

Pile Drivers, Divers, Bridge, Dock and Wharf Builders' Pension Plan

To help you plan for financial security in your retirement years, the Pile Drivers, Divers, Bridge, Dock and Wharf Builders' Pension Plan will provide you with a lifetime income when you retire.

You may also receive retirement income from the Canada Pension Plan (CPP) and Old Age Security (OAS).

You may also want to consider supplementing your Union and Government pensions with your own retirement savings, such as a personal Registered Retirement Savings Plan (RRSP).

MEMBERSHIP

When do I join the Pension Plan?

In order to accrue a pension you must be a member of Local 2404.

Pension credits for new members of the Plan are provided for hours worked in the current and prior calendar years. For example, if you become a member in the 2022 calendar year, you can accrue pension credits for hours worked in the year 2022 and 2021.

It is of utmost importance that you complete the Application for Enrolment form when you become a member to ensure that Plan Office has your correct information (including address) and beneficiary designation on file.

How much is my employer required to contribute to the Pension Plan?

Your employer contributes \$6.75 per hour (as of May 1, 2022) according to the Collective Agreement.

NOTE – any hours remitted under agreements at different rates than the standard Pension Plan rate will be pro-rated accordingly.

*What if my employer fails to contribute to the Pension Plan for my worked hours?

You will earn no credited service or pension for the hours you work unless your employer makes the contributions required by the Collective Agreement.

Can I make contributions to the Pension Plan?

The Plan rules only allow contributions from employers as required in the Collective Agreement.

RETIREMENT AGE

When can I retire?

Normal retirement age is 65. However, you may retire as early as age 55. (See Early Retirement AND Termination Benefits)

CREDITED SERVICE

Past Service

Prior to October 1, 1970, each year of full membership in the Union is treated as one year of credited service, to a maximum of 20 years.

Current Service

Between October 1, 1970 and September 30, 1974, a year of credited service is equal to 1491 or more hours worked.

From October 1, 1974 to December 31, 1999, a year of credited service is any year in which you earn at least one hour*.

Starting January 1, 2000, a year of credited service is any year in which you earn at least one hundred hours*. No pension is credited in any year in which you work less than 100 hours.

Credits for Time Lost

Short Term Disability

You will be credited with 3.33 hours for each calendar day, to a maximum of 1,200 hours for each period of disability, while you are receiving WCB Wage Loss benefits or EI sickness or maternity or parental leave benefits, or Short Term Disability under the Pile Drivers, Divers, Bridge, Dock & Wharf Builders Health & Welfare Plan.

Credit for time on the Welfare Plan's Short Term Disability is automatic. Please submit proof of WCB or EI benefits promptly to receive credits while on those benefits.

Long Term Disability

If you become totally and permanently disabled and are receiving LTD benefits from the Pile Drivers, Divers, Bridge, Dock & Wharf Builders Health & Welfare Plan, your active membership continues but you will not be credited with more hours. You are eligible to retire and commence your unreduced pension at age 60, when LTD ends.

YOUR PENSION

How much will my pension be?

As of January 1, 2023, your monthly pension will be calculated at 8 cents per hour earned.

For example, if you join the Plan on January 1, 2023 at the age of 35 and earn an average of 1,600 hours per year for 25 years, your monthly pension entitlement at age 60 will be calculated as follows:

$$1,600 \text{ hrs} \times 25 \text{ yrs} \times \$0.08 = \$3,200 \text{ per month}$$

Service for years prior to 2023 is determined by the rates in place at the time, adjusted for any changes. The Trustees may implement changes to the hourly rate, accrued benefits, or pensions in pay, based on the funded status of the Plan as determined by the actuary.

For example, hourly rates were recently increased:

- from 7.5 to 8 cents effective January 1, 2023
- from 7.25 to 7.5 cents effective January 1, 2021
- from 7 to 7.25 cents effective January 1, 2019
- from 5 to 7 cents effective January 1, 2015

In addition, both pensions in pay and certain accrued benefits were recently increased:

- by 15% effective January 1, 2023 (including for deferred vested members)
- by 5% effective January 1, 2021
- by 8% effective January 1, 2019
- by 3% effective January 1, 2016

How is the amount of my pension affected if I retire from my Union job before age 65?

If you are at least age 60 when you retire from active service, your pension will be unreduced.

Otherwise, your pension will be reduced by ½% for each month (6% per year) between your retirement date and the earlier of: the date you reach age **60**, or the date your age and length of credited service total 90 (e.g. age 57 plus 33 years credited service = 90).

You cannot take "Early Retirement" before age 60 while on LTD.

In the event of Plan termination (wind-up), pensions for members retiring early will be actuarially reduced to fully reflect their retirement date.

Do I have to start my pension when I reach age 65?

No, you may continue working after age 65, but you must start your pension no later than age 71.

Your pension at retirement will include your service to date of retirement and be calculated in the normal way.

Will my pension start automatically?

NO! You must apply in writing to begin receiving your pension. If you do not apply for your pension when eligible, you will not receive back payments.

What happens if I return to work after retirement?

If you return to work after your pension starts, payment of your pension continues with no interruption. You will not earn any more pension as a result of the hours worked after retirement.

FORMS OF PAYMENT

What form of pension payment will I receive?

The normal form of pension is payable to you each month for as long as you live, and for a minimum of 60 months (five years). If you die before receiving 60 monthly payments, the balance of the payments will be made to your beneficiary or estate.

Other forms of pensions are available, including payments that continue to your spouse if you die before him or her. These and other options will be explained to you when you are ready to retire.

If you are married (including common-law) when you retire, you may be required to elect a form of pension which continues income to your spouse after your death.

DEATH BENEFITS

What benefits are payable if I die before I retire?

Your spouse, or beneficiary if you have no spouse, will receive a lump sum payment equal to the greater of:

1. Commuted Value of your pension; and
2. Commuted Value of 60 monthly payments of the pension you earned to your date of death

multiplied by the Plan's Funded Ratio if not fully funded at the time.

Your spouse may elect to receive a monthly lifetime pension equal in value to the lump sum payment.

What benefits are payable if I die after I retire?

The death benefits will depend upon the form of pension you select when you retire.

TERMINATION BENEFITS

What happens to my pension benefits if I stop working at a Union job?

If you work less than a total of 350 hours in two consecutive calendar years, you become a Terminated Member. You will be entitled to receive a "deferred pension" based on the credits accrued to the date of termination, payable for your lifetime, starting at your retirement or early retirement date.

As a terminated member, you may choose to start your pension as early as age 55. Your pension will be reduced by ½% for each month (6% per year) between your retirement date and the date you reach age **65**.

If you are not yet 55 years of age, you may transfer the lump sum value of your deferred pension to your locked-in retirement account or another pension plan. Some restrictions may apply.

If you choose a deferred pension and subsequently rejoin the Plan, future credits will add to the pension already earned.

If you choose any of the lump sum transfer options, and subsequently rejoin the Plan, you will be treated as a new member.

SPOUSE AND BENEFICIARY

Who is my spouse?

Under provincial law, your "spouse" is

- (i) a person to whom you are married and are either living with, or separated from for less than two years; or
- (ii) a person with whom you have been living in a marriage-like relationship for at least two years but to whom you are not married.

Beneficiary Designation

You may designate or change a beneficiary under this Plan at any time by completing the Plan's Application for Enrolment.

If you have a spouse, your spouse is your primary beneficiary, as shown on the Application. Even if you have a spouse, we suggest you name one or more "alternative" beneficiaries as explained on the Application.

If you do not have a spouse, and have not designated a beneficiary, the Plan shall consider the beneficiary under the Group Life Insurance Plan to be your designated beneficiary. If you are not survived by a beneficiary, any death benefits shall be paid to your estate.

Marriage Breakdown

If you separate from your spouse, she or he is likely entitled to part of your pension under provincial law. We strongly recommend that you enter into a separation agreement or divorce settlement to clarify those rights, if any.

If your spouse or former spouse has rights under the Plan, those rights are not changed if you name another person as beneficiary, or if you re-marry.

OTHER TOPICS

When was the Pension Plan established?

The Plan was established October 1, 1970, but allows credit for prior service, as explained above.

Who manages the Pension Plan?

The Plan is managed by six trustees appointed by the Union following Union elections. The trustees decide on the Plan's benefit amounts and the terms of their payment, consistent with the Plan Text. The trustees appoint an actuary to value the liabilities and assets of the Plan at least once every three years.

Employer contributions are remitted to a trust fund. The trustees are responsible for holding and investing the assets of the trust fund. They have appointed investment counsel and a custodian to assist with these tasks. The trust fund is audited at least once a year.

Decisions of Trustees

In all cases, decisions made by the Trustees in accordance with the Plan Text shall be considered final and binding.

Discontinuance of the Plan

The Trustees may suspend or discontinue the Plan upon written instruction from the Union or after a reasonable determination that contributions to the Plan have been discontinued and are not likely to be resumed within the foreseeable future.

Can my benefits be increased or reduced?

Your benefits may be increased from time to time, at the trustee's discretion. Excess (or surplus) plan assets are used for this purpose.

Your benefits may be reduced if the Plan is discontinued and has insufficient assets to meet its liabilities at that time. They may also be reduced to meet the funding standards required by the provincial regulator.

Are the Pension Plan contributions the employer makes on my behalf subject to income tax?

Your employer's contributions to the Plan's trust fund are not added to your income and, therefore, are not subject to income tax. Benefit payments which you receive from the Plan are treated as taxable income at the time you receive them.

Does my membership in the Pension Plan affect the amount I can contribute to an RRSP?

Yes. Since the Pension Plan is registered under the Income Tax Act, your membership affects the amount you may contribute to an RRSP.

If you have no RRSP contribution room, you might consider contributing to a **TFSA**.

Can a creditor or other party claim my benefits?

All pension benefits, death benefits, and other amounts payable to you are designed to provide retirement income.

Except for marriage breakdown, your benefits cannot be assigned to anyone, nor can they be used as collateral or security, or claimed by your creditors.

Your Address is Important

It is your responsibility to ensure that your correct address is on file in the Plan Office.

Provided your correct address is on file, you will receive annual statements showing your years of service and accumulated pension.

Where can I get more information about the Plan?

The trustees have appointed Pacific Blue Cross to administer the Plan. If you require further information about the Plan, contact Pacific Blue Cross as shown on this brochure.

NOTE: This brochure only summarizes the provisions of the Pension Plan. While every effort has been made to describe the Plan accurately, the legal plan documents are used to determine your pension benefits.

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Pile Drivers, Divers, Bridge, Dock & Wharf Builders' Pension Plan

Summary Description

Based on the plan provisions
in effect at January 1, 2023



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