



**Local Union No. 164 of the
International Brotherhood of Electrical Workers
of Hudson, Bergen and Essex Counties, New Jersey**

DEATH BENEFITS

PRE-RETIREMENT DEATH BENEFITS FOR SURVIVING SPOUSES

If you are married and die before your pension benefits begin, your surviving spouse may be entitled to a life income under the Plan. In order for this benefit to apply, you and your spouse must have been married to each other for at least one year on the date of your death and you must have accumulated at least 10 Pension Credits.

- If you die before you are eligible for early or normal retirement, monthly benefit payments will normally begin on the first day of the month following the date you would have first been eligible for early or normal retirement. The amount of monthly benefits payable to your spouse will be equal to 50% of what you would have received under the reduced annuity form that applies to married participants.
- If your death occurs after you are eligible for early or normal retirement, monthly benefit payments normally will begin on the first day of the month following the date of your death. In this case, the amount of monthly benefits payable to your spouse will be equal to 75% of what you would have received under the reduced annuity form that applies to married participants.

Payment of your surviving spouse's pre-retirement death benefits may be postponed (but not beyond your normal retirement date) provided your spouse files a written request for postponement with the Trustees.

GUARANTEE OF BENEFIT PAYMENTS

The Plan also guarantees that your surviving spouse (or your children, if you have no surviving spouse, or your beneficiary, if you have no surviving spouse or children) will receive a minimum number of monthly benefit payments in the event you die before your pension payments begin and you were an active participant at the time of your death. The number of guaranteed payments will depend on how many Pension Credits you have accumulated.

- If you die after accumulating at least 20 Pension Credits, 120 monthly benefit payments are guaranteed.
- If you die after accumulating at least 10 but less than 20 Pension Credits, 60 monthly benefit payments are guaranteed.
- If you are survived by a spouse, and you did not reject the 75% surviving spouse form of payment, then your spouse will have the option of electing the 120 or 60 monthly payment guarantee, whichever applies, in lieu of the surviving spouse annuity. The amount

of the guaranteed monthly benefit payments will be equivalent to the regular (unreduced) monthly pension you would have been entitled to receive based on the number of Pension Credits you had accumulated.

DESIGNATING YOUR BENEFICIARIES

There are some key things to keep in mind concerning any benefits payable because of your death.

- If you are married at your death, then your spouse will be the recipient of any death benefits unless he or she previously waived the benefits in writing.
- If you are unmarried at your death, your children, if any, will receive any benefits payable at your death.
- If you are unmarried and have no children, then you must specifically designate the person or persons you wish to receive any death benefits.

Remember, the person or persons designated in the most recent Beneficiary Designation form on file with the Trustees will be the person(s) to whom death benefits will be paid. All beneficiary designations must be made in writing on forms provided by the Trustees.