual or Annual installments can be elected
  - Partial Payments are available
  - You may leave the funds in the plan

# THE STEAMFITTERS' INDUSTRY SUPPLEMENTAL RETIREMENT PLAN

## REQUIRED MANDATORY DISTRIBUTIONS "RMD"

- An RMD is the annual Required Minimum Distribution that you must start taking out of your retirement account on April 1<sup>st</sup> the year following the year which you reach age 73. The amount is determined by the fair market value of your IRAs at the end of the previous year, factored by your age and life expectancy



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***WELFARE BENEFITS***



# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS

## QUALIFICATIONS FOR LIFETIME MEDICAL COVERAGE

1. Hours must have been contributed based on covered employment in the construction trades division
2. You must be covered the day prior to your effective retirement date or 20 out of the last 40 quarters immediately prior to your effective retirement date

	Limited Coverage until Medicare Eligible	Lifetime Coverage for Member and Spouse		
Age	55-59	Disability Prior to 60	55-59	60+
Years of Credited Service	20-29.5	15+	30+	20+
Required Lifetime hours	30,000+	22,500+	30,000+	30,000+

# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS

## HOSPITAL AND MEDICAL BENEFITS

- Until Medicare eligible, you will be using the same services of Anthem BlueCross BlueShield EPO that you use today
  - EPO Network only - \$30 Co-pay
  - Urgent Care - \$50 Co-pay
  - Out of Network - No coverage
  - Effective January 1, 2026, Anthem Network is changing to Blue Access
- When you become Medicare eligible, you will use the Anthem Medicare Preferred PPO plan
  - PPO Plan - \$30 Co-pay
  - Out of Network is available as long as the provider accepts Medicare
  - Emergency Room - \$120 Co-pay - Waived if admitted

# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS

## PRESCRIPTION DRUGS

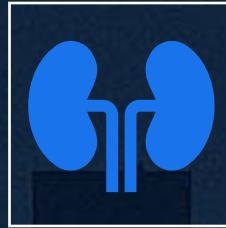
Upon retirement until you become Medicare eligible, you are covered through Express Scripts.



### Retail Prescriptions

#### Co-Pay

- \$10.00 Generic
- \$30.00 Brand Name
- \$40.00 Mail Order



### Maintenance Prescriptions for Chronic or Long-Term Diseases

Allowed one (1) 21-day fill and one  
(1) 21-day refill at pharmacy

- \$10.00 co-pay

#### Mail order

- \$40.00 co-pay



### Controlled Substances

Can be filled every 30  
days at pharmacy

- \$43.00 co-pay



# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS

## DENTAL CARE PROGRAM

- Preferred Dentist Program (PDP Plus) is a managed care plan provided by MetLife
- No deductible in network
- No claim forms needed if in network
- Deductible and co-insurance apply for out of network provider
  - \$100/\$200 Individual
  - \$250/\$500 Family
- Yearly Max - \$4,000
- Orthodontics Lifetime - \$4,000
  - Children Only

# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS

## VISION AND HEARING REIMBURSEMENT PROGRAM

- Vision Care Benefits
  - Available to all covered participants and dependents
  - \$300 per person per year
- Hearing Aid Benefits
  - Available to all covered participants and eligible family members
  - Medical Necessity Letter required
  - Reimbursement solely for the purchase of a hearing aid
  - \$2,000 per person per year

# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS

## MEDICARE COVERED PARTICIPANTS AND SPOUSES

- Must be enrolled in Medicare Part A and B at age 65
  - Unless still covered through “Active ” employment
- Upon your retirement—if you [in the future] or any of your dependents are receiving SS Disability– you must enroll in Medicare Part A and Part B when you are eligible to do so
- It is your responsibility to notify the Welfare Fund if you or any dependents become eligible for Medicare prior to age 65.
- Not notifying us of your Medicare eligibility or willfully disenrolling from Medicare Part A and Part B will result in suspension of benefits, late enrollment penalties and you personally reimbursing the Welfare Fund for claims paid.



# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS RETURNED TO WORK PENSIONERS

- Under Age 65 – Anthem BlueCross BlueShield EPO
- Over Age 65 or eligible for Medicare Part A and B due to a SS Disability Award– Anthem Medicare Preferred PPO Plan in conjunction with Medicare Part A and Part B
  - If you are going to be working past age 65, you will be covered under our Active plan only if you maintain the 1000 hours needed for active coverage.
  - If you are going to work, but will not maintain the 1000 hours, the Anthem Medicare Preferred PPO plan will remain as your coverage – please contact the Welfare Fund for additional information regarding Medicare Secondary Payor Rules.

# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS

## CONTINUED COVERAGE FOR YOUR FAMILY

- In the event of your death:
  - if you qualify for lifetime health benefits upon your retirement, your spouse will continue to have lifetime coverage. Dependent children would be covered until age 26.
  - if you qualify for limited health benefits upon your retirement, your spouse/dependents coverage would terminate.

# THE STEAMFITTERS' INDUSTRY WELFARE BENEFITS

## COBRA RATES

	Single	Family
All Benefits (Hospital, Medical, Prescription, Dental & Vision)	\$998.00	\$3,579.00
Core Benefits (Hospital, Medical & Prescription)	\$935.00	\$3,232.00





THE STEAMFITTERS' INDUSTRY FUND OFFICE

***SECURITY BENEFIT FUND AND  
HEALTH REIMBURSEMENT  
ACCOUNT***

# THE STEAMFITTERS' INDUSTRY SECURITY BENEFIT AND HRA

## SBF – ELIGIBLE BENEFITS FOR RETIREES

- Benefits Available to you:
  - Scholarship Benefit
    - Available for all legal dependents enrolled full-time in an accredited post-high school educational institution
  - Student Loan Reimbursement
    - This benefit provides reimbursement for payments made toward a student loan for yourself, your spouse, your child, or any other legal dependent
  - Child Care Service
    - This benefit includes coverage for certified child care services such as day care centers, after-school programs, nursery schools, pre-schools, special needs programs, day camps, sleepaway camps, or other certified child care providers. Coverage applies to any dependent up to the age of twelve who is enrolled under the Steamfitters' Welfare Fund
  - Private School
    - Available for children or legal dependents who are enrolled in an accredited private school, grades kindergarten through 12

# THE STEAMFITTERS' INDUSTRY SECURITY BENEFIT AND HRA

## SBF – ELIGIBLE BENEFITS FOR RETIREES

- Benefits available to you continued:
  - Term Life Insurance
    - Reimbursed for Insurance premiums for participant & dependents
    - Must be Term Life Policy
  - Housing Benefit
    - Prevention of eviction or foreclosure ONLY
  - Funeral Expense
    - Reimbursement for funeral expenses (Needs Confirmation by Fund Office)
  - Death benefit
    - Balance paid to beneficiary



# THE STEAMFITTERS' INDUSTRY SECURITY BENEFIT AND HRA

## SBF – BENEFITS NOT ELIGIBLE FOR RETIREES

- Wage Replacement benefit
  - Unemployment, Workers Comp, Disability, Jury Duty, Job Shut Down, Inpatient Substance Abuse, Holiday Pay, and Military Service
- Financial Assistance
  - Fund can pay unpaid mortgage payments, rent, or maintenance charges.
  - Must be unemployed, disabled or on Workers' Compensation at time
- Housing Benefit
  - Purchase of principal residence and initial rental costs
- Catastrophic Event
  - This benefit is to help you recover from a catastrophic event that destroys or significantly damages your primary residence, and may impede your ability to work.

# THE STEAMFITTERS' INDUSTRY SECURITY BENEFIT AND HRA

## SECURITY BENEFIT

- Severance

- Eligible to apply after 6 months of no contributions
- Two years from eligible date to receive benefit
- If you do not receive in the two-year period, application period will expire
- Your total benefit will be equal to twice your earnings in the 12 months prior to your severance from the industry or the amount such earnings would have been had you worked the full year
- Benefit payable in lump sum only
- Benefit subject to Federal, NYS, NYC & FICA tax withholding

# THE STEAMFITTERS' INDUSTRY SECURITY BENEFIT AND HRA

## HEALTH REIMBURSEMENT ACCOUNT

- Health Reimbursement Account

- A pensioner can apply for reimbursement of all medical care and related expenses not covered by insurance on a tax-free basis
- If your account balance does not cover the reimbursement amount the difference may be transferred from your Security Benefit Fund
- Covered items include all co-payments, Long term Care insurance, Medicare Part B or D, Assisted Living Medical Costs, and OTC medicinal products



# THE STEAMFITTERS' INDUSTRY FUND OFFICE

## THINGS TO REMEMBER

- Keep your Beneficiaries up to date
- Update our office of any life changes i.e.,
  - Childbirth
  - Marriage
  - Divorce
  - Address Change
- Review your quarterly Statement of Earnings for accuracy
- Create an online account for Paperless Delivery and use E-Forms to easily apply for benefits. [www.steamfitters.com](http://www.steamfitters.com)
- Please do not hesitate to call the Fund Office with any questions



# THANK YOU

WILLIAM J. TURNBULL  
EXECUTIVE ADMINISTRATOR

JAMES J. IPPOLITO  
ASSISTANT ADMINISTRATOR

JAMES C. WHITE  
ASSISTANT ADMINISTRATOR

LOUISE FURIO  
SUPERVISOR, WELFARE FUND

DENNIS O'KANE  
SUPERVISOR, PENSION FUND

FUNDOFFICE@STEAMNY.COM

[WWW.STEAMFITTERS.COM](http://WWW.STEAMFITTERS.COM)