



# BENEFITS BUILT TO LAST



## PLAN HIGHLIGHTS

Pension

Retirement Savings

Medical







# Benefits Built to Last

Your benefits are designed to provide support for you both during your career and during your well-deserved retirement. The Heating, Piping and Refrigeration Medical Fund; Heating, Piping and Refrigeration Pension Fund; Steamfitters Local 602 Retirement Savings Fund; Local 602 M. Eddie Moore Scholarship Trust Fund; and Steamfitters Local Union No. 602 Death Benefit Plan provide a generous package of retirement and healthcare benefits designed to provide members of Steamfitters Local 602 and their families with peace of mind now and in the future. Benefits include:

- **A Medical Plan**—a comprehensive suite of health and welfare benefits that covers all the basics, plus offers additional programs and perks to help you save time and money
- **A Pension Plan**—a monthly benefit payable to you, for life, once you retire from the industry
- **A Retirement Savings Plan**—additional retirement savings that can be invested and can grow throughout your career
- **A Scholarship Plan**—provides dependents of Local 602 members with financial assistance to pursue higher education
- **A Death Benefit Plan**—provides family members or other beneficiaries with benefits to help defray burial and other expenses when a member of Local 602 dies

Whether you're sick or well, whether you're new to the industry or getting ready to leave it, your benefits are built to last—for you and your family.

*This brochure provides highlights of the benefits available under the Heating, Piping and Refrigeration Pension Fund; the Heating, Piping and Refrigeration Medical Fund; the Steamfitters Local 602 Retirement Savings Fund; and the Local 602 M. Eddie Moore Scholarship Trust Fund. **This brochure is not a Plan Document and cannot be used as a basis to establish your eligibility for benefits under the Heating, Piping and Refrigeration Pension Fund; the Heating, Piping and Refrigeration Medical Fund; and the Steamfitters Local 602 Retirement Savings Fund.** If there is any discrepancy between what is described in this brochure and in the actual Plan Documents, the Plan Documents will govern in all cases. For more detailed information, please call the Fund Office at 410-444-3756 or 800-618-2879 or visit the Fund website at <https://steamfitters-602.org/benefits.aspx> to obtain the governing Plan Documents.*

# Your Medical Plan

Although it’s called the Medical Plan, your Plan offers much more than coverage for doctor’s visits and hospitalization. The Medical Plan includes coverage for prescription drugs, dental care, vision care, weekly accident and sickness benefits, weekly disability benefits, an employee assistance program, death benefits for your survivor and so much more. Benefits are provided for working members, disabled members, retirees and eligible dependents.

## Eligibility

You and your eligible family members can start taking advantage of your Medical Plan benefits on the first day of the second month after you have worked 120 hours in a nine-consecutive-month work period in covered employment. For example, if you work 120 hours in covered employment during the January reporting period, you are eligible for coverage from the Medical Plan on March 1. You are then eligible for at least three months of coverage before you must satisfy the additional employment requirements for continued coverage described below.

You’ll continue to be eligible for coverage in the next eligibility quarter as long as you work at least 300 hours per work quarter, as shown in the chart below.

You will not accumulate hours in your Reserve Account until you have worked 1,000 in covered employment.

Work Quarter	Eligibility Quarter
<i>If you work at least 300 hours during the months of . . .</i>	<i>You are eligible for benefits during the months of . . .</i>
December, January, February	May, June, July
March, April, May	August, September, October
June, July, August	November, December, January
September, October, November	February, March, April

## Using a Preferred Provider Organization (PPO)

The PPO (through Carefirst or Virginia Health Network, depending on where you live) is a network of doctors, specialists, hospitals and other treatment facilities that have agreed to provide their services at a discount. When you use a PPO provider for medical care, your out-of-pocket expenses will generally be lower. That’s because PPO providers have agreed to charge a pre-negotiated rate for services. This is called the “allowed amount.”

# Comprehensive Coverage

Here's a quick snapshot of your medical coverage:

Benefit	You Pay In-Network
Annual Deductible* (amount you must pay before the Plan begins to pay benefits)	\$400 per individual/ \$800 per family
Out-of-Pocket Maximum (the most you'll pay in a calendar year for medical expenses, including your deductible)	\$5,000 per individual/ \$10,000 per family
Primary Care Visit* (not preventive)	\$20 copay
Urgent Care Visit*	\$20 copay
Specialist Visit*	\$20 copay
In-Network Preventive Care Visit	\$0 copay, no deductible
Teladoc Virtual Visit	\$0 copay
Acupuncture	\$20 copay
Chiropractic Services	\$20 copay
ER Visit	20% coinsurance
Hospitalization	20% coinsurance
Imaging (CT Scans, X-rays, PET Scans, MRIs)	10% coinsurance
Mental Health and Substance Abuse Treatment	Outpatient office visits for mental health or substance abuse treatment are provided on the same basis as medical office visits and subject to the same copay as shown above. Precertification is required for inpatient mental health or substance abuse treatment. Inpatient stays in excess of 15 days in a calendar month require concurrent review and approval.
Physical, Occupational and Speech Therapy	\$20 copay
Surgery	20% coinsurance

*\*If Medicare is your primary coverage, the annual deductible and copays for office visits shown do not apply.*

While a PPO offers flexibility—you can visit any provider and still receive coverage—non-participating (non-PPO) providers may charge more than the allowed amount for services, so the amount you pay to a non-participating provider may be higher. You are also responsible for any amount the provider charges that is more than the Usual, Customary and Reasonable allowance. For example:

	Carefirst PPO Provider (In-Network)	Non-PPO Provider (Out-of-Network)
Medical Expense	\$250 billed for services received	\$250 (non-PPO provider's charge for the service)
Repriced Amount	\$100 (repriced amount for the service)	\$250 (allowable non-PPO provider's charge for the service)
The Plan Pays	80% of the allowed amount: \$80	80% of the allowed amount: \$200
You Pay	20% of the allowed amount: \$20	20% of allowed amount: \$50  You pay more. The PPO saves you and the Fund money.
Bottom line: In this example, you save \$30 and the Medical Fund saves \$120 when you visit a PPO Provider.		

## Preventive Care

Your Plan coverage includes many preventive care services at no cost to you when you visit an in-network provider. These services include annual exams, immunizations and well-child visits, as well as screenings such as PSA testing, pap tests, mammograms and colonoscopies. No deductible applies to these services.

## Steamfitters UA Local 602 Family Medical Center

The Steamfitters UA Local 602 Family Medical Center provides you and your family with high-quality healthcare that is compassionate, cost-effective, convenient and confidential.

The Trustees of the Steamfitters UA Local 602 Medical Fund created the Steamfitters UA Local 602 Family Medical Center to provide participants with comprehensive primary care services. All services are available at no cost to you, including no out-of-pocket costs.

The Family Medical Center is staffed and operated by Marathon Health.

## Who Is Eligible?

All covered members, retirees, spouses and dependents (ages 2 and over) are eligible to use the Medical Center.

## What Is the Cost?

All services provided at the Family Medical Center are FREE to you.

# How Do You Access Family Medical Center Services?

The first step is to register in the Marathon Health Portal. Once you register, you can begin scheduling appointments.

## Incentive Program

Local 602 members and their covered spouses are eligible to earn up to \$250 each when you complete certain steps each year.

**Incentive #1:** You can each earn a \$100 gas card by completing all three of these steps:

- Completing a Biometric Screening at the Family Medical Center **and**
- Completing a Health Risk Questionnaire in the Marathon Health Portal (or by filling out and submitting a paper questionnaire, which you can get at the Family Medical Center) **and**
- Receiving a Comprehensive Health Review (CHR) or annual physical visit at the Family Medical Center.

Please note that you can complete all of the steps above in one visit, or you can spread them out through the year.

**Incentive #2:** In addition, you can each earn a \$150 gas card by completing a follow-up health coaching visit with Family Medical Center staff.

To earn these rewards, you must complete the activities shown above between January 1 and December 31 of each calendar year. You and your covered spouse can earn either or both incentives each year.

## What Services Are Available?

The clinical team from Marathon Health focuses on building relationships with you to inspire and empower you to live healthier lives. Learn more about the services available to you.

### Preventive Care

- Annual check-ups
- Biometric screenings
- Chronic condition management
- Health screenings
- Immunizations
- Referrals for specialty care

### Acute (Sick) Care

- Colds
- Flu
- Minor injuries
- Pink eye
- Rashes
- Sinusitis

### Health Coaching

- Disease management for chronic conditions
- Eat better
- Get stronger
- Improve sleep
- Prevent or manage diabetes
- Quit smoking
- Reduce and manage stress
- Weight loss/gain

### Medications

- Over 50 medications for conditions and illnesses treated at the Family Medical Center

**Labs**

- Blood work and lab tests processed at the Medical Center include hemoglobin A1C, lipid panel, glucose, rapid strep, mono, urinalysis, oxygen saturation and pregnancy. Additional lab tests can be drawn and sent to an outside lab.

**Location and Hours**

**Address**

8700 Ashwood Drive  
Suite 100  
Capitol Heights, MD 20743

**Hours**

Monday: 8 a.m.–5 p.m.  
Tuesday: 8 a.m.–5 p.m.  
Wednesday: 8 a.m.–5 p.m.  
Thursday: 8 a.m.–5 p.m.  
Friday: 8 a.m.–12 p.m.

**Website**

<https://my.marathon-health.com/login>

**Save Time and Money With Teladoc**

Your Medical Plan allows you to virtually visit board-certified doctors 24 hours a day, seven days a week from the comfort of your own home with Teladoc. If you’re experiencing cold and flu symptoms, allergies, pink eye, a skin rash, bronchitis or another common ailment, simply log in and talk to a qualified provider via phone or video chat.

Teladoc physicians can offer diagnoses, medical advice, treatment recommendations and can even prescribe medication in certain situations. Best of all, your copayment is zero. Teladoc services are provided free of charge for Medical Plan participants.

**When Should Participants Use Teladoc?**

*While you can use Teladoc at any time, it is a great alternative when your medical need isn’t urgent enough for the ER or urgent care facility, or when you can’t get an appointment right away with your primary care physician. It’s also great if you’re:*

- *Home sick and don’t feel well enough to leave the house.*
- *Traveling and don’t have access to an in-network doctor.*
- *At work and can’t take time off.*

**How It Works**

You can schedule a virtual doctor visit through the Teladoc website, over the phone or by using the Teladoc mobile app. Fill out your medical history and the reason for your visit, select your desired appointment time and decide if you’d prefer to speak via phone or video chat.

Once you’ve submitted your information, Teladoc will connect you with a doctor. The doctor will then work with you to decide on a treatment plan and, if appropriate, will submit a prescription to the pharmacy of your choice.

Visit [www.teladoc.com](http://www.teladoc.com) or call 800-DOC-CONSULT to get started.



# Prescription Drugs: Savings and Convenience

The Medical Plan uses CVS Health for pharmacy benefits, which includes most major pharmacy chains (more than just CVS) and many independent pharmacies in all parts of the country. What you'll pay depends on how you fill your prescription and whether your prescribed drug is a generic, preferred brand or non-preferred brand-name drug.

When you fill a prescription at a CVS Health network pharmacy, you'll pay a \$5 copay for a generic drug. If your doctor prescribes a maintenance medication (i.e., those that are taken on a regular basis and usually prescribed in 90-day supplies), you can take advantage of the convenient mail-order program and pay just \$10 to fill a generic 90-day prescription. You can also receive your 90-day supply of maintenance medication at a CVS retail pharmacy if you prefer.

	CVS Health Network Pharmacy (30-Day Supply)	CVS Health Maintenance Program/Mail-Order (90-Day Supply)
Annual Out-of-Pocket Maximum	Individual: \$1,600    Family: \$3,200	
Generic Drugs	\$5	\$10
Preferred Brand Drugs	\$10	\$20
Non-Preferred Brand Drugs	\$25	\$50

## Employee Assistance Program

We recognize that certain issues (like addictive behavior, anxiety, anger, depression, family problems, grief, stress and substance abuse) can take a toll on your health and often the health of your family. The Employee Assistance Program (EAP) is a service the Plan offers through SupportLinc to provide free, professional, confidential help to members (and their families) coping with life's stresses.

Free, Confidential and Available 24/7

Contact SupportLinc any time by calling 888-881-LINC (5462) or visiting [www.supportlinc.com](http://www.supportlinc.com) (username: hpr / password: linc123) to speak to a licensed counselor for guidance or referrals to local resources.

The EAP offers more than counseling services. Benefits also include:

- **Legal Assist:** Free telephonic or face-to-face legal consultation
- **Financial Assist:** Expert financial planning and consultation
- **Family Assist:** Consultation and referral services for dependent care, pet care, auto repair and home improvement

# Online Resources to Make Life Easier

Visit [www.supportlinc.com](http://www.supportlinc.com) or download the free app (username: hpr and password: linc123) for helpful web-based and mobile services, like:

- Articles and tip sheets for personal and work-related topics
- Search engines and directories for child care, elder care, education, legal, financial and convenience services
- Discounted fitness center memberships
- Skill builders: 20-minute e-learning modules
- Bilingual content (English and Spanish)

## Dental Benefit

The Medical Plan recognizes the importance of healthy teeth and gums to your overall health. The Medical Plan partners with Delta Dental to provide access to its expansive network of dentists throughout the United States. You may use any dentist you wish; however, you can save money by going to a preferred provider in the Delta Dental network.

If the dentist you select is a preferred provider, your Medical Plan will pay your expenses up to the amount provided under the agreement with the dentist up to a maximum of \$4,500 per year and up to \$4,500 per lifetime for orthodontic services. A list of dentists who have preferred provider agreements with the Plan is available from the Fund Office and Delta Dental. For participants (and dependents) under age 19, once the \$4,500 annual limit is met, benefits will be payable under your medical benefit and subject to the same deductibles and copays as other medical expenses.

The Plan pays dental benefits for:

- routine oral examinations,
- dental care (including tooth extractions, fillings, crowns, caps, oral surgery not otherwise covered, anesthetics, treatment of gum diseases, root canal therapy, tests and examinations other than routine oral examinations, and preventive services),
- bridgework,
- medically-necessary orthodontia,
- dental implants and
- denture replacement.

If you do not go to a preferred provider dentist, the Plan will pay 80% of what would have been paid under the preferred provider agreement up to the annual maximum of \$4,500.

### Looking for an In-Network Dentist?

*Visit [www.deltadentalins.com](http://www.deltadentalins.com) and enter your address under “Find a Dentist” for a list of participating providers near you.*

# Vision Care Benefit

The Fund partners with National Vision Administrators, L.L.C. (NVA) to provide you with vision care benefits. NVA's National Provider Network has over 99,000 provider location combinations in private practice and at national and regional optical retailers. The NVA network includes optometrists (O.D.), ophthalmologists (M.D.) and opticians. You can use the same participating provider for all of your vision care or choose one provider for examinations and another for eyewear.

Once every 12 months, each covered individual is eligible for an eye exam by a licensed optometrist or ophthalmologist with no out-of-pocket costs and for one set of lenses and frames (or contact lenses), up to a maximum of \$275. If you are age 19 or under and your vision expenses exceed \$275, they will be eligible for payment under your medical benefit and subject to the same deductibles and copays as other medical expenses.

When you see an NVA provider, you will not need to pay out of pocket and then submit for reimbursement. NVA will administer the claims for the vision benefit. You will have to pay out of pocket only if the costs are more than the \$275 annual benefit maximum. You can also use a non-participating provider and submit a claim for reimbursement to NVA.

You will find more detailed information about your benefits and about NVA's other discounts and programs on the NVA website ([www.e-nva.com](http://www.e-nva.com)).

The Fund also covers multifocal lenses following cataract surgery and LASIK vision corrective surgery. In addition, you have access to discounts on LASIK vision services through the QualSight LASIK program when you show your Delta Dental ID card.

# Death Benefit

The Medical Plan pays your designated beneficiary a benefit of \$1,000 if you die while a covered employee or retiree under the Plan.

# Hearing Aid Benefit

The Medical Plan covers the cost of hearing aids up to \$3,000 once every three years. In addition, you have access to discounts available through the Amplifon Hearing Services program when you show your Delta Dental ID card, as well as through NationsHearing® when you show your NVA ID card.

# Weekly Accident and Sickness Benefit

If you become sick or injured and cannot work as a result of a non-work-related illness or accident, you may be eligible for a weekly benefit of \$500 (for first- through fourth-year apprentices and helpers) or \$750 (for fifth-year apprentices or journeymen) for a maximum of 33 weeks.

# Self-Pay for Coverage

The Plan allows you to maintain your family's health care coverage during periods of unemployment or disability by making self-payments to the Fund Office. Employees, disabled employees, retirees and surviving spouses of employees and retirees may also make monthly self-payments to continue coverage. The amount you pay depends on your classification, why coverage was lost and whether you are eligible for Medicare. Contact the Fund Office for more information.

# Retiree Coverage

The Plan offers robust post-retirement coverage as explained in your current Summary Plan Description.



# Your Pension Plan

When you first start working in covered employment, you may not be too concerned about planning for your retirement. That's okay—while you're working, your employer is contributing to the Pension Plan Fund on your behalf. The Pension Plan is a "defined benefit" plan—meaning that you accumulate "credit" under the Plan based on your years of employment covered by the Plan, and you receive a monthly "pension" payment when you stop working based upon your years of service with contributing employers, your age at retirement and other factors.

## What's So Great About a Pension?

There are several advantages to having a defined benefit plan:

- Generally, your pension benefit is funded by contributions that employers make to the Pension Plan for hours you work in covered employment. Many years ago, the Union negotiated with the employers to require them to make contributions to the Pension Plan in lieu of wages. In very limited circumstances, employees may also make contributions to the Pension Plan.
- The Pension Plan offers more than just retirement income. If you become disabled, you may qualify for a pension benefit on account of your disability. If you die before you receive your benefit, your beneficiary may be eligible to receive a death benefit from the Plan. If you die after you've begun receiving your benefit, there are payment options that you can elect when you apply for your pension benefit, which allow for your survivor to continue receiving all or a portion of your monthly benefit.
- Your pension benefit doesn't fluctuate based on market performance. Your benefit is determined using a formula, so you're always able to estimate the amount of your pension.

## Where Does the Money Come From?

*Steamfitters Local 602 negotiates contribution levels with contributing employers.*

*Contributions are made by your employer(s) and are placed into a Trust Fund in lieu of wages.*

*An equal number of Union and Employer Trustees direct the management of the money in the Trust Fund on your behalf with the assistance of the Plan's investment consultant.*

*The money is invested and used to pay pension benefits and Plan administration costs.*

## How the Pension Plan Works

Once you become a participant in the Pension Plan, your employer begins making contributions to the Pension Plan on your behalf. You begin earning vesting service and pension credits.

- Vesting service is used to determine your eligibility for a pension.
- Pension credits are used to determine the amount of your pension.

### Vesting Credit

You earn one year of vesting service for each Plan Year (September 1–August 31) in which you work at least 1,000 hours.

If you earn an hour of service on or after September 1, 1998, and you've earned five years of vesting service without a cancellation due to a break in service, upon retirement you'll receive a specific benefit amount for the rest of your life.

### Pension Credit

For employment after September 1, 2023, you earn 100% of one pension credit for every Plan Year in which you work at least 1,700 hours. If you work more than 1,700 hours, you can earn more than one pension credit for that year. If you work less than 1,700 hours, your hours for that year are not a loss; you still earn a portion of one pension credit for that year.

If you work more than 1,700 hours in a Plan Year after September 1, 2023, just divide the number of hours you work by 1,700. For example, if Steve worked 2,300 hours last year, he would receive 1.353 pension credits ( $2,300 / 1,700 = 1.353$ ).

If you work fewer than 1,700, you'll earn a partial pension credit.

To determine partial credit, divide the number of hours you work per year by 1,700. For example, Jack would receive 0.706 credits for working 1,200 hours ( $1,200 / 1,700 = 0.706$ ).

For employment between September 1, 2009 and August 31, 2023, the same formula would apply except the number of hours worked would be divided by 1,800 instead of 1,700.

When Do I Become a Participant in the Plan?

*You'll become a Plan participant on the earliest September 1 or March 1 after you complete 1,000 hours of service within 12 consecutive months.*

# Determining Your Benefit

The amount of your monthly pension benefit is based on:

- the number of pension credits you earn,
- the benefit rate in effect when you earn your pension credits,
- your age at retirement and
- the form of pension payment you select.

## Benefit Rates

A benefit rate is a dollar value that the Plan uses to determine the value of your pension benefit. These rates are set for each year you work in covered employment. As shown in the chart below, the benefit rate has changed over time. It is currently \$200 for pension credits earned after September 1, 2023.

Apprentices earn benefits, too. The Plan allows you to earn 15 percent of the benefit rate for the first four years of apprenticeship.

The chart below shows the pension credit formula and benefit rates, based on dates of service.

	Dates of Pension Credits Earned	
	Pension Credit	Benefit Rate
Service from 9/23 – Today	One credit for each year in which you work 1,700 hours	\$200 per month
Service from 9/22 – 8/23	One credit for each year in which you work 1,800 hours	\$175 per month
Service from 9/21 – 8/22	One credit for each year in which you work 1,800 hours	\$137 per month
Service from 9/19 – 8/21	One credit for each year in which you work 1,800 hours	\$125 per month
Service from 9/09 – 8/19	One credit for each year in which you work 1,800 hours	\$100 per month

It's easy to estimate the amount you'll receive during your retirement. Just multiply your pension credits by the benefit rate in effect when you worked in covered employment.

# For example:

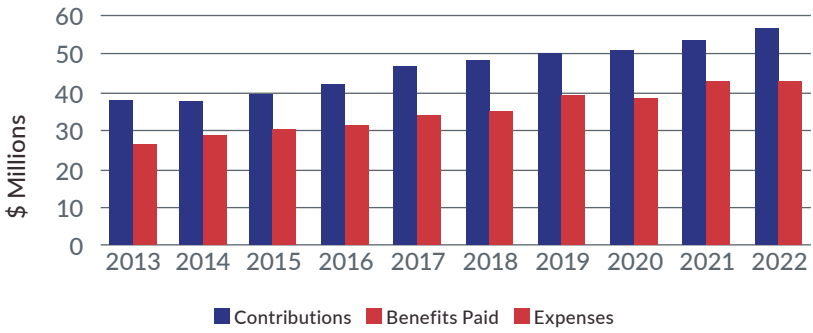
If you've worked in the industry without a break for 31 years, earned one pension credit per year, and you retire with a regular pension at normal retirement age (age 62) on September 1, 2024, your unreduced pension benefit would be approximately \$3,954 per month.

Dates Worked	Amount of Pension Credits Earned	Benefit Rate	Monthly Benefit Amount
September 1, 1993 – August 31, 2009	16	\$137 per Pension Credit	\$2,192 (16.0 x \$137)
September 1, 2009 – August 31, 2019	10	\$100 per Pension Credit	\$1,000 (10.0 x \$100)
September 1, 2019 – August 31, 2021	2	\$125 per Pension Credit	\$250 (2.0 x \$125)
September 1, 2021 – August 31, 2022	1	\$137 per Pension Credit	\$137 (1.0 x \$137)
September 1, 2022 – August 31, 2023	1	\$175 per Pension Credit	\$175 (1.0 x \$175)
September 1, 2023 – August 31, 2024	1	\$200 per Pension Credit	\$200 (1.0 x \$200)
Total			\$3,954

- The value of the assets in your Heating, Piping and Refrigeration Pension Plan has increased from \$488.2 million as of August 31, 2013 to \$997.3 million as of August 31, 2022. Approximately \$43 million in benefits were paid out to approximately 1,500 retirees and beneficiaries for the Plan Year ending August 31, 2022. This is 162% of the level of benefits paid 10 years ago.
- Contributions have exceeded benefit payments in each of the last 10 years, as shown in the chart on the next page.



## Contributions



## A Unique Benefit in Today's Workforce

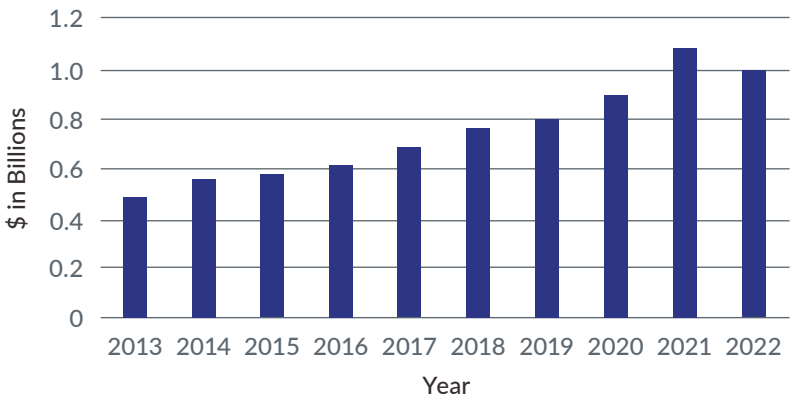
The latest data shows that most employees in the U.S. are no longer offered a defined benefit pension as part of their benefits package. According to the Bureau of Labor Statistics, only 15% of private sector workers have a traditional defined benefit pension, and that number is shrinking over time.

On average, the Heating, Piping and Refrigeration Pension Fund annual pension benefit as of August 31, 2013 was \$26,136. By comparison, the average annual Heating, Piping and Refrigeration Pension Fund pension benefit as of August 31, 2022 was \$31,644, and the average annual pension for a U.S. worker in the private sector was \$10,606 per year in 2021.

### The Power of Your Pension Plan

*Over the last 10 years, your Pension Plan assets have more than doubled. They have increased by \$509 million and continue to grow!*

## Pension Plan Assets at Market Value



# Types of Pensions

There are four types of pensions in the Heating, Piping and Refrigeration Pension Plan:

- **Regular Pension:** A regular pension is payable if you reach normal retirement age (age 62 or your fifth year of plan participation, whichever is later).
- **Early Retirement Pension:** You can retire on an early retirement pension if you are at least age 55 and have ten pension credits. The monthly amount of the early retirement pension benefit is reduced from the amount of your regular pension benefit by 3% for each year you retire before age 60.
- **Deferred Vested Pension:** If you leave covered employment before you retire and before you attain age 55 after you are vested, you are eligible for a deferred vested pension. A deferred vested pension is generally payable at age 62. However, if you earned ten (10) pension credits, you may be eligible to start your deferred vested pension as early as age 55. The amount of the deferred vested pension is determined in the same manner as the regular pension. However, the monthly amount is reduced at the rate of 3% per year for each year that you retire before age 62.
- **Disability Pension:** You are eligible for a disability pension if you become totally and permanently disabled (as determined by Social Security) before age 62, you have at least ten pension credits, and you worked a minimum of 2,000 hours of service within the three-year period that is comprised of the Plan Year you became disabled and the two prior Plan Years.

## Death Benefits

If you die before you retire, the Plan provides a death benefit for your designated beneficiary. If you have fewer than five vesting credits without a permanent break in service, all of the contributions made on your behalf will be paid to your beneficiary.

If you have more than five vesting credits, and you die before you retire, the payment of the death benefit depends on who your designated beneficiary is. If your designated beneficiary is not your surviving spouse, all of the contributions made on your behalf will be paid to your beneficiary in a lump sum.

If your designated beneficiary is your surviving spouse, then your surviving spouse will be given the choice of receiving a preretirement surviving spouse pension that may be payable as a lifetime survivor annuity or, if your spouse so elects, a lump-sum death benefit equal to the contributions made on your behalf. If you die before age 55, the survivor annuity will be payable on the first of the month following the date on which you would have reached age 55 had you lived. If you are 55 or older, it may begin immediately.

If you die after you retire but before receiving benefit payments equal to the amount of the contributions made on your behalf, your designated beneficiary will receive the difference between the amount of the contributions credited to your account and the monthly pension benefits you received prior to your death, in a lump sum. No lump-sum death benefit will be paid if your spouse is to receive a survivor benefit under the Joint and Survivor Pension or the 75% or 100% Joint and Survivor Options.

## Pension Payment Options

When it's time to receive your pension, you may choose from the following payment options:

### Joint and Survivor Pension

Under federal law, if you are married for at least one year at retirement, your pension is automatically payable in the form of a Joint and Survivor Pension when you retire, unless both you and your spouse elect not to receive your pension in this form. This option provides a fixed-benefit payment each month for your life. If you die before your spouse, your spouse will continue to receive a benefit each month for his or her lifetime.

You may elect to have your spouse receive 50%, 75% or 100% of the benefit you were receiving payable to your spouse after your death. Your monthly benefit is reduced when you elect this option to account for the additional benefit payable to your spouse.

### Single Life Pension

If you are not married when you retire, or if you and your spouse formally decline the Joint and Survivor Pension payment option, you will receive a Single Life Pension. This form of payment provides an unreduced monthly benefit for your lifetime—meaning that your monthly benefit will not be reduced to account for other factors, such as an additional benefit payable to your spouse. Age reductions will apply if you take an early or deferred pension. Payments stop at your death.

### Pop-Up Protection

If you elect the Joint and Survivor Pension, you may also elect Pop-Up protection, which means that if your spouse dies before you, the amount you were receiving will “pop up” to the amount you would have received under the Single Life Pension.



# Your Retirement Savings Plan

Once you begin working in covered employment, you're eligible to begin participating in the Retirement Savings Plan. The Retirement Savings Plan was designed to provide you with additional income when you retire. Your employer contributes to the Plan on your behalf, and those contributions are invested with one goal in mind—to earn retirement dollars for you.

Unlike the Pension Plan, there are no vesting requirements to meet in order to receive your Retirement Savings Plan benefit. From day one, you're automatically 100% vested in all employer contributions.

## Pension Plan vs. Retirement Savings Plan

Pension Plan	Retirement Savings Plan
If you earn an Hour of Service on or after September 1, 1998, you become vested (and have earned a right to a benefit at retirement) after you've earned five years of vesting service.	You become vested (and have earned a right to a benefit at retirement) on your first day of covered employment.
Your benefit is paid as a monthly "defined" benefit.	You may receive your benefit in monthly installments (if the balance is higher than \$5,000) or as a lump-sum payment.
The Trustees determine how the Pension Plan contributions are invested.	You have the option to choose how to invest the dollars in your individual account.

# How Does the Plan Work?

When you begin working in covered employment, an individual account is set up for you in your name. Your account is made up of contributions that employers make to the Retirement Savings Plan for hours you work in covered employment. When the Retirement Savings Plan was established in 1999, the Union negotiated with the employers to require them to make contributions to the Retirement Savings Plan in lieu of wages. Your contributions are invested with the goal of growing your account. You're immediately vested in both the amount contributed to your account and any investment return it earns.

You have the option to control how the money in your account is invested; however, you are not required to choose your own investment options. If you decide not to, you will be automatically defaulted into an investment group based on your age. Investment performance is not guaranteed; your account balance can go up or down, depending on market fluctuations.

When you stop working in covered employment, you will be eligible to receive the balance you've accumulated throughout your career once you have satisfied the eligibility requirements shown on the following page.

Please Note

*You cannot make contributions to the Plan directly. However, the Plan does accept rollover contributions from other qualified plans and tax-qualified annuities.*

## Investing Your Account Balance

If you choose to do so, you can have control over how your funds are invested. You can choose to place the funds in your account into one or more of the investment funds offered by the Plan.

You can view your individual account balance and your investment options or make changes to your current investment selections by contacting Empower Retirement (formerly known as Prudential). You can visit Empower's website at [EmpowerMyRetirement.com](https://www.empowermyretirement.com) or call 800-743-5274.

Investment Income

*Investment income makes up a significant portion of the Plan's assets. In fact, in 2023, the investment income was over \$65 million—more than two times the amount of employer contributions for the same year!*

# When Can I Receive My Benefit?

You're eligible for a distribution from your individual account if:

- **You retire:** You reach the Plan's normal retirement age of 62, and you stop working in covered employment, or you are at least 55, and you are receiving a pension from the Heating, Piping and Refrigeration Pension Fund.
- **You separate from covered employment:** An employer has not contributed to your individual account for a period of six consecutive months, and you have not worked in the plumbing and pipefitting industry for any employer for the previous six months.
- **You become disabled:** The Social Security Administration has deemed that you are totally and permanently disabled, and you may be eligible to receive your Retirement Savings Plan benefit upon becoming disabled (prior to normal retirement age).
- **You experience an immediate and heavy financial hardship:** The Plan provides hardship distributions under limited circumstances set forth in the Plan of Benefits.

## Forms of Payment

You have two options for receiving your benefit when you retire:

- If your account balance is less than \$5,000, you'll automatically receive it as a lump-sum payment.
- If your account balance is \$5,000 or higher, you may elect to receive it in periodic payments, or you may request it as a lump-sum payment.

### How Do I Check My Balance?

*You'll receive a statement once per quarter (four times per year). You can also download a statement on demand by going to [www.retiresmart.com](http://www.retiresmart.com).*

## Death Benefits

If you die before you've received a distribution of your account balance, your beneficiary will receive your remaining account balance.



# Scholarship Benefit

The Local 602 M. Eddie Moore Scholarship Trust Fund provides scholarships each year to the eligible dependents of Local 602 members to encourage and support their pursuit of higher education.

## Eligibility

You may be a participant or beneficiary in the Scholarship Fund and apply for scholarship benefits if you meet the following eligibility requirements:

1. You must be an unmarried natural or adopted child of a Steamfitters Local 602 member in good standing who is receiving dependent coverage under the Heating, Piping and Refrigeration Medical Fund;
2. The recipient must plan to pursue or be pursuing post-high school undergraduate or graduate education at an institution of higher learning;
3. You must have been accepted for admission or be enrolled in an accredited two-year or four-year college or university at the time of the award;
4. You must not be a relative of anyone who is a Trustee of the Scholarship Fund or a member of the Scholarship Fund Selection Committee;
5. You must submit a complete application to the Scholarship Fund Office that complies with the application instructions; and
6. You must use any scholarship money you are awarded to defray tuition and expenses for enrollment during the academic school year.

# How to Apply

To apply, you must complete and submit an application to the Fund. The documents required by the Fund must be submitted with the application.

1. A copy of a letter of acceptance from or evidence of enrollment in an accredited two-year or four-year college or university
2. A transcript of high school grades or college grades (if already a college student)
3. Two letters of recommendation. At least one must be from the applicant's teacher or other individual in a position to evaluate the applicant's academic performance
4. A concise, two-page written statement from the applicant detailing scholastic and personal achievement, community involvement and any other information supporting the application. The selection committee may require and request additional information from the applicant.

You must mail or deliver all requested information to the address below by June 30 of each year (please confirm the deadline on the application since it may change):

**Steamfitters Local #602**

8700 Ashwood Drive, Second Floor  
Capitol Heights, MD 20743

# Scholarship Awards

Applications will be judged by an independent and impartial committee made up of distinguished members of the community. Awards will be based on academic achievement and potential, personal achievement and community involvement. Scholarships will be awarded without regard to race, color, religion, sex or national origin.

Financial need may be considered in making awards, and the Selection Committee has the discretion to request information concerning the financial circumstances of applicants and to use this information in the award of scholarships.

Awards will be announced in August of each year and will be listed on the Local 602 website. Applicants will also be notified by mail. Payment of the award is dependent upon written evidence of enrollment in an accredited college or university and maintaining continued eligibility.



# Death Benefit Plan

This benefit, sometimes called our burial benefit, has been provided to members of Local 602 for many years. The burial benefit provides family members or other beneficiaries with benefits to help defray burial and other expenses when a member of Local 602 dies.

The Death Benefit Plan is administered by Local 602.

For more information about the Death Benefit, please contact:

**Office of the Business Manager/Financial Secretary Treasurer**

Death Benefit Plan

Steamfitters Local Union 602

8700 Ashwood Drive, Second Floor

Capitol Heights, MD 20743

## Eligibility

You may participate in the Death Benefit Plan if you are a member in good standing in Local Union 602. Your eligibility for Death Benefits ends when you are no longer a member in good standing of Local 602.

## Benefit Amount

The amount of the Death Benefit depends on the amount contributed to the Death Benefit Plan and the amount of benefits that are paid out. Each year, the assets in the Plan will be reviewed to determine the amount of the death benefit available the following year. The calculation is based on the assets in the Plan, the anticipated contributions that will be received in the following year and the anticipated deaths that will occur in the year. Each year, the assets in the Plan will be reviewed to determine the amount of the death benefit available the following year.

## Participant Portal

The participant portal will launch during the summer of 2024. Once it is available and you register for the Participant Portal, you will have access to all of your benefits booklets and your personal information, including your hours worked, contributions submitted on your behalf, eligibility, pension history, claims and Plan changes.

You can access the portal at [hprbenefitfunds.com](https://hprbenefitfunds.com) (launching during the summer of 2024).

We encourage you to register and use this important tool.

Contact Information	
Heating, Piping and Refrigeration Benefit Fund Office	410-444-3756 or 800-618-2879 <a href="https://steamfitters-602.org/benefits.aspx">https://steamfitters-602.org/benefits.aspx</a> <b>Physical Address:</b> c/o WPAS, Inc. 8700 Ashwood Drive Suite 150 Capitol Heights, MD 20743 <b>Mailing Address:</b> P.O. Box 21427 Eagan, MN 55121
Participant Portal	<a href="https://www.hprbenefitfunds.com">https://www.hprbenefitfunds.com</a> (launching during the summer of 2024)
Family Medical Center	<a href="https://my.marathon-health.com/login">https://my.marathon-health.com/login</a> 8700 Ashwood Drive Suite 100 Capitol Heights, MD 20743 <b>Monday, Tuesday, Wednesday and Thursday:</b> 8 a.m. to 5 p.m. <b>Friday:</b> 8 a.m. to 12 p.m.
Carefirst BlueCross Blue Shield	800-235-5160 <a href="http://www.carefirst.com">www.carefirst.com</a>
Virginia Health Network	804-320-3837 <a href="https://www.medcost.com/medcost-virginia">https://www.medcost.com/medcost-virginia</a>
Teladoc	<a href="http://www.teladoc.com">www.teladoc.com</a> 800-TELADOC (800-835-2362)
Delta Dental, Inc.	<a href="http://www.deltadentalins.com">www.deltadentalins.com</a> 800-932-0783
National Vision Administrators, L.L.C. (NVA)	<a href="https://www.e-nva.com/nva/content/home/home.xhtml">https://www.e-nva.com/nva/content/home/home.xhtml</a> 800-672-7723
QualSight LASIK program	<a href="https://www.qualsight.com/-/delta-dental">https://www.qualsight.com/-/delta-dental</a> 855-248-2020
Amplifon Hearing Services Program	<a href="https://www.amplifonusa.com/lp/deltadentalins">https://www.amplifonusa.com/lp/deltadentalins</a> 888-779-1429
Employee Assistance Program	<a href="http://www.supportlinc.com">www.supportlinc.com</a> username: hpr password: linc123 888-881-LINC (888-881-5462)
Empower Retirement	<a href="http://EmpowerMyRetirement.com">EmpowerMyRetirement.com</a> 800-743-5274
Steamfitters Local 602	<a href="https://steamfitters-602.org">https://steamfitters-602.org</a> 301-333-2356 8700 Ashwood Drive, Second Floor Capitol Heights, MD 20743
Remember to follow Local 602 on social media	
Facebook	<a href="https://www.facebook.com/steamfittersualocal602">https://www.facebook.com/steamfittersualocal602</a>
Instagram	<a href="https://www.instagram.com/steamfitters602/">https://www.instagram.com/steamfitters602/</a>
YouTube	<a href="https://www.youtube.com/@steamfitterslocal6022">https://www.youtube.com/@steamfitterslocal6022</a>

This brochure provides highlights of the benefits available under the Heating, Piping and Refrigeration Pension Fund; the Heating, Piping and Refrigeration Medical Fund; the Steamfitters Local 602 Retirement Savings Fund; and the Local 602 M. Eddie Moore Scholarship Trust Fund. **This brochure is not a Plan Document and cannot be used as a basis to establish your eligibility for benefits under the Heating, Piping and Refrigeration Pension Fund; the Heating, Piping and Refrigeration Medical Fund; and the Steamfitters Local 602 Retirement Savings Fund.** If there is any discrepancy between what is described in this brochure and in the actual Plan Documents, the Plan Documents will govern in all cases. For more detailed information, please call the Fund Office at 410-444-3756 or 800-618-2879 or visit the Fund website at <https://steamfitters-602.org/benefits.aspx> to obtain the governing Plan Documents.





July 1, 2024