



Blueprint

A Publication of the Bricklayers & Trowel Trades International Pension Fund • Winter 2012

IPF Funding Improvement Plan Designed to Protect Long-term Health of Fund

The Pension Protection Act of 2006 requires pension plans that are in endangered status to adopt a ten year Funding Improvement Plan (FIP) aimed at increasing the financial health of a plan. To this end, the International Pension Fund (IPF) adopted an FIP as of December 2010. The FIP outlines a path to improve funding levels over time by adjusting benefit accruals and increasing contribution levels and includes the following key measures.

- Accrual rates unchanged until 2012
 - Annual 3% or 4% IPF PPA rate increases starting in 2013
 - Current accrual rates remain in place for Locals which negotiate initial 4% IPF PPA contribution rates in 2013, and specified increases in later years
 - Ten year IPF Funding Improvement Plan will be reviewed annually and improve as conditions warrant
 - If neither 3% nor 4% PPA rate increases are achieved, all future benefit accruals will cease
- It is important for participants to remember that no changes in IPF benefits already paid or earned are being made. While no adjustment in benefit accruals or contributions were required in 2011, the Funding Improvement Plan will be reviewed on an annual basis and amended as needed.

INSIDE THIS ISSUE

- **Help with Quitting Cigarettes**
- **On-Line Fraud Targeting Seniors**
- **The Value of Defined Benefits**
- **IPF Canada Update**

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IHF Offers Help with Putting Out the Butts

Each year we make resolutions that sometimes seem insurmountable. Quitting smoking is often one of them. There are several things that you can do to stop smoking. The IHF wants to provide you with the tools and information you or your loved one need to succeed. Counseling and support works well for some; you can access a clinician by calling the Member Assistance Program (MAP) at 1-888-880-8222. For others, it takes medication.

There are several over the counter products that are deemed appropriate aids such as Nicorette® gum; as a member of the IHF, you also have access to prescription Tobacco Cessation medications through our SavRx Plan. You can access the Plan Formulary by logging onto www.SavRx.com or calling 1-866-917-7425. It is always important to speak with your physician or pharmacist before beginning any medication. You can access free resources at <http://whatworkstoquit.tobacco-cessation.org>,

including a Guide to Quit Smoking Methods that measures effectiveness and cost of each option available. You can also call 1-800-Quit-Now from anywhere in the United States and be put in contact with trained health professionals and coaches who can direct you to where you may be able to obtain free medication and advice.



International Pension Fund Benefit Statement Notice

This is to remind you that you have the right to request a statement of your benefit accrued under the plan. You may apply for a statement once every 12 months, and we will furnish a calculation of your accrued benefit and tell you if you have enough service to be vested in your benefit. We will provide this calculation within 30 days of our receipt of your written request. If you wish to request a benefit statement you should write to:

David F. Stupar, Executive Director
Bricklayers & Trowel Trades
International Pension Fund
620 F Street, N.W., Suite 700
Washington, DC 20004

FBI Helps Protect Seniors from On-Line Fraud

Seniors are taking to the digital world like never before. Internet connections, smart phones, notebooks and tablets are common fixtures in the households of Americans and Canadians of all ages. With the blistering fast pace of information being transferred between individuals and organizations, electronic fraud may be lurking just a mouse click or phone call away. With their

relative wealth and perceived technological naiveté seniors have rapidly become primary targets for internet and tele-marketing fraud.

The Federal Bureau of Investigation (FBI) keeps tabs on the constantly evolving world of on-line crime and publishes updates on scams targeting seniors. These schemes focus on areas of particular interest to seniors

and include offers relating to health care needs, investment products, and even funeral services. The FBI web page provides information to help seniors avoid, identify, and report fraud. For an up-to-date listing of the types of scams currently being perpetrated on-line go to the FBI's site at www.fbi.gov/scams-safety/fraud/seniors.

IPF/IHF Websites

In August 2008 the International Pension Fund and the International Health Fund moved their websites to their current domains at www.ipfweb.org and www.ihfweb.org. Please check any links or references to the International Fund websites to ensure that you are using the correct site to access information about the Funds. The previous web address at www.ipfihf.org was discontinued by IPF and IHF. The site was subsequently purchased by another entity, who until recently infringed on the Bricklayers and Trowel Trades International Pension Fund name. The Fund took action to stop the infringement and although the site is still active, it should no longer cause confusion.

Protect and Help Maximize Your Retirement Income

Recognizing the importance of retirement income planning, the BAC SAVE International Retirement Savings Plan (RSP) is offering you an additional way to guarantee income in retirement for as long as you live.¹ Through this option, by placing a portion of your RSP in a MetLife income annuity at retirement, you have the potential to obtain higher income payments than if you purchased an annuity individually.

An immediate annuity works well as part of an overall retirement strategy, so consider using just a portion of your savings to guarantee income.

Looking to cover immediate expenses?

With a \$25,000 purchase payment...

A 65 year old would receive \$139 per month for life.*

With a \$50,000 purchase payment...

A 65 year old would receive \$288 per month for life.*

With a \$100,000 purchase payment...

A 65 year old would receive \$585 per month for life.*



Find out more! Contact the
International Pension Fund
at 1-888-880-8222.

MetLife

*This is a hypothetical illustration and for illustrative purposes only. It is not an actual quote. Income based on rates on 12/1/2011, life-only income payout and qualified funds invested. Actual income payments will be determined on the date of each purchase payment and will vary. Ordinary income taxes apply to the taxable portion of annuity income payments. This illustration does not reflect the effect of taxes.

¹ Guarantees subject to financial strength and claims-paying ability of Metropolitan Life Insurance Company.

Pursuant to IRS Circular 230, MetLife is providing you with the following notification: The information contained in this document is not intended to (and cannot) be used by anyone to avoid IRS penalties. This brochure supports the promotion and marketing of MetLife's annuity products. You should seek advice based on your particular circumstances from an independent tax advisor.

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Study Confirms Pension Benefits Provide Value, Stability for Workers, Employers, and Society

Recognized by workers and financial experts alike as indispensable in providing retirement security, traditional defined benefits also provide employers and society at-large with advantages, particularly in uncertain times. A recently published study conducted by the National Institute on Retirement Security found that defined benefit pension plans provide all participating parties with measurable advantages in terms of predictability, efficiency, and risk management. The study provides financial decision makers with important information at a time when defined benefit retirement plans are increasingly subject to politically motivated attacks.

NIRS analysis indicates that the cost to deliver the same level of retirement income to a group of employees is 46% lower in a defined benefit plan when compared to a defined contribution or, 401(k)

plan. These savings are specifically derived from a defined benefit plan's longevity risk pooling (15%), maintenance of balanced portfolios (5%) and a defined benefit plan's superior investment returns (26%). Although defined benefit plans provide more security for workers at lower costs this fact is rarely, if ever, expressed in the mainstream media.

The NIRS study also determined that income derived from defined benefit plans lowers poverty rates and provides stability for entire families by creating 1.72 million fewer poor households and 2.97 fewer near-poor households. The study also finds that this income prevents 560,000 households from experiencing a food hardship, 380,000 households from experiencing a shelter hardship, and 320,000 households from

experiencing a health care hardship.

Defined benefit plans have a long history of allowing workers to retire from productive careers with dignity. While this benefit stands on its own merit, the income derived from defined benefits provides broad societal benefits. The NIRS study found that, in 2009, defined benefits provided an economic impact of an additional \$756 billion in the overall economy, supported 5.3 million American jobs, and added \$121.5 billion to federal, state and local revenues.

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IPF Canada Update

To: *The Valued Beneficiaries of the Bricklayers & Trowel Trades International Pension Fund – CANADA (IPF)*

In December 2011 and in accordance with the Pension Plans Settlement Agreement (PPS), a final transfer of assets and liabilities associated with certain Ontario members formerly covered by the IPF and now covered by the Canadian Members Pension Trust was completed. The last decade has presented challenges for Pension Funds in general and the IPF has contended with these while at the same time resolving the various issues associated with the BACU including the former partial wind-up and eventual PPS. In more recent years, tumultuous economic conditions have raised new challenges and questions about the future and in what this may mean to our working and pensioner members. With new questions must come intelligent and rational answers that properly address the situation, identify strengths and weaknesses and establishes a course for meeting stated objectives.

There is no question that we have a strong and unified team and that there are many among us who are willing to work harder, smarter and “step up to the plate” to keep our fund strong and financially viable. We are right to expect more from ourselves.

With this same mindset we are also right to expect more from the people who are paid to work on our behalf; the Administrators, Money Managers and the other professionals who serve our fund. While there may be some who are satisfied that we are currently meeting our legislative and actuarial requirements we should never be completely satisfied with simply “getting over the bar”. We must be “raising it”, even when it is tough going.

As a unified team we must be diligent in making sure that every employer is making the required contributions to the pension fund in a complete and timely manner. Similarly members and local union officers have the responsibility to contact the Fund Office should any hours be missing from member annual statements. This also includes ensuring that union members are working as “employees” not as “Independent Contractors” deriving the benefits of being union members while undermining the very pension fund they hope to rely on in future years.

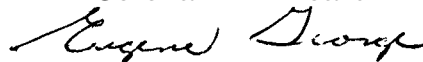
While these are challenging times we firmly believe we can be successful.

Thank you for your assistance and support in this regard.

Co-chair IPF Board


James Boland

Co-chair IPF Board


Eugene George



Walking Adds Quality to Life

Canadian Corner
By Linda Brodey,
Professional Lifestyle
Retirement Planner

Walking is simple and inexpensive. Best of all, almost everyone can do it!

Walking can be done anywhere, anytime. Think about all the opportunities you have to walk. You can mail a letter, walk in the shopping mall, take a grandchild around the block, explore a new nature trail or walk to raise funds.

Some enjoy walking alone while enjoying some privacy and others can walk with their friends, sharing thoughts, laughter or solve problems.

Here is a poem by an anonymous author on some of the benefits of walking that I think you'll find quite educational, enjoyable and fun to read.

Why Do I Walk?

*Why do I walk?
Tain't no mystery —
Wanna have a good
Medical History,
Doctor told me walkin'
is great —
Helps them blood cells
Circulate,*

(Continued on page 6)



Walking Adds Quality to Life, continued

Canadian Corner By Linda Brodey,
Professional Lifestyle Retirement Planner

*Great for the lungs,
Great for the Ticker,
Can't nothin' getcha
In better shape quicker
Feels so healthy,
Feels so sweet,
Pumpin' my arms
And flappin' my feet,
Moldin' my muscles,
Firmin' my form,
Pantin' like a pack mule,
Sweatin' up a storm,
Keeps me youthful,
Keeps me loose,
Tightens my tummy
And shrinks my caboose,
Beats bein' sluggish,
Beats bein' lazy —
Why do I walk?
Maybe I'm crazy!*

There are lists of walking resources available on the benefits of walking as they relate to independence and quality of life. You can also find out about how to get started, what to wear, where to walk and safety tips on walking and if there are any organized walking groups in your area of town. Here are just a few random resources that I located from my Google computer search on information on walking programs. I discovered the Canadian Diabetes Care Guide to Physical Activity website where they talk about “A Sample Walking Program”. They give suggestions for weeks 1 to 12. Check out www.diabetescareguide.com

I found another article on “How to Start Your Own

Walking Or Running Regimen” an article from the Canadian Living Magazine. The article talks about proper shoes, surfaces, form, intensity, stride, warm-up/cool-down, and stretch. You can find this information by doing a Google search on the article.

Find tips on walking and staying active in “Canada’s Physical Activity Guide to Health Active Living”. Visit their website at www.healthcanada.gc.ca

Remember to speak to your doctor before embarking on any new exercise program. There are times when you should not start or continue your physical activities. Get your doctor’s advice at all times.

Walking makes sense. Find a walking program that’s right for you. Do your research. Call your local community resources and find out about walking programs in your area. Be safe and enjoy walking!

Identifying Your Fitness Passions for Individuals 45+

I’d also like to discuss other fitness passions and give you some fitness suggestions that may pertain to your motivational “FIT” style.

As a Certified Seniors Fitness Instructor, I’ve certainly witnessed fitness buffs and also had the pleasure to meet those that came out to my Gentle Fitness classes for the very first time. In a comparison, both participants

were motivated to come out to participate. I do believe that if you find the fitness activities that are right for you, you will be motivated and enthusiastic to pursue those activities.

I just got off the phone with Susan Sommers, (not the actress). She is co-author of the book, Power Source For Women: Proven Fitness Strategies, Tools, and Success Stories for Women 45+. She tells me her book can apply to men that age too! Susan says that motivation is possibly the biggest determining factor when it comes to creating and implementing fitness in your life. Your level of motivation can make or break your program. In her book, she helps you define the environment that will be most conducive to your exercise success and the various activities that suit you.

Susan and co-author Theresa Dugwell, talk about the 4 motivational “FIT” styles in their book and some activity choices under each area. Reading their book can guide you to your ideal “FIT” Style. Can you identify yourself as passionate about any of these activities below?

Self-Directed Soloist: You prefer to plan out your daily workout schedule. You are self-reliant. Your self-energized style makes it easy for you to go solo when it comes to your fitness. Some activities suggested for people in this group

The *Blueprint* Wants to Hear From You

Are you involved in your community? Do you have hobbies or special interests you'd like to share with the readers of the *Blueprint*? Are you active in a Local Union retiree club? Perhaps you have some tips about making the transition to retired life a little easier? If so, please contact the *Blueprint* at:

Bricklayers & Trowel Trades International Pension Fund
ATTN: *Blueprint*
620 F Street, N.W.
Suite 700
Washington, DC 20004

You can also reach us electronically at:
cweir@ipfweb.org

are gardening, home training videos, ice-skating, indoor/outdoor cycling, jogging, swimming, walking, weight training and yoga.

Creative Designer: An environment that is light and fun motivates you. You are the type of person who has the ability to inspire others because of your relaxed, uplifting spirit. You can be playful but often firm and dedicated in the challenges you take on. Some activities suggested are high/low impact aerobics classes, curling, folk dancing, Frisbee, indoor/outdoor cycling, Pilates, square dancing, tai chi, weight training, water aerobics and yoga.

Spirited Planner: You are motivated by self-discipline. You like to adhere to structure, but you also enjoy the social component on occasion in your activities. You have a special love of nature. Some activities suggested are badminton, canoeing, cross-country skiing, golf, hiking, indoor cycling,

nature walks, tai chi and yoga.

Competitive Performer: You have a strong achievement orientation. You tend to be interested in personal achievement and likely play to win when you take on a challenge. Some activities suggested are golf, running events, specialized dance classes such as ballroom, salsa or tango, swimming, weight training and yoga.

Susan suggests that you review, try and add other activity suggestions to your motivational style. Experiment by sampling activities that fit your own style as well as ones from the other styles. Of course, there are other things to consider when setting fitness goals. You can learn about fitness strategies, tools and more in her new book, plus you can take the "FIT" Motivational Style Questionnaire. For further information, visit her web-site at www.powersourceforwomen.com

Remember, before embarking on any activity or increasing your level of activity, speak to your doctor to determine if your current fitness goals are in line with your recent medical history. There are times when you should not start or continue your physical activities

Stay as active as possible. Check out Canada's Physical Activity Guide to Healthy Active Living. There is also a guide for Older Adults. You can order these booklets by calling 1 800 622-6232.

There are lots of research and resources around with suggestions to help you stay active, involved and fit, geared to your physical abilities. You can research the Canadian Centre For Activity and Aging and check out their web-site at www.uwo.ca/actage

Be safe, fit and stay motivated!

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Blueprint Retiree Profile

Local 1 PA/DE Retiree Named "Role Model of the Year" by Thaddeus Stevens College

Despite retiring as a full-time bricklayer and instructor in 2007, Russ Stofflet continues to stay active in his trade and community by mentoring masonry students at his alma mater, the Thaddeus Stevens College of Technology. As both instructor and mentor, Stofflet gives the student's enrolled in the College's Masonry Technology Program insight from years of experience as a craftsman and community leader. This year Stofflet was recognized for his efforts and bestowed the College's Role Model of the Year Award. Among Stofflet's accomplishments at the Lancaster, Pennsylvania-based College, was the construction of a new brick and stone sign (pictured) featuring



Local 1 PA/DE Retiree Russ Stofflet

an electronic display and the College's seal.

Presented by College President Dr. William Griscom, the award recognizes Stofflet's commitment to the school, its students, and the community. A proud BAC member and IPF retiree, Stofflet says, "I thoroughly enjoy giving of my talents to enhance the masonry trade and promote Unionism."

IPF Retirement Blueprint

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