



MASSACHUSETTS LABORERS' PENSION & ANNUITY FUNDS

Working together to give you a financially secure future

RETIREMENT BENEFITS THAT WORK AS HARD AS YOU DO

We're in This Together

Congratulations on becoming a member of the Massachusetts and Northern New England Laborers' District Council and its Locals! You have joined a union of hardworking people who are committed to building a bright future for our families and our region.

The Massachusetts Laborers' Pension & Annuity Funds are designed to help you build long-term financial stability.

SECURITY IN RETIREMENT

Pension Fund	Provides a guaranteed monthly benefit in retirement; you can influence the amount of your pension income by how much and how long you work
Annuity Fund	Is designed to supplement your pension benefit and help you build additional savings to boost your monthly income in retirement; your balance grows through employer contributions and potential gains from the Fund's investments



RETIREMENT BENEFITS WORKING FOR YOU

The Union (that is, the Laborers' International Union of North America and the Massachusetts and Northern New England Laborers' District Council and its Locals) works on your behalf.

LEARN MORE

Visit **MLBF.org** or call the Fund Office at **781-272-1000, ext. 150**.

We are proud to be part of the Laborers' family and to share your vision of a secure retirement.

Union negotiates your wage and benefit package with employers.

Employers contribute a set dollar amount for each hour you work.

Pension
Fund

Annuity
Fund

The Board of Trustees oversees the Funds and hires benefit professionals to actively manage the Funds and their investments.

Your role:

Keep track of your hours and watch your benefits grow.

BUILDING YOUR FUTURE

How the Funds' Benefits Work

As a Massachusetts and Northern New England Laborer, the work you do is covered under contracts between the union and contributing employers. These are called collective bargaining agreements. **For every hour you work under the agreement, your contributing employer agrees to contribute to the Funds on your behalf. In other words, the contribution comes from the employer, not from your wages.** Here's a quick overview of what you can expect from each of your retirement benefits when you work for contributing employers.

Pension Fund

- You automatically begin participating in the plan after you work at least 250 hours for a consecutive 12-month period.
- You earn one full credit year of service when you work at least 1,000 hours in a calendar year.
- You're vested after earning five credits.

When it's time for you to retire, you can apply for your pension benefits. The amount you receive is based on the years of service you've earned, your age, the accrual rate (which is the dollar amount each year of service is worth at the time of your retirement) and the type of payment option you choose to receive your benefit.

PENSION GROWTH EXAMPLE:

$$\begin{array}{ccccccc} 30 & & \$114 & & \$3,420 \\ \text{Pension credits} & \times & \text{Benefit rate} & = & \text{Monthly pension} \end{array}$$

*pension benefit assumes either a regular or service pension, life only, no spousal options or reductions for age.

Annuity Fund

- You automatically begin participating in the Fund with the first hour you work.
- You're vested—and the money becomes yours—after you've worked 100 hours in a calendar year.
- Professional financial managers invest the employer contributions and seek to grow the Fund's assets for the benefit of its members.
- Once vested, the full value of your account always belongs to you.

PICK YOUR PERSON

The Pension and Annuity Funds provide benefits to your spouse or beneficiary/beneficiaries if you die before you retire.

Visit **mlbf.org** to add or change your **beneficiary cards** for both the Pension and Annuity Funds. Completed forms can be submitted to the Fund Office.



Time Is on Your Side

The Annuity Fund provides additional income in retirement meant to supplement the monthly paychecks you will get from your pension and social security.

Meet Juan. He's 22 years old and a new Laborer whose account was recently opened in his name by the Fund Office. The longer Juan allows his contributions to accumulate and grow, the greater potential benefit the Annuity Fund can provide him in retirement. Let's explore an example of how Juan's Annuity Fund account can be a powerful building block for his retirement using certain assumptions described below.

VALUE IN	JUAN'S AGE	ACCOUNT BALANCE
5 years	27	\$69,057
10 years	32	\$157,193
15 years	37	\$269,680
20 years	42	\$413,244
30 years	52	\$830,324
40 years	62	\$1,509,704

Projections are based on the 2023 Annuity Fund valuation and the contribution rate effective as of June 1, 2024.

This assumes: 1,300 working hours in all years worked. Annual contributions made by the employer are \$11,791 with a contribution rate of \$9.40 for every hour. Wage rate used is \$43.58 and interest is 5%. Account balances are calculated with interest up to age 62. Actual contribution rates may vary by employer according to union contracts and are subject to change.



WHAT YOU CAN DO NOW

Keep track of your hours worked. Your participation is automatic, and you are neither required nor permitted to contribute additional money to either of the Funds. As you work throughout your career, be sure to track your time and make sure your employers are contributing for your work hours. Then watch your benefits grow. If you have questions or concerns about hours worked or contributions, you can call our Auditing Department at **781-272-1000, ext. 537**.

For more details about the Pension and Annuity Funds visit MLBF.org.