



# International Union of Elevator Constructors

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DATE: April 10, 2020

RE: Elevator Constructors 401(k)/Annuity Benefits –  
Emergency Plan Coronavirus Related Distributions

Dear Brothers and Sisters,

Attached is the application members must submit if they need to take advantage of the Elevator Constructors Annuity and 401(k) Retirement Plan's "Emergency Coronavirus-Related Distribution." As set forth in the Application, the Application must be submitted to MassMutual. MassMutual is ready to begin processing these applications. The application also will soon be available online at [www.neibenefits.org](http://www.neibenefits.org) and on the [IUEC COVID-19 Resources](#) page on the IUEC website [www.iuec.org](http://www.iuec.org). Here are the highlights of the Emergency Coronavirus-Related Distribution:

Participants who experience a Coronavirus-Related event **on or after March 1, 2020 and who submit and application to MassMutual by June 30, 2020** to receive a lump sum distribution of up to **\$25,000** from their Individual Accounts.

An Emergency Coronavirus-Related Distribution is available to any Participant:

- Who is diagnosed with COVID-19 by a test approved by the CDC.
- Whose spouse or dependent is diagnosed with COVID-19 by such a test; or
- Who experiences adverse financial consequences due to COVID-19 resulting from –
- Being quarantined; being furloughed, laid off, or having work hours reduced
- Being unable to work due to lack of childcare, or
- A closing or reducing of hours of a business owned or operated by the participant.

The Plan will rely on Participants' certifications that they satisfy these conditions.

The Plan has special account source rules for Emergency Coronavirus-Related Distributions:

- First, your Rollover Account (if you have established a Rollover Account).
- Then, if you haven't established a Rollover Account or your Rollover Account is less than \$25,000, your 401(k) Account,
- Then, if you haven't established a 401(k) Account and/or Rollover Account, or if the total balance of your 401(k) Account and/or Rollover Account is less than \$25,000, your Old Annuity Account (if you have an Old Annuity Account).
- Finally, if you don't have an Old Annuity Account or if the total balance of your 401(k) Account (if any), Rollover Account (if any) and Old Annuity Account is less than \$25,000, your New Annuity Account.

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Emergency Coronavirus-Related Distributions receive special federal income tax treatment:

- They are not subject to the 10% tax penalty typically applicable to early distributions.
- They are not eligible rollover distributions, meaning they are not subject to mandatory 20% income tax withholding. MassMutual will withhold 10% of these distributions as federal income tax withholding unless Participants elect otherwise.
- They will be included as gross income for federal tax purposes over a 3-year period unless Participants elect otherwise.
- May be re-contributed, in whole or in part, in one or more payments, to this Plan or another eligible retirement plan that accepts rollovers under which you participate, within three (3) years of receipt.

Fraternally,

Frank Christensen  
General President

James Bender  
Assistant General President

Larry J. McGann  
General Secretary-Treasurer

Enclosure: