



Frequently Asked Questions Regarding the CWA Savings & Retirement Trust

1. How much of my income can I direct to the fund?

Depending upon your specific employers agreement with the Trust, the participant may direct from up to 50% of their gross earnings, up to the 2019 maximum of \$19,000 per year. If you are over 50 years old, you may contribute an additional \$6,000. Any employer match or other type of pension contribution does not affect this amount.

2. Who is eligible and when can I enroll?

If your employer has adopted the plan, you may enroll once you have satisfied the length of required service with the employer. If you are laid off or quit and have returned, you do not have to re-qualify as long as you have satisfied the length of service requirement when you left.

The Trust allows for about a one-month enrollment once the unit adopts the Trust. After that period, the employer has the right to restrict new enrollments to Jan. 1, April 1, July 1, and Oct. 1. Some employers process the forms when received, so we encourage the

workers to forward the enrollment forms to the Trust as soon as they decide to enroll and we forward them to the employer asking them to immediately process the form if possible.

3. Can I get a distribution without leaving the employer?

A participant may request an In-Service Withdrawal if they are eligible for a financial hardship, have attained age 59½, or have an after-tax account. Participants may also request up to two outstanding loans at a time.

Hardship distributions are taxable, and generally a 10% penalty will apply if the participant is under 59½ years of age.

4. How often and when can I change my investment options?

The participant can change funds of existing money and/or future money on a daily basis by a phone call or by accessing the MassMutual Internet site. Changes to the percentage of the participant's deduction are generally limited to once each quarter.

5. How often will the participants receive statements?

Statements are sent electronically by the Trust's record-keeper, MassMutual, once each quarter. You have the option to elect to receive a paper statement by mail.

6. Can I roll my IRA or my former employer's 401(k) account into the CWA Trust?

The Trust accepts any funds that can be identified as IRS qualified Pension/401(k) funds. If the IRA was set up strictly for a rollover from another 401(k) or pension plan, there are generally not any issues restricting the transfer. If the IRA has individual contributions, it cannot be rolled into the Trust. There is rarely a problem accepting a rollover from another employer's plan, if the other plan allows a distribution. You may also need to contact your previous employer to obtain documents to transfer those assets into the CWA plan.

7. What does it cost to participate in the Trust?

Fees and expenses are deducted and listed on the quarterly statement. For more detailed information, please see the section on this site titled Fees and Expenses.

8. When can I stop contributions?

Contributions can be stopped at any time by sending in the contribution change form to the Trust office. You may be required to wait until the start of another quarter to reenter the Trust.

9. How can I get more information about the Trust?

You can obtain information about the Trust by calling the Trust offices at **202-434-1389** or by fax at **202-783-2748**. The Trust offices can also be reached via email at **cwasrt@cwa-union.org**. Ask for the Trust's Joinder Agreement as well as suggested language for newly bargained contracts.

