

# LIGHT AT THE END OF THE TUNNEL

2023 Summary Annual Report





# International Pension Fund Zone Status Stabilized, Projected Solvency Continues for 30 Years

The IPF Board of Trustees is pleased to report that the Fund's Pension Protection Act zone status has continued to remain "Yellow" or "Endangered Status". This development can be attributed to changes the Plan has made under the Funding Improvement Plan enacted in 2010, the subsequent Rehabilitation Plan enacted in 2016, as well as a slight increase in contributions reported to the Plan during recent Plan years. In addition, the Fund's actuary has confirmed that the IPF is able to pay expected benefits and meet expected benefits and meet expected expenditures over a thirty-year period commencing January 1, 2023 and running through December 31, 2053. The actuary made the 30-year projections using plan provisions, participant data, IPF financial information and expectations of industry performance to project plan solvency.

## REAL ESTATE INVESTMENT: UPDATE

The IPF continues to invest in job-producing real estate portfolios. These investments, which include new construction and rehabilitation and renovation projects make economic sense for participants, employers, communities, and the Fund itself. As an integral component of its investment strategy, IPF funded real estate projects always mandate union labor. These job creating ventures provide capital to keep the economy moving and keep union members employed. IPF assets invested in pooled construction funds now total over 148 million.

These investments include the AFL-CIO Housing and Building Investment Trusts, American Realty Advisors, Inter-continental Real Estate Corporation, Ullico Investment Advisors, Inc., Amalgamated Bank, New Tower Multi-Employer Property Trust, WCP Special Core Plus II, Angelo, Gordon & Company, GCM Grosvenor Capital Management, Fiera Capital and Crestpoint Investments. Combined, these programs generated more than 43.4 million hours of employment for BAC members since 1982.

# LIGHT AT THE END OF THE TUNNEL

IPF/IHF: LIGHT AT THE END OF THE TUNNEL.....	2
IPF/IHF: LUZ AL FINAL DEL T'UNEL .....	3
IMPROVED BAC MEMBER PORTAL AND BACMOBILE APPS .....	4
INTERNATIONAL PENSION FUND UPDATE.....	5
INTERNATIONAL PENSION FUND SUMMARY ANNUAL REPORT .....	6
IPF ACCRUAL TABLES .....	7
LA ACUMULACIÓN DE IPF POSPONE (EN ESPAÑOL) .....	8
IPF AND CORPORATE RESPONSIBILITY.....	9
IPF QUESTIONS AND ANSWERS .....	10
RETIREMENT SAVINGS PLAN UPDATE .....	12
RETIREMENT SAVINGS PLAN (ANNUITY AND 401(K) ) SUMMARY ANNUAL REPORT.....	13
BACMOBILE UPDATE .....	14
PREPARATION FOR RETIREMENT.....	15
SCREENING BEYOND PHYSICAL HEALTH IN OLDER ADULTHOOD .....	16
INTERNATIONAL HEALTH FUND UPDATE.....	17
INTERNATIONAL HEALTH FUND SUMMARY ANNUAL REPORT .....	18
IPF CANADA UPDATE.....	19
IPF CANADA SUMMARY ANNUAL REPORT.....	20

In an effort to reduce printing and postage costs, comprehensive International Pension Fund financial data is now being made available upon request. Please contact the International Pension Fund electronically at [lkauffman@ipfweb.org](mailto:lkauffman@ipfweb.org) or write to the address listed below:

BRICKLAYERS AND TROWEL TRADES INTERNATIONAL PENSION FUND  
620 F Street, N.W., Suite 700  
Washington, DC 20004  
[www.BACBenefits.org](http://www.BACBenefits.org)

# Light at the End of the Tunnel

**T**he International Union of Bricklayers and Allied Craftworkers (BAC) in partnership with the signatory employers of the International Council of Employers (ICE) is committed to providing strong benefits to BAC members and their families. This commitment requires flexibility and forward-thinking to ensure that our benefit programs remain relevant and valuable to members, even as the future evolves.

For over fifty years the International Pension Fund (IPF) has proven its ability to adapt and thrive, even in the most difficult of times. This holds true for challenges within the construction industry and society more generally. The Great Financial Crisis of 2008 presented one such challenge, a challenge that the IPF Board of Trustees took head on when adopting the 2016 rehabilitation plan for the fund. Since that action the Fund has made steady progress in improving its funding status, all the while meeting its obligations to all retirees and their beneficiaries. The current IPF funding ratio has improved to 76.5% demonstrating a strong and sustainable path for the future of the Plan.

Since its inception, IPF has been committed to providing BAC members with a comprehensive retirement plan, primarily through the unmatched qualities of a defined-benefit pension plan. The Trustees have also added additional savings options in more recent years, such as the Retirement Savings Plan (RSP), which can serve as a locally bargained annuity plan, and/or the BAC SAVE 401(k) Plan, to ensure that members have the widest array of tools needed for a secure retirement.

The International Health Fund (IHF) was created more than 35 years ago to address the ever-increasing strain that sky-rocketing health care costs placed upon BAC members. Over this period IHF has been an invaluable tool for participating locals seeking to provide quality health-care coverage for both active and retired members by offering a range of plan options that can be tailored to address both local market conditions and individual participants' specific needs.

We encourage you to review the attached report in greater detail to learn how our funds' financial strength and improved services will continue to serve BAC members and our industry well into the future. ■



**TIMOTHY DRISCOLL**  
**CO-CHAIR**, Boards of Trustees Bricklayers and Trowel Trades International Pension Fund and International Health Fund  
**PRESIDENT**, International Union of Bricklayers and Allied Craftworkers



**MATTHEW AQUILINE**  
**CO-CHAIR**, Boards of Trustees Bricklayers and Trowel Trades International Pension Fund and International Health Fund.  
**CHIEF EXECUTIVE OFFICER, ICE.**



# Luz al final del T'unnel

**L**a Unión Internacional de Albañiles y Artesanos Afines (BAC) en asociación con los empleadores signatarios del Consejo Internacional de Empleadores (ICE) se compromete a proporcionar fuertes beneficios a los miembros de BAC y sus familias. Este compromiso requiere flexibilidad y visión de futuro para garantizar que nuestros programas de beneficios sigan pertinente y valiosos para los miembros, incluso a medida que evoluciona el futuro.

Durante mas de cincuenta años, el Fondo Internacional de Pensiones (IPF) ha demostrado su capacidad de adaptación y prosperidad, incluso en los momentos más difíciles. Esto es válido para los desafíos dentro de la industria de la construcción y la sociedad en general. La gran crisis financiera de 2008 presento uno de esos desafíos, un desafío que la Junta de Fideicomisarios del IPF asumió al adoptar el plan de rehabilitación de 2016 para el fondo. Desde entonces, el Fondo ha realizado progresos constantes en la mejora de su financiación, cumpliendo al mismo tiempo sus obligaciones con todos los jubilados y sus beneficiarios. El ratio actual de financiación del IPF ha mejorado hasta el 76.5%, lo que demuestra una trayectoria solida y sostenible para el futuro del Plan.

Desde sus inicios, IPF se ha comprometido a proporcionar a los miembros de BAC un plan de jubilación integral, principalmente a través de las cualidades inigualables de un plan de pensiones de beneficios definidos. Los fideicomisarios también han añadido opciones de ahorro adicionales en los últimos años, como el Plan de Ahorro para la jubilación, que puede servir como plan de anualidades negociado localmente, y/o el plan de BAC SAVE 401(k), para garantizar que los miembros tengan la gama mas amplia de herramientas necesarias para una jubilación segura.

El Fondo Internacional de Salud (IHF) se creó hace mas de 35 años para hacer frente a la presión a los crecientes costos de atención medica que recaen sobre los miembros de BAC. Durante este periodo, IHF ha sido una herramienta inestimado para los locales participantes que desean proporcionar cobertura medica de calidad para los miembros activos y jubilados, ya que se ofrece una serie de opciones de planes que pueden adaptarse tanto a las condiciones del mercado local como a las necesidades específicas de cada participante.

Los animamos a que revisen el informe adjunto con mas detalle para saber como la solidez financiera de nuestros fondos y la mejora de nuestros servicios seguirán sirviendo a los miembros de BAC y a nuestra industria en el futuro. ■



**TIMOTHY DRISCOLL**

**COPRESIDENTE**, Junta Directiva Albañiles y Paleta Comercio del Fondo Internacional de Pensión y Fondo Internacional de Salud.

**PRESIDENTE**, Sindicato Internacional de Albañiles y Oficios Afines (BAC).



**MATTHEW AQUILINO**

**COPRESIDENTE**, Junta Directiva Albañiles y Paleta Comercio del Fondo Internacional de Pensión y Fondo Internacional de Salud.

**ICE, JEFE EJECUTIVO OFICIAL.**

# BAC Member Portal, BACMobile Apps

**C**ritical information is ready when you need it with the BACMobile App. Since the introduction of the BAC Member Portal in 2014, a secure, web-based system where BAC craftworkers can review their records, the International Union and its affiliated benefit funds are continuing the Union's tradition of member service into the digital age. The Portal, which works in concert with parallel systems for Local Unions/ADC's and contractors, provide an additional level of service that lets members rest assured that their information is secure, up-to-date, and that their service has been properly accounted for. Portal users have access to their International Pension Fund (IPF), International Health Fund (IHF) and BAC Save data, including hours, contribution rates, reciprocity designations, and activity. They also have access to membership data including beneficiary designations and contact information, are able to upload forms, use the BAC Job Network and check-in with the Local when traveling to a new Local for work.

Members of Locals/ADC's who have established electronic dues payment programs will be able to pay Local/ADC dues through the Portal. One of the latest enhancements allows members to estimate future IPF pension benefits beyond the current estimate displayed in the portal.

Currently in the U.S., there are 24,525 users registered and 13,511 of them are mobile users. In Canada, there are 561 registrations and 239 mobile users. In addition, 14,154 U.S. users and 332 Canadian users have elected to receive IPF and IHF publications electronically.

The Member Portal can be accessed via BAC's homepage at [www.bacweb.org](http://www.bacweb.org).

## CREATING YOUR BAC WEB PORTAL ACCOUNT IS FAST AND EASY

- Log onto BAC WEB at [www.bacweb.org](http://www.bacweb.org)
- Have your IU Number ready (located on the upper left of your Union card)
- Have the address of your active e-mail account ready
- Click on the "Member Portal" banner
- Click on "Create an Account"
- Follow the instructions on the screen
- Sign up for the receipt of IPF/IHF materials electronically
- Record your username and password for future use

## BACMOBILE

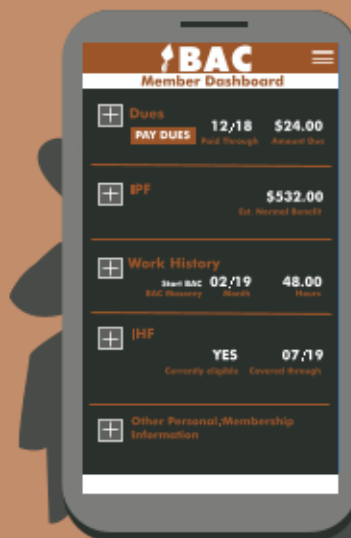
Smartphone and tablet users can now access all of the Member Portal features on the go with the new BACMobile App. Applications can be downloaded from Google Play (Android devices) or App Store (iOS devices) as follows:

### ANDROID DEVICES

Visit Google Play store and search for "bacmobile" and look for the BACMobile app that displays a trowel. Tap on the icon to download the app to your device. After downloading, launch to use.

### IOS DEVICES

Visit the Apple App store and search for "bacmobile" and look for the "BACMobile" app that displays a trowel. Tap on the "Get" button and then click on "Install." You will be promoted to enter your iTunes login, and then download the app. Find the "BACMobile" icon and launch to use.



**org** First time visitors should "Create an Account," then follow the instructions to register.

Before starting, have your IU membership number available for reference and make sure you have an active email account. Once registered, securely record your username and password for future use. ■

**24,525** REGISTERED USERS IN THE U.S.

**13,511** MOBILE USERS

**561** REGISTERED USERS IN CANADA

**239** MOBILE USERS



# International Pension Fund on Track for Full Funding

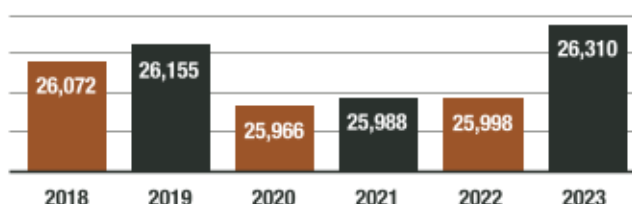
The International Pension Fund (IPF) is on trajectory toward full funding. As shown in the chart below, the IPF continues its drive to attain safe status under the Pension Protection Act (PPA) in 2029 and be fully funded in 2036. This assumes industry activity remaining stable, as well as an annual investment return of 7.25% over these periods. Increased hours closer to historic trends or greater returns would hasten these results; lower trends or returns would delay them. The IPF Board of Trustees continues to monitor this progress closely to ensure that the Fund's status continues to move in the right direction.

As you are aware, pursuant to the requirements of the Pension Protection Act of 2006 (PPA), IPF adopted its Funding Improvement Plan (FIP) in November 2010, a subsequent Rehabilitation Plan in 2016 and a new FIP in 2017. The 2010 FIP included a schedule of annual 4% IPF PPA rate increases from 2012 thru 2016 and 6% increases from 2017 thru 2021. Despite the economic headwinds since 2010 that schedule has remained unchanged.

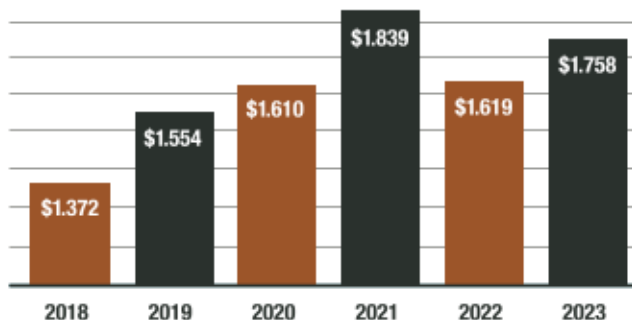
After review with the IPF's actuary, the Board of Trustees determined that no changes to the current Funding Improvement Plan are required at this time. Accordingly, no new PPA rate increases will be required for the 2024 Plan year, and none are currently scheduled for the future years. The IPF PPA rate will therefore continue unchanged until further notice.

As shown in the 3rd chart, hours reported to the IPF seen a slight increase during 2023 as compared to 2022, totaling 52.6 million hours. ■

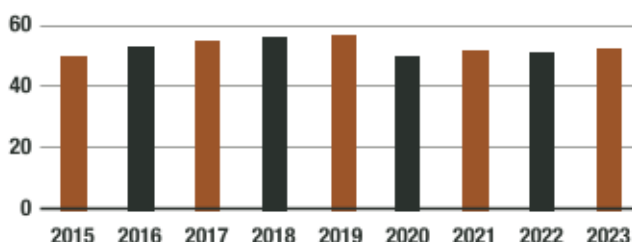
## NUMBER OF RETIREES (US PLAN)



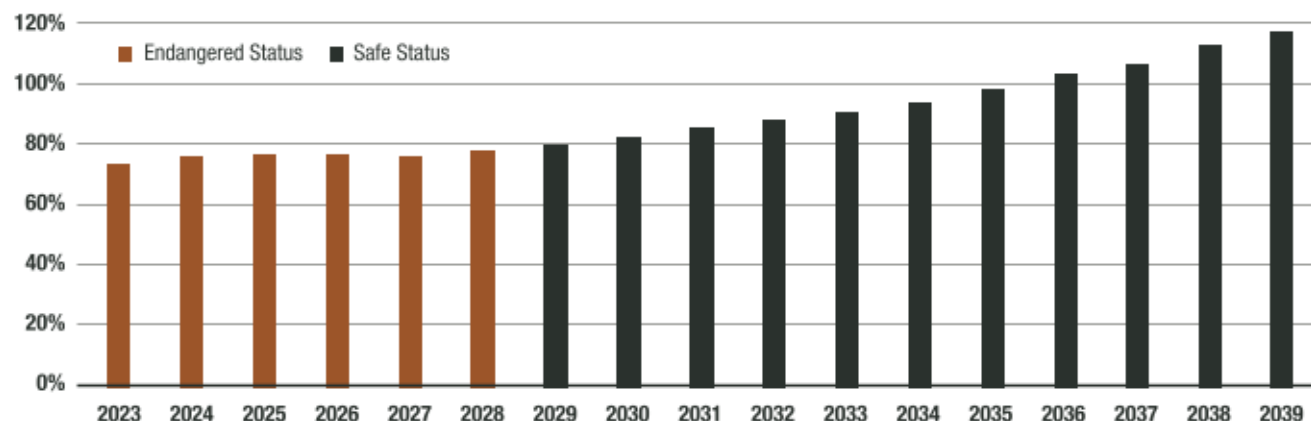
## PLAN ASSETS (US PLAN, IN BILLIONS)



## HOURS REPORTED TO IPF U.S.



## PROJECTED FUNDING RATIO & PPA STATUS



# 2023 Summary Annual Report

**T**his is a summary of the Annual Report for the Bricklayers and Trowel Trades International Pension Fund, EIN 52-6127746, Plan 001, for the year ended December 31, 2023. The Annual Report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act 1974 (ERISA). This report contains information for the U.S. Plan only.

A total of 77,762 persons were participants in or beneficiaries of the Plan at the beginning of the year. Although not all of these persons had yet earned the right to receive benefits.

## BASIC FINANCIAL INFORMATION

Benefits under the Plan are provided through a Trust. Plan expenses for the year were **\$172,539,984**. These expenses included **\$159,401,823** in benefits paid to retirees and beneficiaries.

The value of Plan assets, after subtracting liabilities, was **\$1,744,800,910** as of December 31, 2023, compared to **\$1,611,495,757** as of January 1, 2023. During the Plan year, the Plan experienced an increase in its net assets of **\$133,305,153**. This increase includes expenses, unrealized appreciation or depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of assets at the beginning of the year (or the cost of assets acquired during the year).

In 2023, the Plan had total income of **\$305,845,137**, employer contributions of **\$123,023,339** and investment income of **\$182,821,798**.

## MINIMUM FUNDING STANDARDS

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

In an effort to reduce printing and postage costs, comprehensive International Pension Fund financial data is now being made available upon request. Please contact the International Pension Fund electronically at [lkauffman@ipfweb.org](mailto:lkauffman@ipfweb.org) or write to the address listed below:

Bricklayers and Trowel Trades International Pension Fund  
620 F Street, N.W., Suite 700  
Washington, DC 20004

## YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full Annual Report, or any part thereof, upon request. The items listed below are included in that report.

1. An accountant's report;
2. Financial information & payments to service providers;
3. Assets held for investment;
4. Fiduciary information & transactions in excess of 5% of plan assets;
5. Insurance information & information regarding any common or collective trusts or pooled separate accounts;
6. Actuarial information regarding the funding of the plan.

To obtain a copy of the full Annual Report or any part thereof, write or call the office of Lester W. Kauffman, III, Executive Director, at 620 F Street, NW, Suite 700, Washington, DC 20004, telephone number 1-888-880-8222 or e-mail to [lkauffman@ipfweb.org](mailto:lkauffman@ipfweb.org). Copies of these reports will be furnished at no cost to participants of the Fund.

You also have the right to receive from the Plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both.

If you request a copy of the full Annual Report, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the Annual Report at the Fund office at 620 F Street, NW, Suite 700, Washington, DC 20004, and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Request to the Department of Labor should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210. ■





# Accruals Adjusted, Benefits Protected

**T**he IPF U.S. Board of Trustees implemented a reduction in benefit accrual rates for work performed after April 1, 2009. It is important to note that this reduction does not affect work performed prior to April 1, 2009. This action was taken to help preserve the strength of the Fund and to protect the pension benefits of its present and future retirees. These actions were supplemental to the subsequent Funding Improvement and Rehabilitation Plans as required.

**Note 1:** For each \$0.10 per hour contributed in excess of \$1.50, an additional \$4.62 will accrue for each year of Future Service for which the contribution is made prior to April 1, 2009. After April 1, 2009 for each \$0.10 contribution rate above or below \$1.50, there will be an accrual of \$1.40 per month for each year (1,500 hours) of Future Service Credit.

**Note 2:\*** Those Participants who worked after April 1, 2009 will accrue benefits "Per Year" as listed below the pre-April 2009 accrual in the bold text. Multiple years under the reduced formula should be added on to years of service earned prior to April 1, 2009. This accrual rate has been established for participants working for employers contributing an additional Pension Protection Act rate equal to 15% of their IPF rate. Participants working for employers who are not contributing this additional 15% PPA contribution rate should reduce the listed accrual rates (in bold text) by 50%. ■

RATE	PER YEAR	YEARS OF PENSION CREDIT AT RETIREMENT							
		40	35	30	25	20	15	10	5
\$0.25	<b>\$6.96</b> *\$3.50	\$278	243	208	\$174	139	104	70	35
\$0.30	<b>\$8.32</b> *\$4.20	\$333	292	250	\$208	167	125	84	42
\$0.35	<b>\$9.52</b> *\$4.90	\$381	334	286	\$238	190	143	95	48
\$0.40	<b>\$10.64</b> *\$5.60	\$426	373	319	\$266	213	160	107	54
\$0.45	<b>\$11.84</b> *\$6.30	\$474	415	356	\$296	236	177	118	59
\$0.50	<b>\$12.96</b> *\$7.00	\$518	453	389	\$324	259	195	130	65
\$0.55	<b>\$14.12</b> *\$7.70	\$564	494	423	\$353	282	212	141	71
\$0.60	<b>\$15.28</b> *\$8.40	\$610	534	458	\$382	305	229	153	77
\$0.65	<b>\$16.36</b> *\$9.10	\$655	573	491	\$409	327	245	164	82
\$0.70	<b>\$17.36</b> *\$9.80	\$694	607	520	\$434	347	260	174	87
\$0.75	<b>\$18.40</b> *\$10.50	\$736	644	552	\$460	368	276	184	92
\$0.80	<b>\$19.44</b> *\$11.20	\$778	681	584	\$486	388	291	194	97
\$0.85	<b>\$20.36</b> *\$11.90	\$814	712	610	\$509	407	305	204	102
\$0.90	<b>\$21.28</b> *\$12.60	\$850	744	638	\$532	425	319	213	107
\$0.95	<b>\$22.20</b> *\$13.30	\$888	777	666	\$555	444	333	222	111
\$1.00	<b>\$23.12</b> *\$14.00	\$924	809	693	\$578	462	347	231	116
\$1.05	<b>\$24.04</b> *\$14.70	\$961	841	721	\$601	481	361	241	121
\$1.10	<b>\$24.96</b> *\$15.40	\$998	874	749	\$624	499	375	250	125
\$1.15	<b>\$25.88</b> *\$16.10	\$1,035	906	777	\$647	518	389	259	130
\$1.20	<b>\$26.80</b> *\$16.80	\$1,072	938	804	\$670	536	402	268	134
\$1.25	<b>\$27.72</b> *\$17.50	\$1,109	971	832	\$693	555	416	278	139
\$1.30	<b>\$28.68</b> *\$18.20	\$1,148	1,004	861	\$717	573	430	287	144
\$1.35	<b>\$29.60</b> *\$18.90	\$1,183	1,035	888	\$740	592	444	296	148
\$1.40	<b>\$30.52</b> *\$19.60	\$1,220	1,068	915	\$763	610	458	305	153
\$1.45	<b>\$31.44</b> *\$20.30	\$1,257	1,100	943	\$786	629	472	315	158
\$1.50	<b>\$32.36</b> *\$21.00	\$1,294	1,132	971	\$809	647	486	324	162
\$1.50+ See Note 1 above									

# Ajuste de Taza de Acumulación para la Protección de los Beneficios

La Junta Directiva del Fondo de Pensión Internacional, (las siglas IPF en inglés), implementó una reducción de las tasas de acumulación jubilatoria para trabajos realizados después del 1 de Abril del 2009. Es importante notar que esta reducción no afecta a los trabajos realizados antes del 1 de Abril del 2009. Esta acción fue tomada para ayudar a conservar la fuerza del Fondo y proteger los beneficios jubilatorios de los jubilados actuales y futuros. Estas acciones fueron complementarias a los posteriores Planes de Mejoramiento y Rehabilitación de Fondos según sea necesario.

**Comentario 1:** Por cada \$0,10 centavos contribuidos por hora que exceda \$1,50, un adicional \$4,62 se acumulará por cada año de Servicio Futuro en que dicha contribución ha sido realizada antes del 1 de Abril del 2009. Después del 1 de Abril del 2009, por cada \$0,10 centavos que se contribuya por encima o por debajo de \$1,50, habrá una acumulación de \$1,40 por mes por cada año (1.500 horas) de crédito de Servicio Futuro.

**Comentario 2:\*** Aquellos Participantes que trabajaron después del 1 de Abril del 2009 tendrán una acumulación de beneficios "Por Año" como es indicado por debajo en la tabla con texto negrito de las acumulaciones antes de Abril del 2009. Varios años bajo la fórmula de reducción deben añadirse a los años de servicio ganado antes del 1 de Abril del 2009. Esta tasa de acumulación se ha establecido para los Participantes que trabajan para empleadores que contribuyen al plan de jubilación y a la Ley de Protección de Pensión (las siglas PPA en inglés) que es igual a 15% de la tasa de IPF. Para aquellos Participantes trabajando para empleadores que no contribuyen el 15% adicional, la reducción de la tasa de acumulación es del 50% como se muestra en el texto. ■

TAZA DE	POR AÑO	AÑO DE CRÉDITO DE PENSIÓN AL RETIRO							
		40	35	30	25	20	15	10	5
\$0.25	\$6.96 * <b>\$3.50</b>	\$278	243	208	\$174	139	104	70	35
\$0.30	\$8.32 * <b>\$4.20</b>	\$333	292	250	\$208	167	125	84	42
\$0.35	\$9.52 * <b>\$4.90</b>	\$381	334	286	\$238	190	143	95	48
\$0.40	\$10.64 * <b>\$5.60</b>	\$426	373	319	\$266	213	160	107	54
\$0.45	\$11.84 * <b>\$6.30</b>	\$474	415	356	\$296	236	177	118	59
\$0.50	\$12.96 * <b>\$7.00</b>	\$518	453	389	\$324	259	195	130	65
\$0.55	\$14.12 * <b>\$7.70</b>	\$564	494	423	\$353	282	212	141	71
\$0.60	\$15.28 * <b>\$8.40</b>	\$610	534	458	\$382	305	229	153	77
\$0.65	\$16.36 * <b>\$9.10</b>	\$655	573	491	\$409	327	245	164	82
\$0.70	\$17.36 * <b>\$9.80</b>	\$694	607	520	\$434	347	260	174	87
\$0.75	\$18.40 * <b>\$10.50</b>	\$736	644	552	\$460	368	276	184	92
\$0.80	\$19.44 * <b>\$11.20</b>	\$778	681	584	\$486	388	291	194	97
\$0.85	\$20.36 * <b>\$11.90</b>	\$814	712	610	\$509	407	305	204	102
\$0.90	\$21.28 * <b>\$12.60</b>	\$850	744	638	\$532	425	319	213	107
\$0.95	\$22.20 * <b>\$13.30</b>	\$888	777	666	\$555	444	333	222	111
\$1.00	\$23.12 * <b>\$14.00</b>	\$924	809	693	\$578	462	347	231	116
\$1.05	\$24.04 * <b>\$14.70</b>	\$961	841	721	\$601	481	361	241	121
\$1.10	\$24.96 * <b>\$15.40</b>	\$998	874	749	\$624	499	375	250	125
\$1.15	\$25.88 * <b>\$16.10</b>	\$1,035	906	777	\$647	518	389	259	130
\$1.20	\$26.80 * <b>\$16.80</b>	\$1,072	938	804	\$670	536	402	268	134
\$1.25	\$27.72 * <b>\$17.50</b>	\$1,109	971	832	\$693	555	416	278	139
\$1.30	\$28.68 * <b>\$18.20</b>	\$1,148	1,004	861	\$717	573	430	287	144
\$1.35	\$29.60 * <b>\$18.90</b>	\$1,183	1,035	888	\$740	592	444	296	148
\$1.40	\$30.52 * <b>\$19.60</b>	\$1,220	1,068	915	\$763	610	458	305	153
\$1.45	\$31.44 * <b>\$20.30</b>	\$1,257	1,100	943	\$786	629	472	315	158
\$1.50	\$32.36 * <b>\$21.00</b>	\$1,294	1,132	971	\$809	647	486	324	162

\$1.50+ Vea la Comentario 1



# IPF and Corporate Responsibility

**T**he Bricklayers & Trowel Trades International Pension Fund ("IPF") believes in providing resolute leadership to promote corporate responsibility. We use our collective investment ownership to encourage companies to rely on sustainable growth to achieve financial results rather than on short-cutting workers or applying unreasonable executive compensation standards. This is accomplished by actively engaging with companies on their environmental, social, and governance ("ESG") standards within their organizations.

As of June 30, 2024, about a third (33%) of the IPF is invested in the Trowel Trades Large Cap Equity Index Fund, an "index" or "passive" strategy managed to match the performance of the S&P 500 Index, which includes the five hundred (500) largest US publicly held corporations.

As an index fund, the market itself determines which companies to buy or sell and how much to invest in each. This reduces certain types of investment risk for plan participants. While this passive approach neither favors nor disfavors companies that exhibit positive ESG standards, there is still a means by which investors can influence directors of companies and hold them accountable for the standards by which they operate. That is the process called proxy voting.

As shareholders of each firm in the largest 500 in the US economy, the Fund votes on corporate actions. In this capacity, the IPF follows the AFL-CIO Guidelines, partnering with Glass Lewis for proxy voting services. We note the Glass Lewis AFL-CIO Guidelines favors efforts that improve workforce and management diversity, increase disclosure of company's business ethics and code of conduct, and tie executive compensations to measures such as compliance with environmental regulations, safety regulations and international human rights standards.

In 2023, the Glass Lewis AFL-CIO Guidelines have expanded the tracking of board level oversight of environmental and social issues to all major US companies. They have also targeted a 30% gender diversity requirement in board composition and require representation of an underrepresented community within corporate boards. They have also revised evaluation of director commitments and will vote against situations where directors sit on five or more boards. The end goal is to promote a board that serves shareholder interests by being sufficiently independent (at least 2/3rds of the board are independent of the company), demonstrate a track record of positive performance, and consists of individuals with diverse backgrounds and a breadth and depth of experience.

DOL guidance on the topic of ESG factors has fluctuated over time, but a revised ruling in 2021 removed barriers for plan fiduciaries to consider ESG

factors in their investment decisions.

As fiduciaries, trustees must act solely in the interests of plan beneficiaries, and base investment decisions solely on considerations relevant to the risks and returns of the plan's assets. Importantly, these may include potential economic effects from ESG-related considerations. While the requirement to prioritize financial return is the same, the tone is more inclusive of ESG factors as potential inputs to the long-term risk-return considerations that retirement funds are subject to. We anticipate further ESG guidance involving pension/benefit plans and transparency involving third parties.

Comerica, as custodian of the Trowel Trades Equity index fund, actively participates in the proxy voting process on behalf of the IPF. Comerica's proxy voting record has been consistent with the AFL-CIO Proxy Voting Guidelines. In 2023, Comerica voted on 26 shareholder

*Continued on page 21*



# Questions and Answers about the International Pension Fund

## **Q:** What is the Pension Protection Act and What is the Current IPF Plan Status?

**A:** Under the Pension Protection Act, collective bargaining agreements establish measures designed to improve a pension plan's funding levels. These funding levels are reported through a color-coded rating system frequently referred to as the "Pension Protection Act Zone Status". The IPF Board of Trustees is pleased to report that the Fund's Pension Protection Act zone status continues to remain stable as a "Yellow" or "Endangered Status". The Plan also adopted a Funding Improvement Plan (FIP) on November 14, 2017 to retain the same measures set forth in the previously adopted Funding Improvement and Rehabilitation Plans designed to improve the funding of the plan. The FIP which was adopted is similar to the FIP that was enacted in 2010.

## **Q:** When am I eligible for a Normal IPF pension?

**A:** You are eligible to retire on a Normal IPF pension at age 64, provided you meet the respective Plan requirements for benefits. You meet these requirements if you:

- **Have worked after January 1, 1999**, are covered by a Collective Bargaining Agreement, and have at least five years of pension credits, including at least 1,500 hours of future service or at least five years of vesting service.
- **Did not work after January 1, 1999** but are covered by a Collective Bargaining Agreement and have at least 10 years of pension credits, including at least 1,500 hours of future service, or have at least 10 years of vesting service under the Plan.

One year of vesting service is credited for each calendar year during future service in which you earned at least 1,000 hours. You should read the IPF Summary Plan Description (SPD) including the 204(h) notice of change in benefits for an explanation of the plan's provisions. Please remember, however, that the rules and regulations of the Plan itself represent the final authority in all cases.

## **Q:** When should I apply for benefits?

**A:** You should apply for benefits (normal or early) at least one month in advance of the date you want your pension benefits to begin. The earliest benefits can be paid is the first day of the following month after IPF has received a completed pension application. You must complete and submit a pension application for normal, early or disability benefits to the Fund office in order to apply for any IPF plan benefit. You must separate from employment for the entire month your pension begins.

The same rules apply for filing disability retirement applications. Participants experiencing delays with the Social Security Administration or Canada Pension may apply for IPF early retirement while waiting for government disability approval (see the section below for additional information). You can get application forms for IPF benefits from your Local Union or from the IPF by writing to us at the address listed on the back cover of this report or visiting our website at [www.BACBenefits.org](http://www.BACBenefits.org).

## **Q:** How do I figure the amount of an IPF Disability Pension?

**A:** The Disability Pension is figured the same as the Normal Pension, however, between the ages of 60 and 64, your disability benefit will be subject to an annual actuarial reduction of 8%. There will be no additional reduction

for years you are younger than age 60. Your Disability Pension will not be paid during the first five months of disability. This is the same waiting period as the Social Security Disability Pension. The Plan rules also require that retroactive pension payments not be made for more than 12 months prior to the date the disability application is received by the Fund Office. If you are experiencing delays in receiving benefits from the Social Security Administration you should apply to the Fund Office while waiting for the Social Security Disability Award to comply with the 12-month rule.

## **Q:** Can I lose IPF benefits if I work non-union?

**A:** Yes. It is critically important for you to be aware that if you work non-union (non-covered masonry employment) you will lose all of your past service credits for certain benefits. Additionally, the effective date for your early retirement will be delayed, and the Death Benefit and Disability Benefit will be lost.

These rules are intended to encourage Plan participants to work for IPF contributing contractors. Working solely for union employers protects the financial soundness of the Fund by ensuring a steady stream of Fund contributions to pay for benefits. Also, by working only union you ensure that all benefit entitlements are protected. In certain limited circumstances, where a participant earns at least three years of continuous future service credit immediately following the termination of non-covered work, some of the eligibility/deferral penalties may be removed.

Any participants who have questions about non-union work and non-covered masonry employment rules should contact the IPF to get more information before making any decision with such large consequences for their benefits.



## **Q:** Does IPF provide Survivor Benefits?

**A:** Yes. At retirement, a participant must elect either a regular or husband-and-wife form of payment. (The IPF Canada Plan contains several other forms of benefit payment elections). The regular form of payment is paid for life. The Joint-and-Survivor pension is the regular pension for married pensioners reduced to provide a 50% or 75% lifetime benefit to the surviving spouse. If a participant dies prior to retirement, the IPF provides a 100% surviving spouse pension to vested participants. If a participant was not vested but had one year of future service, a lump sum death benefit is payable only if the actuarial value of the benefit is \$5,000 or less. All lump sum benefits are capped at \$5,000. An orphan's pension is payable in the event a vested participant and surviving spouse die at a time before benefits are payable. The monthly pension will continue to the children until they reach age 21 (age 19 for IPF Canada).

## **Q:** Can I work after retiring?

**A:** Yes, but there are important restrictions based on the type of employment, your age, and your income. First, you must separate from employment for the entire month your pension begins. You must also notify the Fund office in writing within 15 days about any employment you undertake. Any IPF benefits paid while working in Disqualifying Employment will be deducted from future benefits. Exactly what type of work that will cause your benefit to be suspended depends on your age and earnings. Disqualifying Employment refers to employment with a contributing employer, or an employer in the same or related business, self-employment in that business, or employment or self-employment in a business within the Union's jurisdiction, or employment with any union, fund, or program to which the Union is a party by an agreement. For each calendar quarter a pensioner under age 64 engages in Non-covered or self-employment in the masonry industry, their benefit will be suspended for six months regardless of their earnings. All pensioners must notify the Fund office when they return to covered employment.

*continued on page 21*

## **IPF PENSIONERS AND MEMBERS SUPPORT THE BAC DISASTER RELIEF FUND**

### **Pensioners can now make monthly or one-time donations**

**A**ll too often we read stories in the newspaper or see television reports of natural disasters. Whether it is a hurricane in the Southeast, tornadoes in the Midwest, wildfires in the West, or a record-setting nor'easter along the Atlantic Coast, the personal stories behind these tragedies many times involve BAC members.

Since it was established in 2005, following Hurricane Katrina, the BAC Disaster Relief Fund has been a welcome source of assistance to hundreds of BAC members in need by providing \$500 grants to affected members shortly after disaster strikes when the need for relief is greatest.

Given the response to articles in the *BAC Journal*, the *IPF Retirement Blueprint*, and the *IPF/IHF Annual Report* from interested retirees wishing to lend a hand, pensioners may elect to have a small portion of their monthly IPF benefit contributed to the BAC Disaster Relief Fund.

### **ONE-TIME AND MONTHLY DONATIONS ACCEPTED**

With the most recent flooding in North Carolina and Florida, BAC members across that region need your support. The BAC Disaster Relief Fund is a great way to show these members that their Union brothers and sisters are ready and willing to help. The Fund is a stand-alone legal entity and contributions are tax-deductible. Please make one-time checks payable to BAC Disaster Relief Fund and mail to:

BAC Disaster Relief Fund  
c/o IU Secretary Treasurer Jeremiah Sullivan  
International Union of Bricklayers and Allied Craftworkers  
620 F Street, N.W.  
Washington, D.C. 20004

If you are an IPF pensioner and wish to consider a voluntary tax-deductible contribution from your monthly IPF pension check please contact the Fund office for a deduction form. Pensioners may also obtain a form online at <http://www.ipfweb.org/bacrelieffund.pdf> (please print form, complete and mail to the Fund office in a sealed envelope. You can stop the deduction at any time as noted on the form. In January of each subsequent year you will receive a notice confirming the amount of your annual donation for income tax purposes. The deduction is limited to a monthly minimum of \$5 and maximum of 10% of your monthly pension amount up to \$20. You may wish to discuss this deduction beforehand with your tax advisor.

### **TO REQUEST DISASTER RELIEF ASSISTANCE**

To request assistance from the Fund, please contact your Local Union or Administrative District Council, which will work with the International Union to provide assistance checks to members in need as soon as possible.

If you have further questions, please contact the International's toll-free number at 1.888.880.8222 or e-mail the Fund office at [askbac@bacweb.org](mailto:askbac@bacweb.org).



## BAC SAVE UPDATE:

# BAC SAVE: Savings Designed for the BAC Member

**T**he BAC SAVE Retirement Savings Plan Annuity and 401(k) Plan place BAC members more firmly in control of their finances. Coupling solid rates of returns with low fees, the BAC SAVE supplements IPF and Local Union pension plans, allowing Union members to accrue savings that are safely and efficiently managed. Consisting of both an Annuity and 401(k) component, BAC SAVE provides tax-advantaged savings for long-term retirement security.

## BAC SAVE RSP (ANNUITY)

As of December 31, 2023, the BAC SAVE RSP annuity component has assets of \$229,050,056 and covers 22,826 participants. They are in Alabama, Colorado, Connecticut, Delaware, Florida, Georgia, Louisiana, Missouri, Michigan, Montana, New Jersey, New York, North Dakota, Ohio, Oklahoma, Pennsylvania, Tennessee, Texas, Utah, West Virginia, Wyoming, and under the ICE agreement.

The average participant account balance is more than \$9,125 with 914 participants with account balances of greater than \$50,000 and 391 participants with accounts values at more than \$100,000. The average contribution rate is \$2.77 per hour. Forms of Benefit Payment are lump sums with or without rollovers; equal monthly installments over 5- or 10- year period; a lifetime annuity, as either a 50%, 75% of 100% Joint and Survivor; or as a single life annuity with any remaining balance payable to your survivor.

The RSP's history of performance and security spans over thirty years and is built on investment practices that generate solid long-term returns at low fees. The RSP's investment policy places approximately 60% of Plan assets in Fixed Income including the AFL-CIO Housing and Investment Trusts and 40% Equities. The RSP's investment guidelines provide for a broad diversification of the Plan's investments in order to generate a reasonable rate of returns for its

members, while reducing the risk of large investment losses. The annuity's 2023 annual yield was a positive 9.4%.

Members may track their balance and apply for benefits via the BAC Mobile Portal at [member.bacweb.org](http://member.bacweb.org). Currently 7,124 have registered for the portal in order to review their monthly available balance and other data. A total of 16 participants have converted their account balance at retirement to a monthly annuity based on an average balance of \$50,107. Further information on the Annuity Plan or BACSAVE 401(k) program can be obtained by contacting the IPF office at 1-888-880-8222 or go to [www.bacbenefits.org](http://www.bacbenefits.org).

## BAC SAVE 401(K) PLAN

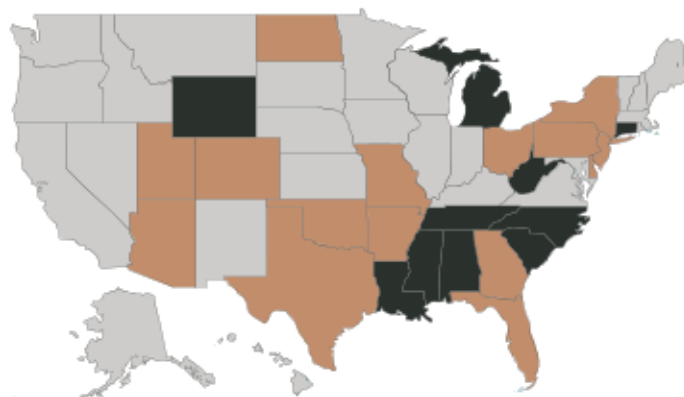
As of December 31, 2023, the BAC Save 401(k) component has assets of \$5,465,739 and covers 274 participants. They are from 27 BAC Locals in Indiana/Kentucky, Louisiana, Michigan, Montana, Missouri, New Mexico, Nevada, Ohio,

South Dakota, Tennessee, Texas, West Virginia, Wyoming. Local 23 Missouri participates under the BAC Flex Program. The average participant balance is \$37,675. Currently 11 members have balances in excess of \$50,000 and 15 members have balances greater than \$100,000. The average participant salary deferral contribution rate is \$2.06 per hour.

Local Unions who have negotiated the 401(k) into their collective bargaining agreement allow members

to contribute \$0.25 per hour to a maximum of \$6.25 per hour to the Plan. All contributions are made before taxes and participants are immediately vested. Plan participants can also access and make changes to their BAC Save 401(k) account by calling John Hancock Participant Telephone Services at 1-833-388-6466 or by visiting the John Hancock web page ([www.myplan.johnhancock.com](http://www.myplan.johnhancock.com)) Participants can change the way their contributions are invested at any time and can invest both new and existing contributions in any 18 investment funds including the Trowel Trades Large Cap Equity Index Fund. ■

RSP Participation Map



■ Statewide Retirement Savings Plan Participation

■ Partial Chapter Retirement Savings Plan Participation



# BRICKLAYERS & TROWEL TRADES INTERNATIONAL RETIREMENT SAVINGS PLAN

## 2023 Summary Annual Report

**T**his is a summary of the Annual Report for the Bricklayers and Trowel Trades International Retirement Savings Plan, EIN: 52-6127746, Plan 003, for the year ended December 31, 2023. The Annual Report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan is comprised of two separate elements, the BACSAVE Retirement Savings Plan (the Annuity) and the BACSAVE 401(k) Plan component.

A total of **22,826** persons were participants in or beneficiaries of the BACSAVE Retirement Savings Plan at the end of the Plan year, although not all of these persons had yet earned the right to receive benefits.

A total of **274** persons were participants in or beneficiaries of the BACSAVE 401(k) Plan component at the end of the Plan year. Participants are 100 percent vested in their account balance of deferred compensation.

### BASIC FINANCIAL STATEMENT

Benefits under the RSP Annuity Plan are provided through a Trust.

In an effort to reduce printing cost, comprehensive International Pension Fund financial data is now being made available upon request. Please contact the International Pension Fund electronically at [lkauffman@ipfweb.org](mailto:lkauffman@ipfweb.org) or write to the address listed below:

Bricklayers and Trowel Trades International Pension Fund  
620 F Street, N.W., Suite 700  
Washington, DC 20004

Plan expenses for the year were **\$15,216,193**. These expenses included **\$14,280,884** in benefits paid to participants and beneficiaries from a trust.

The value of Plan assets, after subtracting liabilities of the Plan, was **\$229,050,056** as of December 31, 2023, compared to **\$207,365,844** as of January 1, 2023. During the Plan year, the Plan experienced an increase in its net assets of **\$21,684,212**. This increase includes expenses, unrealized appreciation or depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of assets at the beginning of the year (or the cost of assets acquired during the year). The Plan

had total income of **\$36,900,405** including employer contributions of **\$18,176,664** and investment income of **\$18,723,741**.

With respect to the 401(k) Plan component of the RSP, the International 401(k) Plan for contributing member's summary financial information for 2023 is as follows: Employee contributions under

the international 401(k) Plan are self-directed by the participants in 18 different investment Funds. Plan expenses were **\$658,032** including **\$629,311** in benefits paid to participants and beneficiaries during 2023.

The value of the International 401(k) Plan assets, after subtracting liabilities of the Plan, was **\$5,465,739** as of December 31, 2023 compared to **\$4,927,440** as of January 1, 2023. During the year, the Plan experienced an increase in its net assets of **\$538,299**. This included unrealized appreciation or depreciation in the value of the Plan assets; that is, the difference between the value of assets at the end of the year and the value of assets at the beginning of the year (or the cost of assets acquired during the year). The Plan had total income of **\$1,196,331** including \$412,321 in employee contributions and net investment income of **\$784,010**.

### YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full Annual Report, or any part thereof, on request. The items listed below are included in that report, as well as this report:

1. An accountant's report.
2. Assets held for investment.
3. Transactions in excess of five percent of Plan assets.

*Continued on page 21*







## **REGISTER NOW for the BAC Member Portal!**

FEATURES  
IPF ESTIMATE  
CALCULATOR

# **BACMobile Update**

**Track your current and future  
monthly IPF Benefit with the  
Estimator feature electronically  
with the BAC Member Portal/  
Mobile App**

With the Estimator feature you can see your current Normal Pension and project your benefit at a future date with additional years of service under different payment options. If you are a member of a Local Union that participates in the BAC SAVE Retirement Savings Plan (RSP), you can monitor your current and hardship account balances electronically through the BAC Member Portal. In addition to IHF and IPF publications and annual statements, registered participants can review both their IPF and RSP hours/contribution history and access an application to apply for benefits under IPF or BACSave whenever and wherever and Internet connection is available via PC or laptop. You can also access this information on tablets or smartphones with BACMobile apps for both Android and iOS users.

## **REGISTRATION IS FAST AND EASY**

Get started today by registering online now at [member.bacweb.org](http://member.bacweb.org) for the BAC Member Web Portal by following these simple steps:

1. Log onto BAC's homepage at [www.bacweb.org](http://www.bacweb.org)
2. Have your IU Number ready (located on the upper left of your Union card)
3. Have the address of your active e-mail account ready
4. Click on the "Member Portal" banner
5. Click on "Create an Account"
6. Follow the instructions on the screen
7. Sign up for the receipt of IPF/BAC SAVE materials electronically
8. Record your username and password for future use

**REGISTER FOR THE BAC MEMBER WEB PORTAL AND  
MOBILE APPLICATIONS AND STAY CONNECTED.**

# Preparation for Retirement

## APPLICATION PROCESS

- When requesting an application, request at least (4) months prior to retirement start date.
- Submit application to Fund Office at least (2) months prior to retirement start date.
- All required documents should accompany application when submitted to Fund office i.e. birth certificates, marriage certificate, Social Security card, divorce decree, QDRO/DRO
- Applications supplied through the Fund office, Local Office or online at [bacbenefits.org](http://bacbenefits.org)

## PENSION OPTIONS

- Normal- Age 64, no reductions
- Early- Age 55-63, between ages 60-63 there is a reduction of 8% per year (an additional 5% reduction between ages 55-59)
- Disability- (8% reduction between ages 60-63) Social Security Disability Award and Physician statement stating permanent and total disability is required.
- J&S- reduction is based on percentage chosen 50% or 75% and the age of spouse.

*\*Note: these are examples under the U.S. IPF Plan. Other plans may have different Normal Retirement Age (NRA) and reductions.*

## SOCIAL SECURITY

- Social Security is determined by your lifetime earnings
- Full Retirement Age (FRA)- Age you are entitled to 100% of your Social Security benefit is based on the year you were born
- Born in 1957 FRA is 66 years 6 months
- Born in 1958 FRA is 66 years 8 months
- Born in 1960 or later FRA 67 years
- Early is age 62, reductions are based on your age below your (FRA)



# Screening Beyond Physical Health in Older Adulthood

**A**lthough mood and anxiety disorders are common in older adults, they often go undetected and untreated. Older adults are at an increased risk for certain mental health conditions (such as depression), likely in part due to an increased risk of chronic physical health conditions (approximately 80% of older adults have at least one physical health condition, such as heart disease or cancer). Mental and physical health conditions have a reciprocal relationship – worsened physical health is linked to worsened mental health, and worsened mental health is linked to worsened physical health. According to an article published by the American Family Physician Journal, less than 5% of adults are screened for depression in a primary care setting, despite its high prevalence. Increased awareness and self-advocacy can lead to prevention and early intervention efforts for at-risk individuals, which can in turn lead to improved wellbeing and life satisfaction outcomes for those of retirement age.

## WHAT DO YOU NEED TO KNOW AND WHAT CAN YOU DO?

- Over 50% of Americans who have a diagnosed or known mental health condition, do not connect to treatment. This statistic does not account for the many more individuals who experience challenges with their mental health, but do not know they have a diagnosable condition/have not been diagnosed. This means millions of individuals who would benefit from mental and behavioral health care, are not receiving it.
- Both the United States Preventive Services Task Force and the Canadian Task Force on Preventive Health Care recommend that primary care providers screen for depression in adults. Unfortunately, such screenings are not always administered. Asking your doctor to administer a mental health screening can help detect underlying concerns that, if properly treated, can be life enhancing, and in some cases, lifesaving.
  - » For reference (note: not for diagnostic purposes), mental health screenings may include variations of some of the following questions:
    - » Have you been feeling down, depressed, or hopeless?
    - » Do you feel less able to cope with the routine responsibilities of daily life?
    - » Have you been feeling restless or agitated?
    - » Do you often feel helpless?
    - » Have you dropped many of your interests and activities?

- » Do you feel you have more problems with memory than most?
- » Are you afraid something bad is going to happen to you?
- » It is not uncommon for individuals to gloss over or neglect to check in with their emotional or behavioral health needs. In aiming to reverse this trend, we recommend making a habit of checking in with yourself (and seeking support in getting these needs met). Doing so is a critical part of maintaining overall wellbeing later in life. As older adults transition into new roles and circumstances (such as retirement, becoming caregivers, or requiring caregiving) and face new life challenges (such as grief or bereavement, or drops in income), it is more important than ever to recognize the value of tending to one's emotional and behavioral health.

Additional help and guidance on the topic of overall wellbeing (including mental and behavioral health and related screenings) is available to active and retired BAC members and their families. Please contact the BAC Member Assistance Program (MAP) at 1-833-MAP-TALK to further discuss next steps. ■

# MAP



## MEMBER ASSISTANCE PROGRAM

United States and Canada  
**1.833.MAP TALK**

1.833.627.8255 (Toll Free)



# Navigating Rising Medical Trends

In 2023, the International Health Fund (IHF) faced the challenge of rising medical trends. Despite this obstacle, the IHF remained committed to offering high-quality benefits to members and their families. The IHF's innovative strategies aim to engage individuals in their healthcare while focusing on long-term goals: delivering excellent service, providing quality care, and mitigating rising medical costs. Central to this mission is the BAC Cares program, which aims to eliminate barriers to care—whether they are financial, emotional, geographic, or demographic—while incentivizing members to adopt healthier lifestyles. The IHF strives to ensure optimal pricing, rate stability, and effective management of health trends.

The Fund experienced stability in hours worked and covered lives. While there were no new mergers or strategic partnerships in 2023, covered lives averaged 10,500 throughout 2023. Hours worked slightly increased from 7.8 million hours in 2022 to 7.9 million hours in 2023. Revenue from employer contributions increased 6.6% in 2023. Along with this stability in hours and increase in revenue, the Fund experienced a rising medical trend of 9% on an estimated incurred basis. However, when averaging the last ten years, the IHF has experienced an average trend of 2.9%. The increased medical trend in 2023 was primarily related to an increased incidence of catastrophic claimants, those with claims paid over \$100,000, and increased costs related to high inflation. Despite the uncertain investment market in 2022, the Fund experienced a turnaround in 2023, achieving a 10% gain thanks to positive market changes.

To tackle the growing trend in healthcare, the IHF maintained its emphasis on preventive care programs and continued to offer distinctive features in its plan designs to keep member costs down and minimize financial barriers to accessing care. The IHF medical plans provide coverage for many services at no cost, including preventive generic prescriptions, lab services at both Quest Diagnostics and LabCorp, imaging services at freestanding facilities, and outpatient surgeries at freestanding facilities, known as ambulatory surgery centers. Other services are covered at a low \$5 copay, including all other generic prescriptions, virtual visits with medical and mental health providers through UnitedHealthcare's virtual visit network, and outpatient behavioral health services.

The Fund also addressed the rising trend through continued management of prescription drug costs. The IHF continued to see success in 2023 with the Closed Specialty Formulary program. The program implemented in 2021, through its pharmacy benefits manager (PBM) SavRx, provides limited coverage of specialty medications. Upon implementation of the program in 2021, specialty drugs accounted for 40% of the total prescription drug spend. At the end of 2023, specialty drug spend represented only 25% of the total prescription drug spend. The savings generated

from this program are estimated to be \$2 million quarterly.

A key component of the IHF's BAC Cares programs are onsite medical clinics. Through its partnership with Optum and MedExpress, the Fund has two onsite clinics for members of the BAC ADC of Eastern Missouri and BAC Local 4 Indiana/Kentucky in each of their union halls. These BAC Cares clinics are just one of the innovative solutions provided through the IHF. These clinics provide access to primary care services and urgent care at no cost to all IHF members, including apprentices, retirees, and their families. In Missouri, the clinic welcomed a new provider in 2023, and due to high utilization of the clinic, hours were expanded to 9:00am – 6:00pm Monday through Thursday. Services in Indiana were expanded in 2023 to include virtual care for Indiana members. Utilization of the BAC Cares clinics increased 44% in Missouri and 33% in Indiana.

One of the major health risks, and most prevalent medical conditions experienced by our members are musculoskeletal conditions. For the IHF, musculoskeletal conditions are consistently one of the top three diagnoses, representing 12% of the total medical plan paid in 2023. The Fund covers all imaging services, including advanced imaging such as an MRI, at freestanding facilities 100%, eliminating any financial barrier that would prevent diagnosis of musculoskeletal conditions. To ensure members can get to the right providers for orthopedic surgeries, the IHF offers UnitedHealthcare's Orthopedic Health Solutions program. With this program, BAC members that have a musculoskeletal condition that requires surgery, can have the surgery covered at no cost when completed at the recommended Center of Excellence. This program is aimed to help improve health outcomes for the member and, at the same time, reduce costs to the IHF for surgical procedures.

For IHF Canada, following several years of lower but stable hours, the Fund experienced a significant increase in hours in 2023. In 2023, hours increased 54%, totaling approximately 790,000 hours. The Fund experienced an associated increase in revenue of 44%. This growth in hours and revenue was due to an increase in work in the Newfoundland and Labrador province. In 2023, the IHF Canada Fund implemented a biosimilar specialty drug program with NexgenRx to reduce the prescription claims expense, the largest component of IHF Canada spend. The Canada plan experienced a decrease of 4.1% in plan paid expenses in 2023. The average annual per household trend the two-year period ending December 31, 2023 was 1.9%.

The IHF is committed to delivering the highest quality health care at the most affordable price through our Private Exchange, maintaining a focus on patient-centric primary care through our BAC Cares Program, removing barriers to care, and maximizing programs offered by vendor partners, while delivering flexibility and customization to our participants and Locals. ■

# 2023 Summary Annual Report

**T**his is a summary of the annual report of the Bricklayers and Allied Craftworkers International Health Fund, EIN: 52-6397805, for the year ended December 31, 2023. The annual report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The fund pays certain medical claims under the terms of the plan on a self-funded basis.

## INSURANCE INFORMATION

The plan has contracts with Union Labor Life Insurance Company and Manulife. The total premiums paid for the U.S. plan during the year were **\$2,206,084**. The insurance premiums for the Canadian plan were Cdn **\$87,259**.

## BASIC FINANCIAL STATEMENT

The value of the U.S. plan assets, after subtracting liabilities of the plan, was **\$38,217,220** as of December 31, 2023, compared to **\$33,281,468** as of December 31, 2022. During the plan year, the plan experienced an increase in its net assets of **\$4,935,752**. The plan had total income of **\$74,395,507**, including (but not limited to) employer contributions of **\$67,868,883**, self-pay contributions of **\$4,003,760**, and earnings from investments of **\$2,522,864**. Plan expenses were **\$69,459,755**. These expenses included **\$66,587,538** in payments to insurance carriers and others for the provision of benefits to covered participants.

The value of the Canadian plan assets, after subtracting liabilities of the plan, was Cdn **\$4,130,610** as of December 31, 2023, compared to Cdn **\$3,563,821** as of December 31, 2022. During the plan year, the plan experienced an increase in its net assets of Cdn **\$566,789**. The plan had

a total income of Cdn **\$2,264,057**, primarily from employer contributions of Cdn **\$1,856,537**, self-pay contributions of Cdn **\$267,105** and earnings of Cdn **\$140,415** from interest and other income. Plan expenses were Cdn **\$1,697,268**. These expenses included Cdn **\$1,546,861** in payments to insurance carriers and others for the provision of benefits to covered participants.

## YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full Annual Report, or any part thereof, on request. The items listed below are included in that Report:

1. An accountant's report
2. Financial information
3. Assets held for investments
4. Schedule of Reportable (5%) Transactions
5. Insurance information

To obtain a copy of the full Annual Report, or any part thereof, write or call the office of Amber Brailer, who is Fund Administrator, at 620 F Street, N.W., 8th Floor, Washington, D.C. 20004, telephone 1 888 880 8222. The charge to cover copying costs is \$.25 per page.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or both. If you request

a copy of the full Annual Report from the Plan Administrator, these two statements and accompanying notes will be included as part of that Report. The charge to cover the copying costs does not include a charge for the copying of these portions of the report, because these portions are furnished without charge.

You also have the legally protected right to examine the Annual Report at the main office of the Plan at 620 F Street, N.W., 9th Floor, Washington, D.C. 20004, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room N5638, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. ■





# Notice of Change to Your Pension Plan

As announced in our communication in February, 2024, in response to requests by Plan members during 2021, the IPF Canada Board of Trustees, working with the Plan actuaries, undertook a study of benefits offered under the Plan, focusing on the impact of the removal of existing caps on benefit accruals under the Plan, and the impact that a removal of these caps, would have on the funded status of the Plan.

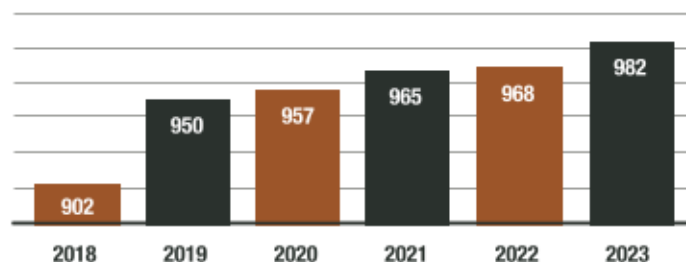
These caps on benefit accruals were:

1. A limit of 25 years of service for benefit accruals;
2. An annual limit of 1,800 hours of service for benefit accruals; and
3. A benefit accrual cap of \$65 for contribution rates over \$1.50.

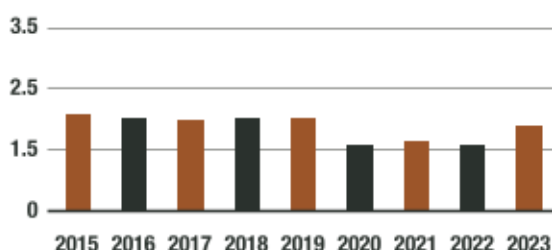
Following the completion of this study, the Board of Trustees, after thorough deliberation, adopted amendments to the Plan, with effect from January 1, 2025, to remove the foregoing benefit accrual caps, and also to implement a single benefit accrual rate of \$1.80 per \$0.10 of contributions. This amendment is not only responsive to request by a large number of Plan members across Canada, but also significantly simplifies both the administration and the calculation of benefits under the Plan on a go-forward basis.

These changes have been adopted on a solely prospective basis, and have no impact on benefits earned prior to January 1, 2025. ■

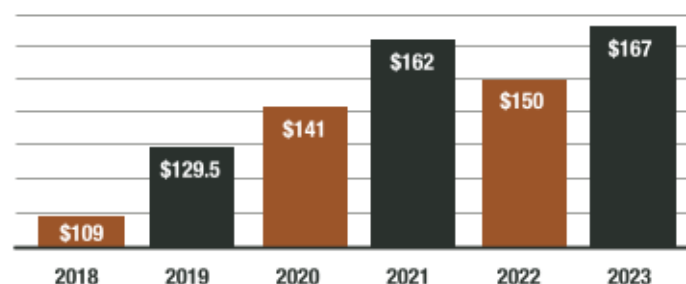
**NUMBER OF RETIREES (CANADIAN PLAN)**



**HOURS REPORTED TO IPF CANADA (IN MILLIONS)**



**PLAN ASSETS (CANADIAN PLAN, IN MILLIONS—CDN CURRENCY)**



See IPF Canada Summary Annual Report on page 20 for additional IPF Canada-related information.





# 2023 Summary Annual Report

**T**his is a summary of the Annual Report for the Bricklayers and Trowel Trades International Pension Fund – Canadian Plan, 001, for the year ended December 31, 2023. This report contains information for the Canadian Plan only.

## BASIC FINANCIAL INFORMATION

Benefits under the Plan are provided through a Trust. Plan expenses for the year were **C\$5,796,090** (2022: C\$5,583,233). These expenses included **C\$5,235,143** (2022: C\$5,223,130) in benefits paid to retirees and beneficiaries.

The value of Plan assets, after subtracting liabilities, was **C\$166,096,299** as of December 31, 2023, compared to **C\$152,877,128** as of January 1, 2023. During the Plan year, the Plan experienced an increase in its net assets of **C\$13,219,171** (2022: -C\$10,833,811). This increase includes expenses, unrealized appreciation or depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of assets at the beginning of the year (or the cost of assets acquired during the year).

In an effort to reduce printing cost, comprehensive International Pension Fund financial data is now being made available upon request. Please contact the International Pension Fund electronically at [lkauffman@ipfweb.org](mailto:lkauffman@ipfweb.org) or write to the address listed below:

**Bricklayers and Trowel Trades International Pension Fund Canada**  
620 F Street, N.W., Suite 700  
Washington, DC 20004

In 2023, the Plan had an increase in assets of **C\$19,015,261** (2022: -C\$5,250,578) including employer contributions of **C\$4,723,845** (2022: C\$3,477,728) and net investment income of **C\$3,918,069**. (2022: C\$3,041,773).

## MINIMUM FUNDING STANDARDS

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of the Alberta Employment Pension Plans Act.

## YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full Annual Report, or any part

thereof, upon request. The items listed below are included in that report.

1. An accountant's report;
2. Financial information & payments to service providers;
3. Assets held for investment;
4. Fiduciary information & transactions in excess of 5% of plan assets;
5. Insurance information & information regarding any common or collective trusts or pooled separate accounts;
6. Actuarial information regarding the funding of the plan.

To obtain a copy of the full Annual Report or any part thereof, write or call the office of Lester W. Kauffman, III, Executive Director, at 620 F Street, NW, Suite 700, Washington, DC 20004, telephone number 1-888-880-8222 or e-mail to [lkauffman@ipfweb.org](mailto:lkauffman@ipfweb.org). Copies of these reports will be furnished at no cost to participants of the Fund.

You also have the right to receive from the Plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both.

If you request a copy of the full Annual Report, these two statements and accompanying notes will be included as part of that report. ■



## IPF AND CORPORATE RESPONSIBILITY

*Continued from page 9*

proposals at major US companies.

Some of the shareholder proposals included support for initiatives such as racial equity audits, freedom of association related to collective bargaining, paid sick leave, the appointment of an independent board chair, and executive compensation “claw-back” provisions.

In addition to the Trowel Trades Large Cap Equity Index Fund, the IPF has investments with over 30 investment managers, more than two-thirds of whom are signatories of the United Nations’ Principles for Responsible Investment (PRI). These managers are committed to integrating ESG considerations into their investment analysis and decision-making processes while advocating for sustainable practices across the investment industry.

Segall Bryant & Hamill (SBH), a public equity (stock) manager in the IPF’s investment portfolio, has been a signatory of the UN’s PRI since 2017. SBH recognizes ESG factors are important elements in evaluating a company’s return on investment. Their approach includes interviewing the company’s management, employees, and partners, as well as reviewing third-party reports.

One notable investment is Chord Energy Corporation, an energy exploration and production company operating in the Williston Basin. From 2019 to 2022, Chord Energy achieved significant sustainability milestones, including a 53% reduction in Scope 1 greenhouse gas emissions and a 47% decrease in methane emissions. Additionally, the company reported a 47% year-over-year reduction in total recordable accidents in 2022. Governance improvements are also evident, with 80% of their Board of Directors being independent and 50% of the directors being women.<sup>1</sup>

This highlights SBH’s commitment to integrating ESG factors into their investment strategy while supporting companies in their efforts to improve sustainability and governance practices.

By actively engaging in the proxy voting process and investing in managers committed to ESG considerations, IPF investments create opportunities for investors to support companies that demonstrate they are doing well by taking sound action in the broader world. As it has done over the past twenty-five years, the IPF will look for additional ways to ensure corporate accountability, while seeking meaningful returns for our membership. ■

<sup>1</sup> Chord Energy Corporation, Sustainability Report 2022.

## INTERNATIONAL RETIREMENT SAVING PLAN

*Continued from page 13*

To obtain a copy of the full Annual Report or any part thereof, write or call the office of Lester W. Kauffman, III, Executive Director, at 620 F Street, NW, Suite 700, Washington, DC 20004, telephone number 1-888-880-8222 or e-mail to [lkauffman@ipfweb.org](mailto:lkauffman@ipfweb.org). Copies of these reports will be furnished at no cost to participants of the Fund.

You also have the right to receive from the Plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both.

If you request a copy of the full

Annual Report, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the Annual Report at the Fund office at 620 F Street, NW, Suite 700, Washington, DC 20004, and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Request to the Department of Labor should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210. ■

## QUESTIONS AND ANSWERS

*Continued from page 11*

**Ages 55-61:** Pensioners under the age of 62 will have benefits withheld for any month worked in Disqualifying Employment.

**Ages 62-63:** Those aged 62 and 63 may work until they have earned \$22,320.00 (the Social Security Earnings Maximum for 2024) and must contact the Fund office when they have earned that sum.

**Age 64:** There are no earnings limits for those age 64 or over. If you are unsure of the status of an employment type, you should contact the Fund office.

### Disability Pensioners

If a Disability Pensioner loses entitlement to his Social Security Disability Benefit prior to attainment of age 64, such fact shall be reported in writing to the Fund office within fifteen (15) days of the date he receives notice from the Social Security Administration of such loss. If such written notice is not furnished, he will, upon his subsequent retirement, not be eligible for benefits for a period of six (6) months following the date of his retirement, in addition to the months which may have elapsed since he received notice of the termination of the Social Security Disability Benefit and during which he received an IPF Disability Pension. A Disability Benefit recipient who is no longer entitled to a Social Security benefit may again return to Covered Employment and resume the accrual of Pension Credit and be entitled to a Normal or, Early Retirement, Pension, unaffected by the prior receipt of an IPF Disability Benefit.

### Trial Work Period

Following the guidelines of the Social Security Administration, IPF will allow Disability Pensioners a trial work period during which their benefits will not be affected by earnings. If the trial work period is successful and Social Security Disability benefits are suspended, you must notify the Fund office as your IPF Benefits will be suspended during the same period. ■





Bricklayers & Trowel Trades  
International Pension Fund  
620 F Street, NW  
Suite 700  
Washington, DC 20004

#### TRUSTEES UNITED STATES PLAN

##### International Union of Bricklayers and Allied Craftworkers

Timothy Driscoll  
Jeremiah Sullivan, Jr.  
Keith Hovevar  
Robert Arnold  
Carlos Aquin  
Gerard Scarano  
Michael Di Virgilio

##### International Council of Employers of Bricklayers and Allied Craftworkers

Matthew Aquiline  
Robert Hoover  
William McConnell  
Anthony Marra  
Kevin Trevisan  
Michael Kinatader  
Todd Helfrich

#### TRUSTEES CANADIAN PLAN

##### International Union of Bricklayers and Allied Craftworkers

Jeremiah Sullivan  
John Leonard  
Craig Strudwick

##### INTERNATIONAL COUNCIL OF EMPLOYERS OF BRICKLAYERS AND ALLIED CRAFTWORKERS

Matthew Aquiline  
Joshua Johnston  
Silvio Santini

#### CONSULTANTS AND ACTUARIES

Cheiron, Inc.  
Investment Performance Services, LLC  
Alan Biller & Associates  
Telus

#### INDEPENDENT AUDITORS

Calibre CPA Group, PLLC  
McCarney Group LLP

#### LEGAL COUNSEL

Fuiman Mogila, LLP  
O'Donoghue & O'Donoghue LLP  
Koskie Minsky LLP

#### DEPOSITORIES

Wells Fargo—Washington, DC  
Comerica Bank—Detroit, MI  
Royal Trust Co.—Toronto, ON

#### INVESTMENT MANAGERS

AFL-CIO Building Investment Trust  
AFL-CIO Housing Investment Trust  
Amalgamated Bank of New York  
Amalgamated Bank of Chicago  
(QPAM)  
American Realty Advisors  
Angelo Gordon  
Arrowmark  
Artisan Global Opportunistic Trust  
Barings  
Blackstone Alternative Investment  
Management  
Comerica Bank

Crestpoint Real Estate  
Investments Ltd.

EnTrust Permal  
Estancia Capital Partners, L.P.  
Fiera Capital  
Fiera Properties Core Pension Trust  
Fisher Investments  
Grosvenor Capital Management, LP  
Hamilton Lane  
Intercontinental Real Estate  
Corporation  
Invesco  
Mesirow  
Multi-Employer Property Trust  
RECP Develop-DC, LP  
RBC Global  
Trowel Trades Large Cap Equity  
Index Fund  
ULLICO/J for Jobs  
WCP Special Core Plus Fund II  
Wells Fargo

#### EXECUTIVE DIRECTOR

Lester W. Kauffman, III

BRICKLAYERS & TROWEL TRADES INTERNATIONAL PENSION FUND  
BRICKLAYERS & ALLIED CRAFTWORKERS INTERNATIONAL HEALTH FUND

620 F Street, NW • Washington, DC 20004

1.888.880.8222 • 202.783.3788 • [www.BACBenefits.org](http://www.BACBenefits.org)



Scan To Visit  
BAC Member Portal