



LOCAL 103

ELECTRICAL WORKERS PENSION FUND LOCAL 103, I.B.E.W.

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Pension Vesting Schedule

Requirement: Start at the top and stop if/when you meet the requirement	Comment
Normal Retirement Age	A Participant will become vested upon attaining his or her Normal Retirement Age under the Plan, but only regarding Eligibility Credits, Credited Service, and Lump Sum Death Benefit coverage not permanently cancelled due to a Break-in-Service.
Five (5) Eligibility Credits	A Participant who is credited with at least one Hour of Service on or after November 1, 1997, will become vested upon completion of 5 Eligibility Credits, but only as to Eligibility Credits, Credited Service, and Lump Sum Death Benefit coverage not previously cancelled due to a Break-in-Service. If such service was previously cancelled, and restoration is still possible under the Break-in-Service Rules, the Participant must work 1,000 Hours of Service in a Plan Year on or after November 1, 1997 to restore the prior cancelled service. For service earned before November 1, 1976, the Participant only needs to work one Hour of Service on or after November 1, 1997 to reinstate such service.
Five (5) Eligibility Credits (non-bargaining unit employees)	Effective November 1, 1989, a Participant who is a non-bargaining unit employee whose employment is not governed by the terms of a collective bargaining agreement, and who is credited with at least one Hour of Service on or after November 1, 1989, will become vested upon completion of 5 Eligibility Credits, but only as to Eligibility Credits, Credited Service and Lump Sum Death Benefit coverage not previously cancelled due to a Break-in-Service. If such service was previously cancelled, and restoration is still possible under the Break-in-Service Rules, the Participant must work 1,000 Hours of Service in a Plan Year on or after November 1, 1989 to restore the prior cancelled service. For service earned before November 1, 1976, the Participant only needs to work one Hour of Service on or after November 1, 1997 to reinstate such service.
Ten (10) Eligibility Credits	A Participant who is ineligible under one of the above Steps attains Vested Rights upon completion of 10 Eligibility Credits.

Electrical Construction Trust Funds, Local 103 I.B.E.W.

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