

**SEIU NATIONAL INDUSTRY PENSION FUND  
RESOLUTION REGARDING UNACCEPTABLE WAITING PERIODS  
IN COLLECTIVE BARGAINING AGREEMENTS**

WHEREAS, on January 20, 2004, the Board of Trustees of the Service Employees International Union National Industry Pension Fund (“Fund”) adopted a rule that the pension waiting period in collective bargaining agreements (“CBA”) entered into by new employers after July 1, 2004, shall not contain a pension waiting period longer than 90 days for full-time and part-time employees;

WHEREAS, the Board of Trustees subsequently approved applying the pension waiting period rule to all CBAs entered into by contributing employers in the Fund;

WHEREAS, for purposes of this Resolution, “waiting period” refers to the period of employment before an employer is required to start making contributions to the Fund on behalf of a newly hired employee;

WHEREAS, in 2008, the Board of Trustees adopted a Bargaining Basics manual setting forth the Fund’s rules for CBAs entered into by contributing employers in the Fund;

WHEREAS, Section 3.01 of the Trust Agreement provides that each employer, upon the signing of a CBA, or upon remitting contributions to the Fund, adopts and is bound by all rules and regulations adopted by the Trustees;

WHEREAS, the Bargaining Basics manual contains a rule that the pension waiting period in a CBA shall not be longer than 90 days for full-time and part-time employees or one thousand (1,000) hours during a 12-month period for temporary, seasonal, casual and on-call employees;

WHEREAS, the Board of Trustees has determined it would be beneficial to restate and reiterate this rule in a separate policy;

WHEREAS, Section 4.12(m) of the Trust Agreement authorizes the Board of Trustees to appoint and delegate powers to subcommittees of Trustees, which shall have the authority to act on behalf of the Board of Trustees;

WHEREAS, by resolution adopted by the Board of Trustees on May 18, 2021, the CBA Committee was given full authority to act on matters that have been specifically delegated to the CBA Committee for resolution by the Board of Trustees;

WHEREAS, on October 12, 2022, the Board of Trustees specifically delegated to the CBA Committee the authority to adopt a policy restating and reiterating the Fund’s rule regarding unacceptable waiting periods in CBAs;

NOW, THEREFORE, the CBA Committee resolves as follows:

Physical Address:

1800 Massachusetts Ave. NW – Suite 301

Washington, DC 20036



**SEIU** Benefit Funds

P.O. Box 22650

Lehigh Valley, PA 18002-2650

Toll Free: 800.458.1010 – Fax: 202.842.0046

Website: [www.seiufunds.org](http://www.seiufunds.org)

1. It is and continues to be the rule of the Fund that the following provisions in a CBA are unacceptable:  
pension waiting periods longer than (a) 90 days for full-time and part-time employees; or (b) one thousand (1,000) hours during a 12-month period for temporary, seasonal, casual and on-call employees.
2. A CBA containing a pension waiting period that violates this rule will be deemed non-compliant by the Fund Office.

**Adopted October 17, 2022**

Physical Address:

1800 Massachusetts Ave. NW – Suite 301

Washington, DC 20036