

# WESTERN CONFERENCE OF TEAMSTERS PENSION TRUST

**City of  
Snohomish**

Est. April 1955



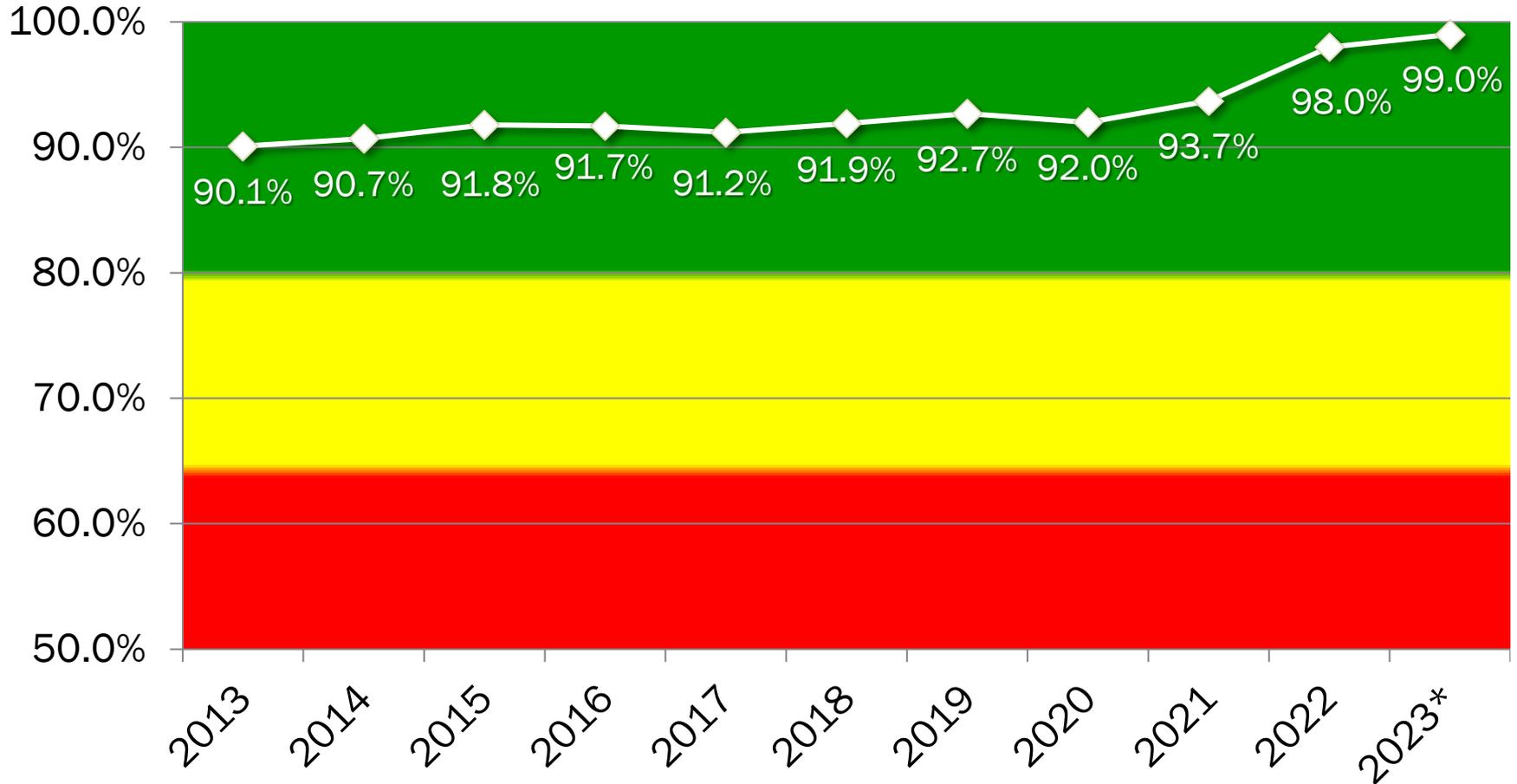
TIM HIGGINS  
PENSION REPRESENTATIVE  
OCTOBER 11, 2023

# INTRODUCTION TO THE WCTPT

- Established in 1955.
- Largest multiemployer plan in the United States.
- Over 1,400 contributing employers.
- Will provide retirement benefits to over 610,000 active participants, inactive vested participants, and retirees.
- Traditionally covered the 13 Western states. Has expanded to areas outside the West beginning in 2013.
- Board of Trustees -13 Employer & 13 Union Representatives.
- Benefits are portable.

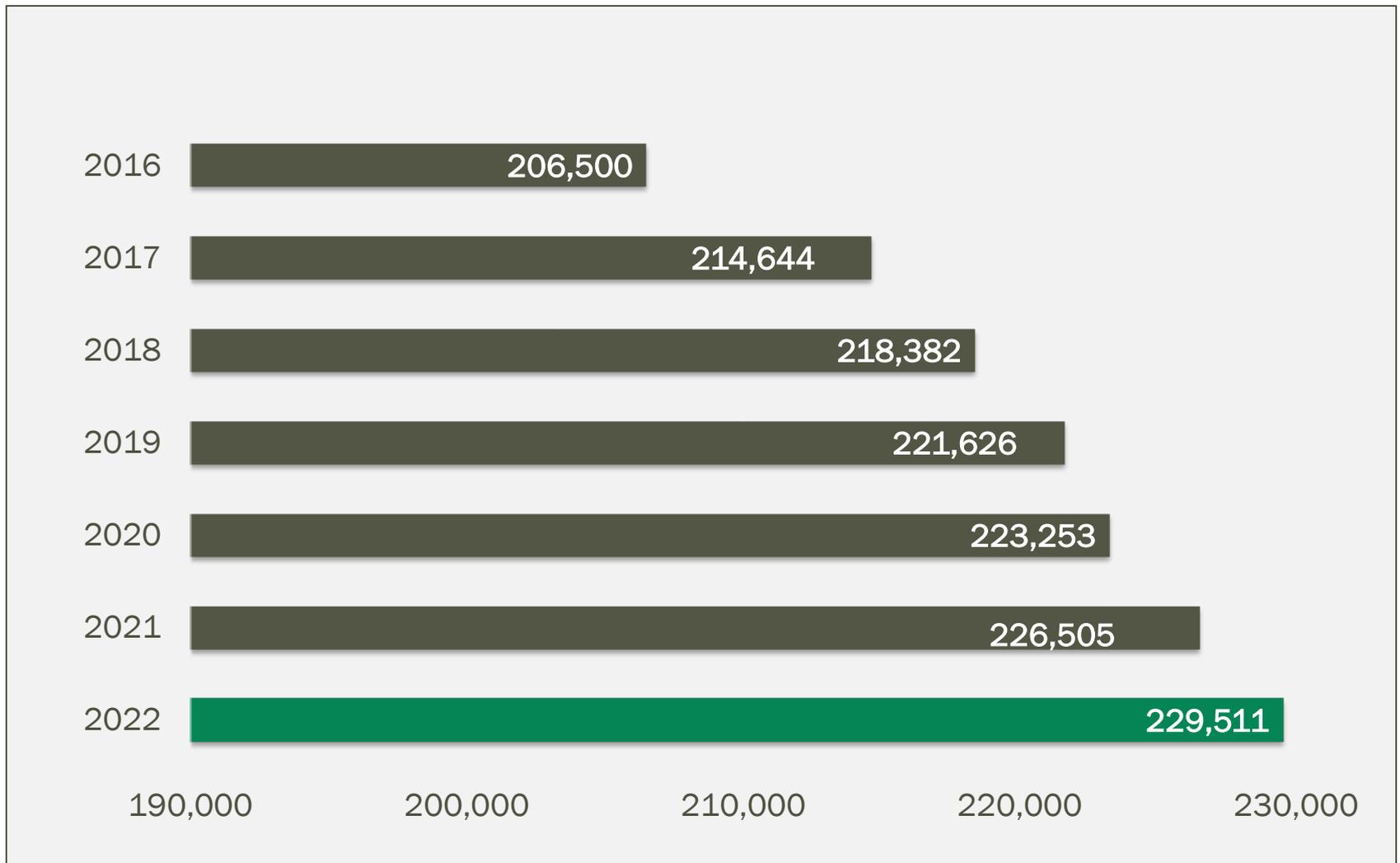


# HISTORIC PPA FUNDING STRENGTH

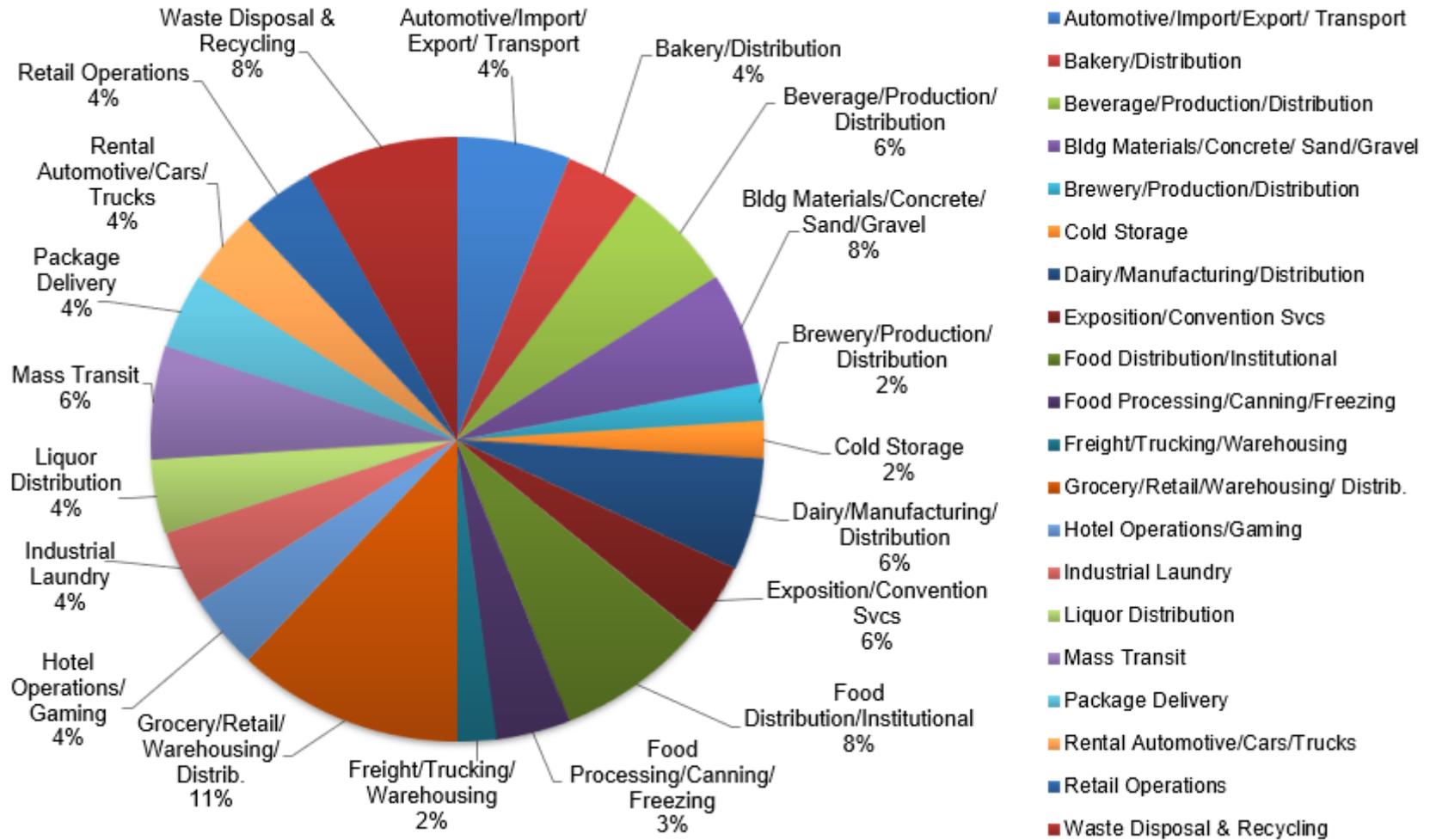


\*2023 based on PPA Zone Certification

# Active Participants by Year



# TOP 50 CONTRIBUTING EMPLOYERS' INDUSTRY



# PLAN BENEFITS



How Benefits Are Earned

# Vesting

Basic Vesting Rule – Requires a participant to earn at least five years of vesting service. A year of vesting service is earned for each calendar year with at least 500 hours of service.



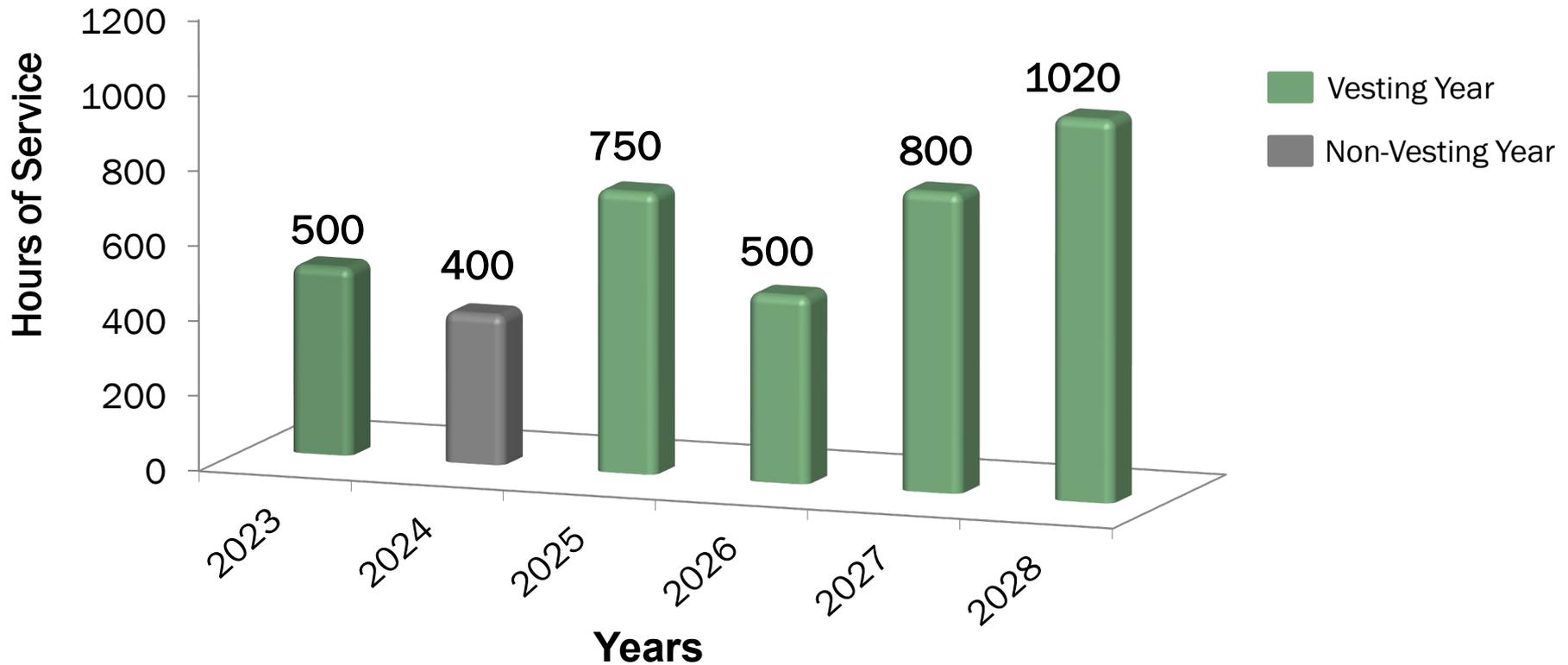
Once a Participant is Vested, they have a right to receive future benefits from the Plan and are protected from a complete loss of Plan Benefits.



# Basic Vesting Rule - 5 Years

One year of Vesting Service

- A calendar year with at least 500 hours of service

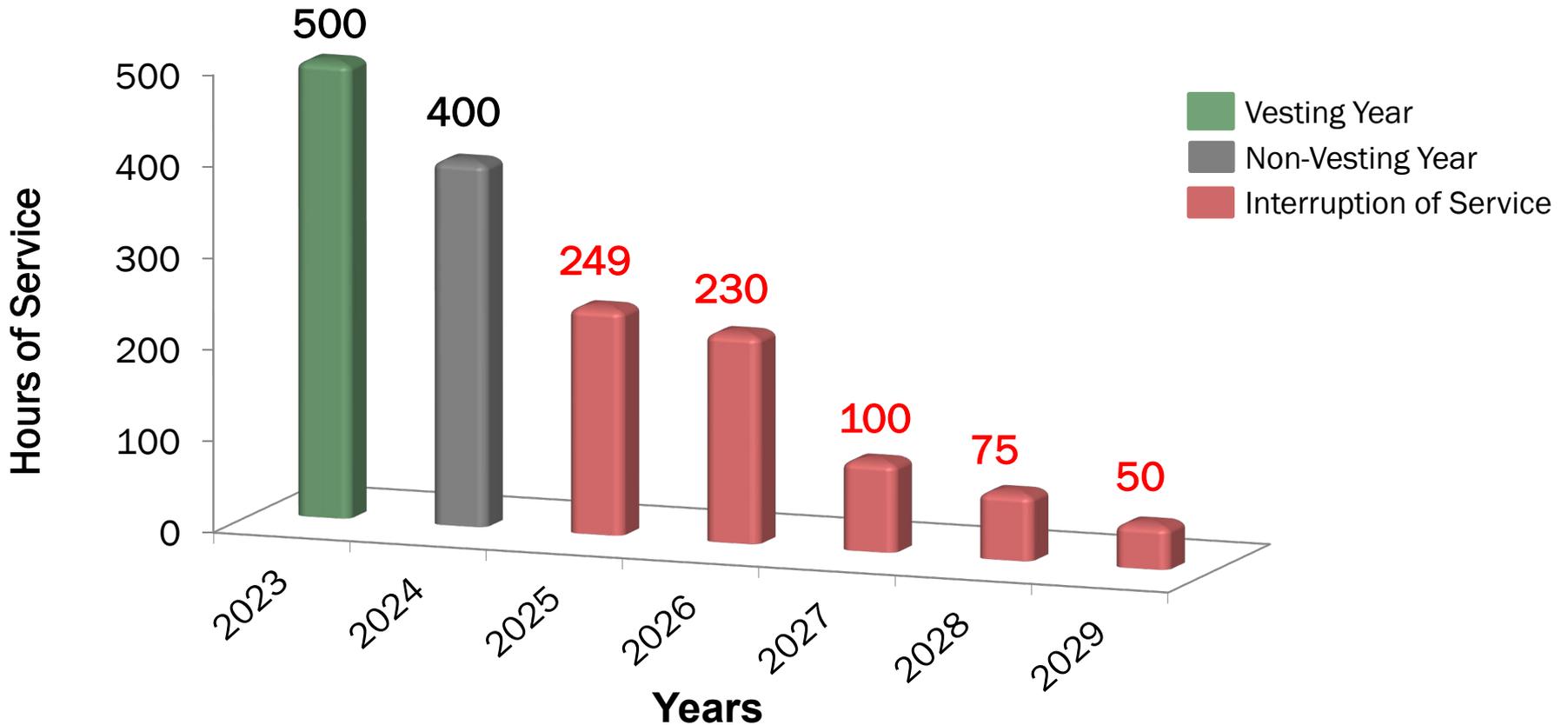


Vested upon completion of 500<sup>th</sup> hour in 2028.



# Forfeiture of Service

Before becoming Vested, a forfeiture of service will occur after five consecutive Interruptions of Service. A forfeiture results in a loss all of Plan benefits.



Forfeiture of service December 31, 2029

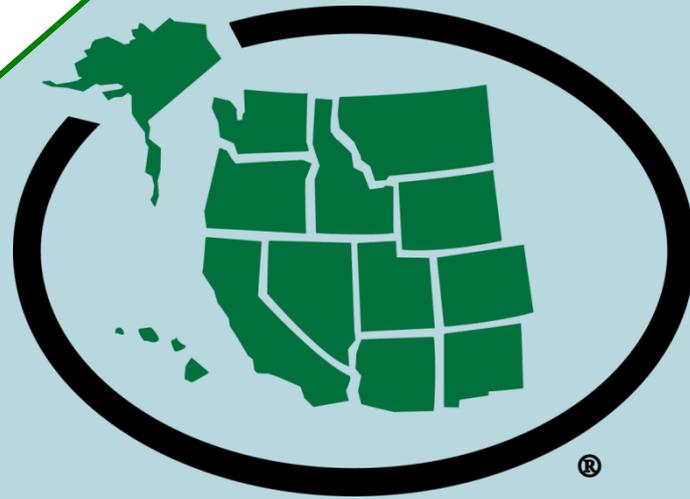
# ACCELERATED VESTING RULES

## Special Vesting Rule Age 52 or Over

New Participants 52 years or older entering the Plan as part of a new unit can use up to four years of previous employment with their employer towards the five-year vesting rule.

Age on First Covered Hour Under the Plan	Number of Years of Unbroken Employment that may be Used Towards Vesting	Number of Years of Vesting Service to be Completed after First Covered Hour
55 or Over	4	1
54	3	2
53	2	3
52	1	4
51 or Under	0	5

# PLAN BENEFITS



How Benefits Are Calculated

# CONTRIBUTION ACCOUNT BENEFIT PERCENTAGE

- **Pension contributions are multiplied by a fixed percentage set by the Trust during that applicable time-period.**
- **1.6 % in 2022 and 2023, 1.2% Beginning 2024 until further notice.**
- **1.2% accrual rate also applies to the calculation of a Non-Contributory Service Benefit (Past Employment).**

# How Your Contributory Service Benefit is Calculated

This example shows how the Plan calculates your contributory service benefit. The effective date in which your bargaining unit joined the pension plan was December 1, 2022, with an hourly contribution rate of \$1.50.

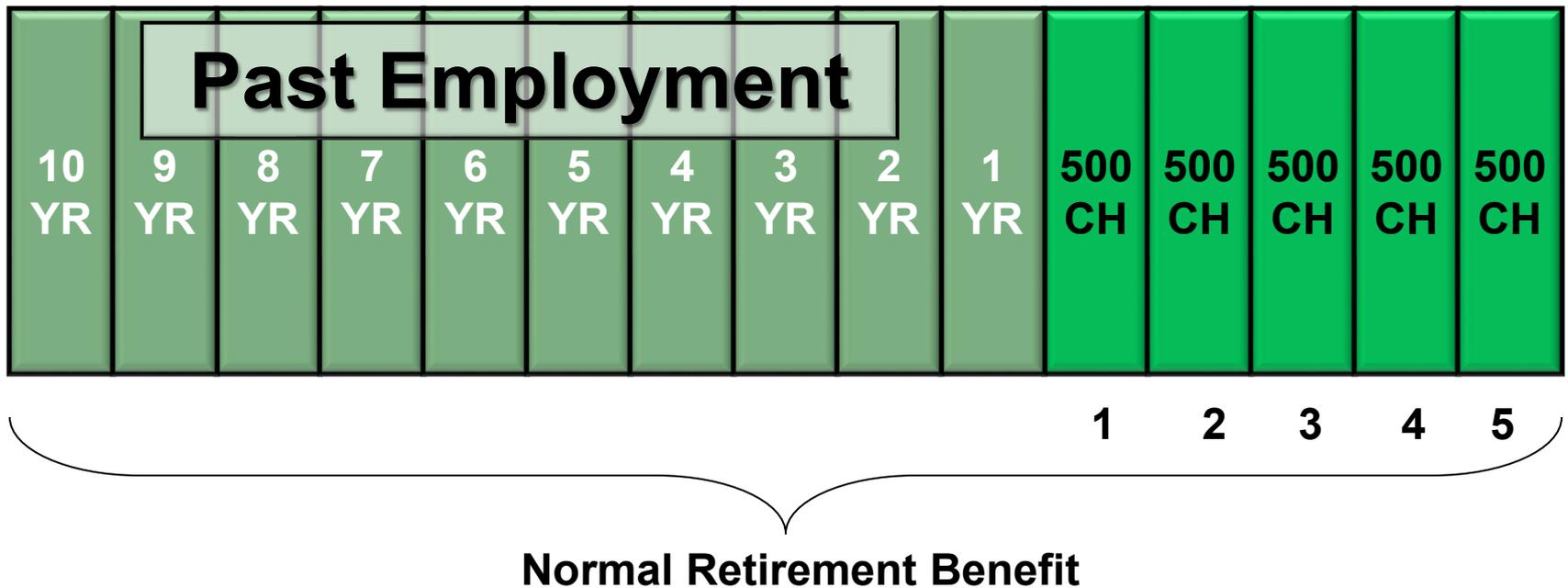
The basic employer contributions for each year are multiplied by the applicable benefit percentage to determine the monthly benefit earned for that year.

Year	Total Hours		Pension Rate		Total Contributions		Contribution Percentage		Normal Retirement Benefit
2022	173.33	X	\$1.50	=	\$260.00	X	1.60%	=	\$4.16
2023	2,080	X	\$1.50	=	\$3,120.00	X	1.60%	=	\$49.92
2024	2,080	X	\$1.50	=	\$3,120.00	X	1.20%	=	\$37.44
2025	2,080	X	\$1.50	=	\$3,120.00	X	1.20%	=	\$37.44
2026	2,080	X	\$1.50	=	\$3,120.00	X	1.20%	=	\$37.44
2027	2,080	X	\$1.50	=	\$3,120.00	X	1.20%	=	\$37.44
	TOTAL				\$15,860.00				\$203.84

**Total Contributory Service Benefit: \$203.84**

# Recognizing Up to 10 Years of Non-Contributory Service

A participant must complete at least five years of contributory service, each with at least 500 covered hours per year, to earn the maximum 10 years of past employment credit. This assumes that they have been continuously working with the same covered employer for at least 10 years prior to their first covered hour.



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# HOW A NON-CONTRIBUTORY SERVICE BENEFIT IS CALCULATED

The <b>first step</b> is to calculate the average annual contributions:	$\$15,600.00 \div 5 = \$3,120.00$	
The <b>second step</b> is to take 1.2% of the average annual contributions:	$\$3,120.00 \times 1.2\%$	\$37.44
The result from this second step is then multiplied by the number of years of past employment the participant has earned (in this example the participant qualifies for ten years):	$\times \underline{10}$	
<b>Total Non-Contributory Service Benefit</b>	<b>\$374.40</b>	

# NON-CONTRIBUTORY SERVICE BENEFIT: LESS THAN 10 YEARS OF PAST EMPLOYMENT

Not all participants have ten years of past employment. The chart below shows what a participant's non-contributory service benefit would be if they had a different amount of past employment.

Years of Past Employment	Non-Contributory Service Benefit
1	\$37.44
2	\$74.88
3	\$112.32
4	\$149.76
5	\$187.20

Years of Past Employment	Non-Contributory Service Benefit
6	\$224.64
7	\$262.08
8	\$299.52
9	\$336.96
10	\$374.40

# HOW YOUR NORMAL RETIREMENT BENEFIT IS CALCULATED

Assuming 10 years of past employment credit

The final step in calculating your benefit is to add together the **contributory service benefit** and **non-contributory service benefit** to determine a participant's **Normal Retirement Benefit**. A Normal Retirement Benefit is the benefit a participant can receive at age 65 if vested. If a participant retires before age 65, their benefit may be reduced based on their actual age when they retire.

Contributory Service Benefit		Non-Contributory Service Benefit		Normal Retirement Benefit Per Month (Age 65)
\$ 203.84	+	\$374.40	=	<u>\$578.24</u>

# Recent Coverage and Early Retirement



# Recent Coverage

**1,500 Covered Hours during a 60 consecutive calendar month period any time after age 50.**

- Higher percentage of Early Age Retirement Benefits
- Unreduced Age Retirement Benefit at age 62 instead of 65
- Increased Regular Spouse Lifetime Pension from 50% to 66<sup>2/3</sup>%
- Disability Retirement Benefits
- Eligibility for other death benefits

# Early Retirement Factors

Percentage of Normal Retirement Factors		
Exact Age on Pension Effective Date	Early Retirement Benefit Without Recent Coverage	Early Retirement Benefit With Recent Coverage
55	40.0%	54.4%
56	44.8%	59.2%
57	49.6%	64.0%
58	54.4%	71.2%
59	59.2%	78.4%
60	64.0%	85.6%
61	71.2%	92.8%
62	78.4%	100%
63	85.6%	100%
64	92.8%	100%
65	100%	100%

# Family Security



Death and Survivor Benefits

# Death and Survivor Benefits

## Lump Sum Death Benefit

- Vested

## Spouse Lifetime Pension

- Vested
- Married

## 48 Month Death Benefit

- Vested
- Not Married
- Recent Coverage

## Child Survivor Benefit

- 3,000 Covered Hours
- Under age 65
- Recent Coverage

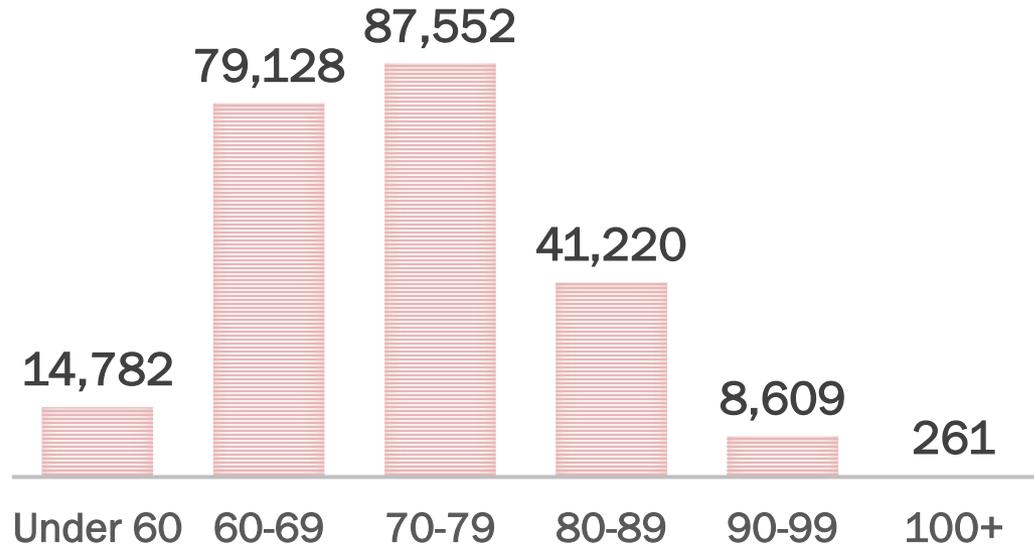
# A LONGEVITY STORY

As of 2022, there are:

**261** Retirees and Beneficiaries over **100** years old

**8,609** other payees between **90** and **99** years old

The average life expectancy is 78.5 years. The Plan is designed to allow individuals to retire many years ahead of age 60.



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## **A Longevity Story**

Bertha was born in 1913 and began working for a food processor in 1947. In 1971, Berta put in for her retirement and commenced her pension benefits on October 1, 1971.

To this date, Berta has been receiving a Western Conference of Teamsters Pension Benefit for over 51 years. She is the oldest living pensioner in the Plan at 110 years of age.

# Plan Communication



# WCT Pension Plan

## Website - [www.wctpension.org](http://www.wctpension.org)



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

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- [Retirees](#)
- [Beneficiaries](#)
- [Local Unions](#)
- [Employers](#)

### \*New! Plan Member Login

Register to access your account information, view benefit statements and choose your delivery settings for Plan communications.

[Login/Register](#)

### New Summary Plan Booklet

New Summary Plan Booklets were mailed in September. Download it here:



[English](#) | [Spanish](#)

### Video Tutorials



[View our latest videos in English and Spanish](#)

**We are still a green zone plan!**

**Personal Benefit Statements are mailed in late May. See more news below.**



## Welcome

The Western Conference of Teamsters (WCT) Pension Plan was established in 1955 through collective bargaining between labor and management. Today your Plan is the largest area-wide multiemployer pension plan in the United States. It covers 215,000 active participants through pension agreements negotiated by local unions with more than 1,400 employers nationwide. [Read more about the Trust.](#)

### 2019 Actuary's Letter on Plan Funding Status

This Actuarial Certification with Explanation and 2019 Funding Certification (required by the Pension Protection Act) states that the WCT Pension Plan remains in the "green zone" for 2019.

### Personal Benefit Statements Mailed in Late May

Personal Benefit Statements are mailed in late May to the homes of participants who worked 250 or more covered hours in the previous year and have a current address on file. If you do not receive one, contact your **Administrative Office** and verify your mailing address. [Click here to see a sample statement.](#)

### Letter from Union Chairman

See the letter dated May 3, 2019, from the Union Chairman of the Trust to Teamster Joint Councils and Local Unions participating in the WCT Pension Plan. He provides an update on the Plan's most recent investment performance and funding status while explaining both the challenges and opportunities in the year ahead.



<a href="#">Participants</a>	▶
<a href="#">Retirees</a>	▶
<a href="#">Beneficiaries</a>	▶
<a href="#">Local Unions</a>	▶
<a href="#">Employers</a>	▶

**Plan Summary**  
This section explains what you need to know and do to get the most from your Plan benefits. [Click here for details.](#)

**Moving Soon?**  
Be sure to update your WCT Pension Plan address. [Click here for details.](#)

## Plan Documents

### WCT Pension Plan Document

[Summary Plan Description \(English Version\)](#) **NEW**

[Folleto Resumido del Plan \(versión en español\)](#) **NEW**

[Highlights of the WCT Pension Trust Fund \(English Version\)](#) **NEW**

[Características generales de WCT Pension Trust Fund \(versión en español\)](#) **NEW**

[Report to Contributing Employers](#) **NEW**

[Agreement & Declaration of Trust](#)

[Notice of Election of Special Funding Rules Under the Pension Relief Act of 2010](#)

[Multiemployer Pension Plan "FASB" Disclosures](#)

[How the WCT Pension Plan Compares to a 401\(k\)](#) **NEW**

[IRS Determination Letter dated June 30, 2015](#)

### Form 5500

[2007](#) [2008](#) [▶ 2009](#) [▶ 2010](#) [▶ 2011](#) [▶ 2012](#) [▶ 2013](#) [▶ 2014](#) [▶ 2015](#) [▶ 2016](#) [▶ 2017](#)

### Audited Financial Statements

[2007](#) [2008](#) [2009](#) [2010](#) [2011](#) [2012](#) [2013](#) [2014](#) [2015](#) [2016](#) [2017](#)

### Actuarial Report

[2007](#) [2008](#) [2009](#) [2010](#) [2011](#) [2012](#) [2013](#) [2014](#) [2015](#) [2016](#) [2017](#) [2018](#)

### PPA Actuarial Certification with Explanation

[2008](#) [2009](#) [2010](#) [2011](#) [2012](#) [2013](#) [2014](#) [2015](#) [2016](#) [2017](#) [2018](#) [2019](#) **NEW**

### Annual Funding Notice—ERISA Section 101(f)

[2007](#) [2008](#) [2009](#) [2010](#) [2011](#) [2012](#) [2013](#) [2014](#) [2015](#) [2016](#) [2017](#) [2018](#) **NEW**

### Notice to Employers & Unions—ERISA Section 104(d)

[2008](#) [2009](#) [2010](#) [2011](#) [2012](#) [2013](#) [2014](#) [2015](#) [2016](#) [2017](#)



# **WCT Pension Plan Contact Information**

## **Northwest Area Administrative Office**

2323 Eastlake Avenue East  
Seattle, WA 98102-3393

(206) 329-4900 or Toll Free: (800) 531-1489

**[www.wctpension.org](http://www.wctpension.org)**