

RESTRICTED REEMPLOYMENT RULES

RESTRICTED EMPLOYMENT

MAXIMUM PERMISSIBLE HOURS OF EMPLOYMENT
PER MONTH

The following types of reemployment are restricted. You may work in Restricted Reemployment up to the number of hours indicated per month for your current age and continue to receive your pension provided the work does not fall into another Restricted Reemployment category. You may work an unlimited number of hours in any employment that is <u>not</u> Restricted Reemployment.		UNDER AGE 57	AGE 57 TO 59	AGE 60 TO 64	AGE 65 AND OVER
1. Work Inside Core Teamster Industries	Work in <u>any</u> position (or supervising any position) in the following Core Teamster Industries, either in a Union or non-Union capacity, is Restricted Reemployment: <ul style="list-style-type: none"> • Trucking and Freight • Small Package and Parcel Delivery • Car Haul • Tank Haul • Warehouse • Food Processing or Distribution (including Grocery, Dairy, Bakery, Brewery and soft Drink) • Building Material and Construction 	0	0	0	40*
2. Work Outside Core Teamster Industries	Work outside of Core Teamster Industries is Restricted Reemployment if the work falls into <i>any</i> of the following categories:				
	Work for a Contributing or former Contributing Employer; or	0	0	0	40*
	Work in any position (or supervising any position) that is covered by a Teamster Contract with the Pension Fund; or	0	0	0	Unlimited
	Work in any position in the same Industry which you earned Contributory Credit with the Pension Fund; or	0	80	Unlimited	Unlimited
	Work in any position in the same job classification as other Fund Participants within a 100 mile radius.	0	80	Unlimited	Unlimited

* Unlimited hours if the reemployment is not in the same trade of craft you worked in while covered by the Pension Fund or the reemployment is outside the geographical area covered by the Fund.

Governmental Employment Exception: You may work an unlimited number of hours for a governmental agency provided the agency is not a Contributing Employer or a former Contributing Employer.

Newly Organized Company Exception: A pensioner who is engaged in non-Restricted Reemployment that is not organized by a Teamster Local Union but that subsequently becomes organized by a Teamster Local Union, will be allowed to continue his employment benefit without suspension.

Previous Reemployment Rules Exception: If a position is found to be Restricted Reemployment under the new reemployment rules but would not have been prohibited under the previous reemployment rules, then the Fund will treat the position as not being Restricted Reemployment.

Reemployment Rules Clarified

Many participants have expressed concern and confusion concerning the new reemployment rules. We attempt to clarify these new rules for you here. First, it is important to understand the rules were significantly liberalized from the previous rules for retirees age 57 and older. Most union pension funds have reemployment rules in place. A primary reason behind these reemployment rules is to prevent retirees from working at competing non-union employers for substandard wages, thus giving these non-union employers a significant competitive advantage over union employers. A second important reason for these rules is to prevent retirees from working in a union position, thus denying a new union member from being

hired and participating in the pension fund. New participants are needed in a pension fund to help pay for retirees' benefits.

With these two important reasons in mind, the Trustees developed new reemployment rules to better align the Fund's needs with the need of retirees to earn additional income. While under the rules you still cannot work in a Core Teamster Industry, for a current or former Contributing Employer, or under a Teamster Contract, the rules have been loosened significantly.

Shown below are examples of generally permissible reemployment for 80 hours (ages 57- 59) and for unlimited hours (ages 60 or older):

Non-Permissible Core Teamster Work

- Trucking and Freight
- Car Haul
- Tank Haul
- Warehouse
- Food Processing & Distribution Grocery, Dairy, Bakery, Beverage)
- Building Material & Construction

The following examples of reemployment are generally permitted for 80 hours per month if you are **57-59 and for unlimited hours if you are 60 or older**.

- Retail clerk (not in warehouse)
- Manufacturing work
- Office work
- Work for an airline
- Shuttle bus, motor coach or limo driver
- Local delivery of retail products via car or light truck e.g., auto parts, prescription

The following examples of work are generally permitted for an unlimited number of hours, **regardless of age** (including before age 57):

- Agricultural employment
- Driver training
- Sales (non-driver)
- Government employment
- Work for a non-profit charity
- Restaurant
- Residential landscaping
- Residential construction
- Residential newspaper delivery

Newly-Organized Company Exception:

A pensioner engaged in non-Restricted Reemployment that is not organized by a Teamster Local Union but that subsequently becomes organized by a Teamster Local Union, will be allowed to continue his or her employment without benefit suspension.

Previous Reemployment Rules Exception:

If a position is found to be Restricted Reemployment under the new reemployment rules but would not have been prohibited under the previous reemployment rules, then the Fund will treat the position as not being Restricted Reemployment.

Remember, in all cases, the reemployment cannot be Non-Permissible Core Teamster Work, work under a Teamster CBA ,or work for a current or former Contributing Employer.