TRUST FOR THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS'®
PENSION BENEFIT FUND
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VIA EMAIL

To: All Financial Secretaries of IBEW Local Unions with "A" Membership

Dear Sisters and Brothers:

At the 41st International Convention, the delegates approved several changes to the *IBEW Constitution*, including revisions to Article XI affecting the IBEW Pension Benefit Fund (PBF). These changes address pension benefit rates, member contributions, and death benefit amounts and eligibility.

Effective January 1, 2027, eligible "A" members retiring from the electrical industry after December 31, 2026, will receive a normal pension of $5.50 per month for each full year of continuous "A" membership, including years earned before 2023. The same rate applies to early, disability, and vested pensions, subject to the existing eligibility requirements and applicable early retirement and optional spouse's benefit reductions.

For covered deaths occurring after December 31, 2026, the amendment increases the normal (natural cause) death benefit from $6,250.00 to $6,750.00 and the accidental death benefit from $12,500.00 to $13,500.00. The minimum death benefit for a member retired under the normal, early, or disability pension provisions also increases from $3,000.00 to $3,250.00, subject to the applicable exceptions under the *IBEW Constitution*. The amendment also eliminates the six-month continuous good standing waiting period for a non-retired "A" member to receive a death benefit. Additionally, no death benefit is payable when a non-retired "A" member is three or more months in arrears in per capita tax, unless the arrearage was not the member's fault; in that case, the benefit is reduced by the amount of the arrearage. Under the proposed language, an otherwise eligible member may qualify even if they have been in continuous good standing for less than six months. The proposed language also changes the rule surrounding an arrearage. This amendment is intended to align death benefit eligibility with the rules governing suspension from membership.

These amendments represent important changes to the IBEW PBF that may affect members' retirement planning and the benefits available to their beneficiaries. Members approaching retirement, or those seeking to understand the death benefits available to their families, should familiarize themselves with these changes and the applicable eligibility requirements.

With best wishes, we are

In Solidarity,

Kenneth W. Cooper
International President

Paul A. Noble
International Secretary-Treasurer

KWC/PAN:nlw
Copy to All International Officers
All International Representatives