This guide is designed to provide information about MPI to union leadership to share with their membership. For more information about items mentioned in this piece, or copies of any of the publications referenced in it, please call Ed Brown at MPI at (855) 275-4674 x2703.

**PENSION PLAN:**

**A New Rule for Month of Suspensible Service**

If a retiree decides to return to work in the industry during the first two months after his or her retirement date, he or she will have his or her monthly pension benefit through the Motion Picture Industry Pension Plan (“Pension Plan”) suspended until the retiree completes two consecutive calendar months with no industry work performed.

After passage of the first two months after retirement, if a retiree works or is guaranteed 40 or more hours in the industry during a payroll month*, the retiree’s Pension Plan benefits will be suspended/forfeited. This is called a month of suspensible service.

This 40 hours threshold, however, will increase to 50 hours effective with the payroll month beginning December 22, 2019. Under this new rule, pension benefits will not be suspended/forfeited if a retiree works less than 50 hours (or stops working altogether) in a subsequent payroll month.

Therefore, if a reemployed retiree (who has not yet commenced required minimum distributions by April 1 of the calendar year after the retiree reaches age 70½ years) works 50 hours or more in a payroll month, his or her pension benefits for that month will be suspended. If the retiree works less than 50 hours in a payroll month, his or her pension benefits for that month will not be suspended.

As an example, Janey, a retiree who is 66 years old, has the opportunity to go back to work for 45 hours during the payroll month of December 22, 2019 through January 25, 2020. Since her hours will be under the new threshold of 50 hours, Janey will not forfeit her January pension benefit and she will continue to receive her pension benefits for February 2020 without suspension.

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*A “payroll month” is a month that begins on the Sunday preceding the last Thursday of the month and ends on the Saturday preceding the last Thursday of the following month.

**NOTE:** As a reminder, a retiree who retired with an unreduced early retirement pension benefit who chooses to go back to work before age 65 years and accrues 400 or more credited hours in a plan computation year, will have a permanent suspension of his or her pension benefits until the month of his or her 65th birthday. This rule applies to anyone who retires with 30 or more qualified years at age 60 years and 60,000 credited hours, at age 61 years and 55,000 credited hours, or at age 62 years and 50,000 credited hours. This plan rule carries forward unchanged.