

December 2005

To: All Plan Members

**Re: Alaska Electrical Pension Plan
Important Notice of Actions Taken at Recent Trustees Meeting and Plan Changes**

We are writing to let you know that at the October 2005 meeting, the Board of Trustees approved some important changes to the Alaska Electrical Pension Plan.

Extension of Exception to Post Retirement Service Rules for 2006

In general, you cannot retire or continue to receive retirement benefits if you are employed for more than 40 hours a month in Post Retirement Service. From time to time, the Trustees approve exceptions to this rule for certain types of employment. **As a result of the Trustees' action at their October meeting, in 2006 retirees will be able to receive retirement benefits while working for up to nine months in any of the following classifications after retirement:**

- **As an estimator** for a signatory employer, provided the position is not subject to a collective bargaining agreement (initially effective: January 1, 2000); or
- **As an instructor** at the Alaska Joint Electrical Apprenticeship and Training Trust (initially effective: January 1, 2001); or
- **As a power lineman** for a signatory employer (initially effective: January 1, 2005); or
- **As a power dispatcher** for a signatory employer (initially effective: January 1, 2006).

Note that the exception for nine months of employment as a power plant operator, which the Trustees approved for 2005, has been discontinued for 2006.

If you are not currently working in one of the classifications stated above and are already retired, you are eligible to take advantage of these exceptions in 2006. However, if you are currently working in one of the classifications stated above and:

- **You retired before the initial effective date of the relevant exception.** You must re-retire in order to take advantage of the nine-month exception.
- **You retired on or after the initial effective date of the relevant exception.** You may continue employment in 2006 and need not re-retire to take advantage of the nine-month exception.
- **You never retired.** You must retire in order to take advantage of the nine-month exception.

As a general rule, you will not be considered retired until at least 45 days after the date you earn your last hour of covered employment. As further described in the summary plan description, in the summary of material modifications you received in May and in the Plan document itself, you must "withdraw and completely refrain" from Post Retirement Service in order to retire and be eligible for retirement benefits from the Pension Plan. A variety of facts and circumstances are taken into consideration when determining whether your situation qualifies as an exception to the Post Retirement Service rules; for example, you must terminate employment without any arrangement to resume employment with a participating employer and in all other respects pursue retired status under the Plan. In addition, there are procedures at the Local Union Offices to resume employment in a bargained position.

Correction of Benefit Overpayments/Underpayments

The Trustees have adopted a uniform policy with respect to the correction of benefit underpayments and overpayments consistent with recent guidance from the Internal Revenue Service. Federal law requires that the Trustees seek repayment of overpaid amounts plus interest. In the case of an underpayment from the Pension Plan, it also requires the payment of interest by the Plan. The policy will be fully implemented on January 1, 2006.

Returning from Qualified Military Service (USERRA)

As a reminder, if you have recently returned from active duty service in the military, you may be eligible to have service and contributions credited for your military leave under the Pension Plan. Please inform your new employer of your status as a returning military serviceperson so that the Administrative Office can properly credit your service.

If you have any questions about this letter, or if you have general questions about the Pension Plan, please contact the Administrative Office.

Thank you.

Sincerely,

Gregory R. Stokes
Administrator