



December 16, 2025

Suspension of Benefits and Retirement Rules for 2026

This notice is being sent to all participants to explain the suspension of benefit rules of the International Painters and Allied Trades Industry Pension Fund for work in 2026, and the impact these rules have on your benefits. This notice also explains what you must do to retire and start your benefit beginning in 2026.

There are some changes for 2026, so please read this notice carefully. The special rules that were in effect for work after retirement in 2024 and 2025 will no longer apply.

KEY POINTS

- **You must Retire to begin a pension benefit.** Retirement means stopping all work with all Contributing Employers, and all other work in the Industry, with no intent to return to any such work. For pensions starting in 2026 or later, you must wait at least 120 days after you start your pension before starting any work again in the Industry. If you do not wait at least 120 days, you will be treated as not having Retired. In this case, your pension will be canceled, you will be required to pay the Fund back all of the pension payments you have received, and you will have to re-apply for a pension when you actually Retire.
- **No pension is payable for months you work in Suspensible Service.** Suspensible Service means all employment during a month that will result in a pensioner losing entitlement to a pension for that month. For work in 2026, Suspensible Service includes all work in the Industry unless covered by an exception described in the box on the next page.
- **You can ask for an advance determination** as to whether your future proposed work is Suspensible Service by sending an email to PensionRTW@iupat.org or writing to IUPAT Industry Pension Fund, Attn: Suspensible Service, 7234 Parkway Drive, Hanover, MD 21076.

The Glossary at the end of this notice defines the capitalized terms used in this notice.

YOU MUST ACTUALLY RETIRE TO RECEIVE YOUR PENSION

If you start your pension effective January 1, 2026 or after, you must stop all work with all Contributing Employers and all employers in the Industry for at least 120 days.

If you return to **any** employment with a Contributing Employer or in the Industry within 120 days of starting your pension, your pension will be canceled and you will be treated as not having Retired. This means the Fund will recover the overpayments from you and you will need to submit a new retirement application when you plan to actually Retire. This rule applies even if you return to work that would be covered by an exception to Suspensible Service, if you do not wait the required 120 days after you start your pension.

WHAT IS SUSPENDIBLE SERVICE?

If you Retire and start your pension, you can return to work after 120 days without having your pension cancelled, but you will not be entitled to a pension for any month in which you work in Suspendible Service.* For 2026, Suspendible Service is any work for a Contributing Employer and any other work in the Industry, except certain work described in the box below[†] so long as you notify the Fund in advance of starting such work and the Fund approves. This rule applies to all work in 2026 even if you Retired before 2026.

Exceptions to Suspendible Service

The following work after Retirement is not Suspendible Service for 2026, **but only if you notify the Fund in advance and the Fund approves:**

- **Non-Bargaining Work Exception (2026):** Work for a Contributing Employer after you Retire is not Suspendible Service if you follow these rules:
 - ✓ Your work cannot be in Covered Employment (work for which your employer is required to make contributions to the Fund).
 - ✓ You must wait to start the allowed work until at least 120 days after you Retire.
 - ✓ You must tell the Fund before starting the allowed work and get the Fund's approval.
- Certain types and amounts of Covered Employment that is **trade show work or training work** for the International Finishing Trades Institute (iFTI) is not Suspendible Service.

You must make an advance request to PensionRTW@iupat.org describing the type of work you intend to do and when you propose to begin. The Fund will then send you an application that you and your employer must complete. **Your work cannot qualify for an exception unless the Fund receives your application before you start the work and approves your application.**

YOU MUST REPORT SUSPENDIBLE SERVICE

You must tell the Fund of any Suspendible Service once you start your pension (regardless of how many hours of work per month you expect to work) within 21 days after you start working in Suspendible Service. It is your responsibility to prove that any work you do after your pension begins is not in Suspendible Service.

- If you do not report your work in Suspendible Service before age 65 within 21 days, when your pension becomes payable again after you stop working in Suspendible Service it will be delayed for an additional six months.
- If you do not report your work in Suspendible Service after age 65, the Fund will assume that you have been working 40 hours or more per month and your benefits will be suspended until you prove otherwise.

* Limited to months in which you work for 40 hours or more in Suspendible Service, if you are over age 65, and not applicable beginning on the April 1 following the year in which you reach age 70-1/2.

† In addition, certain limited scope projects where the BMST demonstrates an exigent need for work by retired participants in advance of the commencement of such work will not be Suspendible Service.

RECOVERY OF OVERPAYMENTS

If the Fund pays you benefits for any month in which you are later determined to have Suspensible Service, you must repay these benefits (plus interest) to the Fund, or the Fund will recover the overpayments from you (or from your spouse or other beneficiary), plus interest, by reducing the pension payments otherwise payable or in any other way permitted by law.

CALCULATION AND PAYMENT OF BENEFITS FOR POST-RETIREMENT WORK

The Fund has special rules for calculating and paying benefits for work after you start your pension. These rules are in the Summary Plan Description described at the end of this notice.

GLOSSARY

The capitalized terms used in this notice have the meanings described below:

CBA means a collective bargaining agreement to which the Union is a party.

Contributing Employer means an employer obligated to contribute to the Fund.

Covered Employment means work for which an employer is obligated to make contributions to the Fund.

Industry means the Painters and Allied Trades Industry. Work in the Industry means work covered by a CBA, work under the trade jurisdiction of the Union, and work that you can do (or that has been assigned to you) because of your skill and training as an employee covered by a CBA.

Fund means the International Painters and Allied Trades Industry Pension Fund.

IUPAT means the International Union of Painters and Allied Trades.

Non-Bargaining Work Exception (2026) means Noncovered Employment in 2026 for a Contributing Employer. The Non-Bargaining Work Exception applies only if you (1) wait least 120 days after you Retire to start the work and (2) apply to the Fund before starting the work and get the Fund's approval.

Noncovered Employment means work that is not Covered Employment.

Retire means termination of all employment with Contributing Employers (both Covered Employment and Noncovered Employment) and with all employers in the Industry, with no intention of returning to such work. Participants with a Pension Effective Date on or after January 1, 2026 who begin work with a Contributing Employer or any employer in the Industry less than 120 days following the Pension Effective Date will be deemed not to have Retired.

Suspensible Service means, for work in 2026, all Covered Employment and all other work in the Industry after you start your pension, *except*: (1) work that is covered by the Non-Bargaining Work Exception (2026), (2) certain trade show work, iFTI work, and/or limited scope projects described in this notice; (3) work by participants age 65 and over in any month that is less than 40 hours in any month; and (4) work by participants after their required beginning date (currently, the April 1 of the year following the year in which the participant reaches age 70-1/2).

Trustees mean the Board of Trustees of the Fund.

Union means the IUPAT and its Local Unions and District Councils.

This notice is a summary of material modifications to your Summary Plan (SPD). Except as specified in this notice, the SPD and the Plan document will control over any inconsistent terms in this notice.

The SPD is available on the Fund's website. Go to www.iupatpension.org, click on the Resource Tab, Booklets and then IUPAT Summary Plan Description for more information.

cc: Contributing Employers, Participating District Councils and Local Unions