



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

**NONFORFEITABLE RIGHTS**

If you leave employment covered by the Plan before being eligible for normal, early or disability retirement, but after you have completed at least 5 years of vesting service, or 5 Pension Credits, you will be entitled to a Deferred Vested pension to commence at age 62.

The full annuity form of benefit payable to you will be determined the same as in the Normal Retirement Section.

If the full annuity pension is to commence after the sum of your attained age and Pension Credits totals 85 or more, the pension is unreduced.

If the full annuity pension is to commence on or after age 55 but before age 62 and you have 20 Pension Credits, the pension is unreduced if you are at least age 59 and reduced by 1/4% for each month that the commencement of payments precedes your 62nd birthday if you are younger than 59. If you have less than 20 Pension Credits, your benefit payments will commence at age 62.

As explained under the Normal Retirement Section, the full annuity form will only be paid if you and your spouse elect to receive that benefit. Otherwise, the reduced pension will be paid to you for life, and then one-half of your pension will be continued for the life of your spouse.