

LDC&C Pension Changes for the Next Generation of Laborers

The LDC&C Pension Fund of Ohio is adopting new pension benefit rules. These changes will primarily affect members that are NOT yet Union Laborers to keep the Fund vibrant and strong for many decades to come.

Unquestionably, managing a healthy pension fund is a top priority for us at OLFBP. As administrators of the LDC&C Pension Fund of Ohio, we are always working to remain a sustainable source for our members to rely on now, and well into the future. In order to continue providing solid, well-funded benefits for the next generation of Laborers, the Fund's Board of Trustees have made calculated changes to address shifting social and economic factors, for example, an increase in life expectancy.

In making these changes, the Board was very careful not to negatively impact those members currently in the Plan. If you are receiving this newsletter, there is a very good chance these changes will never affect you and your pension benefit. **The following changes will only affect you if your pension calculation at retirement does not include one quarter pension credit from 2017 or earlier. The changes will NOT affect you if:**

- You are a member or beneficiary currently receiving a pension benefit,
- You are currently vested (*members currently need five credits to be vested*), or
- You are not yet vested, but have at least one quarter pension credit from 2017 or earlier included in your pension calculation at retirement.

Now having outlined who will and will not be affected, the following list shows the particular rules and benefit changes the Fund will implement beginning January 1, 2018, for primarily new members.

- **Regular Retirement Age** – increases from age 60 to age 62
- **Early & Special Service Retirement Age** – increases from age 53 to age 58
- **Disability Benefits** – Disability must occur prior to the age of 58
- **Coordination of Benefits with Social Security** (*Social Security Leveling*) – removed from Plan, no longer a payment option
- **Working After Retirement Rules** – have been simplified. (*Details available in the summary of material modifications.*)

There is, however, **one plan change applicable to all members and beneficiaries who have not yet retired.** Members and beneficiaries will now be eligible for a Lump Sum Payment if the monthly single life benefit is less than \$200. Previously, the limit was \$100. This will provide more members and beneficiaries another payment option.

While these changes may cause feelings of uncertainty, be assured the Fund's status is still very healthy. The alterations in the Pension Fund's rules and benefits are preventative steps to ensure long-term stability and to give the next generation of Laborers the same piece of mind our current members have. We are confident these changes will help set the pace so the next 50 years of the Fund are as prosperous as its first 50 years.