

To All Local 125 Members,

Subject: Death Benefit Fund

The **Death Benefit Fund** was formed by the Construction Unit of IBEW Local Union 125 in 1976. The purpose of the fund is to provide immediate cash to the deceased member's family (every attempt is made to deliver the cash within twenty-four hours of the participant's death.)

The plan consists of the following:

Initiation fee is \$25.00; the per-death occurrence contribution from participants is \$25; and the per-death occurrence benefit distributed to the beneficiary is \$25.00 times the number of current participants at time of death.(Example: upon the Death of a participant to \$3775.00, assuming 151 participants.) Each participant would receive notification of payment required after a distribution is made.

When a participant falls behind in payment of 3 occurrences they will be notified of being dropped from the plan unless payment is received within 30 days. During this period the participant is still considered active, however in the event of their death the balance of their debt will be deducted from benefit payout.

If participant is dropped they will incur a \$100 suspension fee in order to reapply to the fund.

WAITING PERIOD: All members who apply and/or reapply will be required to complete 6 months participation before qualifying for benefits. After this six-month period, a participant will qualify for benefits should he/she die of natural causes. There will be no waiting period for accidental death of participants.

BENEFICIARY: Each member shall fill out and sign a Designation of Beneficiary form for the Death Benefit Fund. In the event that a member names his/her current spouse as beneficiary and subsequently divorces, the designation shall be revoked and the benefit shall be paid to the contingent beneficiary or beneficiaries unless the member, post-divorce, specifically designates the divorced spouse as beneficiary. If there is no valid designation of beneficiary on file, the benefit shall be paid in the following order of priority: 1) Member's current spouse; 2) Member's children equally; 3) Member's parents; or 4) to the Member's estate. If it is determined that there is not an estate to pay the benefit to, the Local Union may pay the benefit directly to the funeral home.

Should a member die who is financially indebted to the Local Union, the Financial Secretary shall then deduct from the death benefit the amount of the indebtedness before paying the death benefit to the beneficiary or beneficiaries.

Once again, it must be emphasized that this is immediate cash to the family when they need it the most.

Although participation is strictly voluntary, all members are encouraged to participate. Passing the hat, however meaningful, typically does not come close to meeting a family's need at the time of a death.

Submitted and adopted before the Construction Unit Meeting April 12, 2014.

IBEW Local 125 cannot offer any guidance regarding potential tax effects of receiving a Death Benefit Fund distribution or participating in the fund. Death Benefit Fund recipients and participants are encouraged to consult with their individual tax advisors regarding tax matters.

The Construction Unit and Executive Board of IBEW Local 125 are actively requesting participation by any IBEW members regardless of employer or Local Union affiliation.

On behalf of the IBEW Local 125 Executive Board,

Ray Cowell, Recording Secretary

Death Benefit Fund

Name: _____

Address: _____

City, State, Zip: _____

Date of Birth: _____ Phone Number: _____

Local Union #: _____ Current Employer: _____

Primary Beneficiary: _____

Name

Relationship

Address

City, State, Zip

Phone Number: _____

Second Beneficiary: _____

Name

Relationship

Address

City, State, Zip

Phone Number: _____

Signature: _____

Date: _____

Mail document and fee to:

DBF
IBEW Local 125
17200 N.E. Sacramento Street
Portland, Oregon 97230