



# MO-KAN TEAMSTERS TRUST FUNDS

PO BOX 909500 • KANSAS CITY, MISSOURI 64190-9500  
816.756.3313 • FAX 816.756.3659 • TOLL FREE 1.866.756.3313



## MO-KAN TEAMSTERS PENSION FUND

12/08/2025

Dear Participant:

The Board of Trustees would like to inform you of a change reflected in an Amendment it recently adopted to the Mo-Kan Teamsters Pension Fund (the “Plan”) that increased the accrual rate for individuals receiving the maximum hourly employer contribution rate for plan years beginning on or after January 1, 2025. The change is described in this notice, which serves as a summary of material modification (SMM).

### The Change and How it may Affect You

The schedule of accrual rates in the Plan reflects the accrual rates that apply to the amount of hourly employer contributions made on the participant’s behalf. The accrual rates for hourly employer contributions made at the \$5.10 or higher rate on or after January 1, 2025 are being increased by 10%. Therefore, you will receive a higher benefit when your pension amount is calculated upon your retirement if the hourly employer contributions made on your behalf are at the \$5.10 or higher contribution rate. **Note:** The accrual rates that apply to hourly contributions below the \$5.10 contribution rate remain unchanged.

### Example - Normal Monthly Pension Benefit:

The monthly pension amounts before and after the 10% increase in the accrual rate are reflected below based on the following facts:

Clarence retires at age 65 on January 1, 2041 with 25 service credits earned under the Plan. He worked a total of 2,000 hours during each plan year from January 1, 2016 through December 31, 2040. He received hourly employer contributions on his behalf at \$5.10 throughout his career.

Therefore, Clarence’s monthly pension benefit will be calculated in two periods prior to this increase taking effect and it will be calculated in three periods once the increase becomes applicable. Clarence’s monthly pension amount would be:

|                         |   |                          |
|-------------------------|---|--------------------------|
| <b>Before Increase:</b> | \$103 accrual rate x 8 years of service equals          | \$824.00                 |
|                         | plus \$113.30 accrual rate x 17 years of service equals | \$1,926.10               |
|                         | for a total of  | <b><u>\$2,750.10</u></b> |
| <br>                    |   |                          |
| <b>After Increase:</b>  | \$103 accrual rate x 8 years of service equals          | \$824.00                 |
|                         | plus \$113.30 accrual rate x 1 year of service equals   | \$113.30                 |
|                         | plus \$124.63 accrual rate x 16 years of service equals | \$1,994.08               |
|                         | for a total of  | <b><u>\$2,931.38</u></b> |

**Questions?** If you have any questions regarding this Plan change or the Pension Plan in general, please call or write the Fund Office.

Sincerely,

The Board of Trustees

*This announcement letter contains only highlights of certain provisions of the Mo-Kan Teamsters Pension Fund. Complete details are contained in the official Plan Document. In case of conflicts between the wording in this announcement letter and the wording in the official Plan Document, the Plan Document always governs. All plans are subject to change without prior notice to participants.*



# MO-KAN TEAMSTERS TRUST FUNDS

PO BOX 909500 • KANSAS CITY, MISSOURI 64190-9500  
816.756.3313 • FAX 816.756.3659 • TOLL FREE 1.866.756.3313



## MO-KAN TEAMSTERS PENSION FUND

5/15/2026

Dear Participant:

The Board of Trustees would like to inform you of a change reflected in an Amendment recently adopted to the Mo-Kan Teamsters Pension Fund (the “Plan”) with respect to the extension of the temporary waiver of the 39-Hours of Work Rule for suspension of benefits for retired Participants. The change is described in this notice, which serves as a summary of material modification (SMM).

**THE CHANGE AND HOW IT MAY AFFECT YOU.** The current 39-Hours of Work Rule for Suspension of Benefits under the Plan is being waived for the 2026 Calendar Year for certain retired Participants.

**For retired Participants under age 65:** To qualify for the waiver, retired Participants under age 65 must have retired from and left all employment with a Contributing Employer or in Disqualifying Employment for at least four months and be returning to work for a Contributing Employer. Under the temporary waiver, a qualified retired Participant may work up to 960 hours in Disqualifying Employment during the 2026 Calendar Year. Once the maximum 960 work hours has been reached, the retired Participant’s monthly pension payment will be suspended for any month thereafter in which the Participant works or is paid for any hours in Disqualifying Employment during the remainder of the 2026 Calendar Year.

**For retired Participants age 65 or older:** To qualify for the waiver, retired Participants age 65 or older must have retired from and left all employment with a Contributing Employer or in Disqualifying Employment for at least 31 days and be returning to work for a Contributing Employer. Under the temporary waiver, a qualified retired Participant may work up to 960 hours in Disqualifying Employment during the 2026 Calendar Year. Once the maximum 960 work hours has been reached, the retired Participant’s monthly pension payment will be suspended for any month thereafter in which the Participant works or is paid for 40 or more hours in Disqualifying Employment during the remainder of the 2026 Calendar Year.

**BENEFIT RECALCULATION.** If you earn an additional Pension Credits, your pension benefit will be recalculated to include the additional Pension Credits you earned. The recalculated amount will take effect on the first January 1 pension payment following the end of the waiver period.

**Questions?** If you have any questions regarding this Plan change or the Pension Plan in general, please call or write the Fund Office.

Sincerely,

The Board of Trustees

*This announcement letter contains only highlights of certain provisions of the Mo-Kan Teamsters Pension Fund. Complete details are contained in the official Plan Document. In case of conflicts between the wording in this announcement letter and the wording in the official Plan Document, the Plan Document always governs. All plans are subject to change without prior notice to participants.*



# MO-KAN TEAMSTERS TRUST FUNDS

PO BOX 909500 • KANSAS CITY, MISSOURI 64190-9500  
816.756.3313 • FAX 816.756.3659 • TOLL FREE 1.866.756.3313



## MO-KAN TEAMSTERS PENSION FUND

06/05/2025

Dear Participant:

The Board of Trustees would like to inform you of a change reflected in an Amendment recently adopted to the Mo-Kan Teamsters Pension Fund (the “Plan”) with respect to the application of hours accumulated in the Reserve Bank of Hours. The change is described in this notice, which serves as a summary of material modification (SMM).

### **THE CHANGE AND HOW IT MAY AFFECT YOU**

Effective for retirements on or after January 1, 2025, the rules for applying the Reserve Bank of Hours have been expanded to reflect that the Participant’s Reserve Bank of Hours may be applied for Pension Credit and benefit accrual purposes to a Participant’s first year of work in Covered Employment upon satisfaction of the following conditions:

- The Participant completed more than 500 hours of work in Covered Employment in the Participant’s first year of work in Covered Employment; and
- The Participant is credited with more than 20 years of vesting service.

#### Example

**Before the change** - Jason retires at age 65 on December 31, 2025 with 21.5 years of service under the Plan. He worked 550 hours in his first year of work in Covered Employment during 2004 and a total of 2,000 hours during each plan year from January 1, 2005 through December 31, 2025. The employer contributions were made on Jason’s behalf for his work in Covered Employment throughout his career. Accordingly, his monthly benefit will be calculated based on his years of service times the accrual rate(s) based on the contribution rates made on his behalf as follows:

- 1) \$100 accrual rate x 11.5 years of service (1/1/2004 – 12/31/2015) = \$1,135.25; **plus**
- 2) \$103.00 accrual rate x 8.0 years of service (1/1/2016 – 12/31/2023) = \$824.00; **plus**
- 3) \$113.30 accrual rate x 2.0 years of service (1/1/2024 – 12/31/2025) = \$226.60

#### **Total**

**\$2,186.00 (rounded)**

**After the change** - Jason will retire with 22 years of service because he will be able to apply up to 450 Reserve Bank of Hours to his first year of work in Covered Employment during which he originally only completed 550 hours of work in Covered Employment. Note that the added Reserve Bank of Hours cannot make the total hours of work in Covered Employment for that year exceed 1,000 hours. Accordingly, his new monthly pension amount would be **\$2,221.00 (rounded)**. This amount was derived by adding an additional **\$35.25** to the monthly amount for the additional 450 Reserved Bank of Hours applied to his first year of work in Covered Employment.

**Questions?** If you have any questions regarding this Plan change or the Pension Plan in general, please call or write the Fund Office.

Sincerely,

The Board of Trustees

*This announcement letter contains only highlights of certain provisions of the Mo-Kan Teamsters Pension Fund. Complete details are contained in the official Plan Document. In case of conflicts between the wording in this announcement letter and the wording in the official Plan Document, the Plan Document always governs. All plans are subject to change without prior notice to participants.*