

# AFTER WORK

THE PLAN OFFICE NEWSLETTER  
SPRING/SUMMER 2018

## PENSION AND LTD NEWS

### SPRINGING AHEAD AT THE PLAN OFFICE

Mark your calendars for the upcoming Plan Office hosted events and news:

#### ANNUAL STATEMENTS

Enclosed with this newsletter is your pension plan annual statement for the year ending December 31, 2017. For help on understanding your statement, visit [iwafibp.ca/what-s-new](http://iwafibp.ca/what-s-new).

#### REVISED PENSION PLAN BOOKLET

Attention pension plan members; we have updated our pension plan booklet. This latest revision includes information about target benefit plans, an updated glossary and refreshed, easy to understand language. You can download a copy at [iwafibp.ca/booklets-&-annual-reports](http://iwafibp.ca/booklets-&-annual-reports), or request to have one mailed to you.

#### ANNUAL REPORTS

Looking for more information on plan financials, demographics and trends? The 2017 pension and LTD annual reports will be available in June. Visit our website [iwafibp.ca/booklets-&-annual-reports](http://iwafibp.ca/booklets-&-annual-reports) this summer to download your own copy and learn more about your plans.

#### POP-UP PLAN OFFICE

This fall, we're packing up our things and heading to a town near you—we will be hosting a few pension seminars on Vancouver Island. At that time, you'll also have the chance to meet one-on-one with a pension specialist. Look-out for more information in the near future.

#### FALL PENSION WEBINAR

Later this year, the Plan Office is hosting a webinar for pension plan members interested in learning more about their retirement options. Stay tuned for more information, including dates, times and how to register.

#### MEMBER SURVEY

To learn how to better serve members, we will be surveying a sampling of active members later this year. The short phone survey will focus on your communication preferences with the Plan Office. Your insight is invaluable to us and we thank you in advance for your participation.

## FOR PENSION AND LTD PLAN MEMBERS

### GATHERING MEMBER FEEDBACK

At the Plan Office, members are our priority. We pride ourselves on providing excellent service and are continually looking for ways to improve. That is why we have created a dedicated email inbox and form for gathering service related feedback from our members. If you have comments or questions about the level of service you received from the Plan Office, please email [service@iwafibp.ca](mailto:service@iwafibp.ca) or complete the form on our website at [iwafibp.ca/service](http://iwafibp.ca/service). We look forward to hearing from you!



THE PLAN OFFICE OF THE  
IWA-FOREST INDUSTRY  
PENSION & LTD PLANS

#### FOR PENSION AND LTD PARTICIPATING EMPLOYERS

## EMPLOYER CORNER

### TRACKING UNFUNDED HOURS

Any hours for which members do not contribute but receive credited service are called unfunded hours. This includes layoff, permanent closure and disability hours, as well any vacation hours over five weeks. To ensure members receive the correct pension amount, it is important that we track and credit all of their unfunded hours. For this reason, we require all participating employers to submit contribution reports for all employees with status changes. (See page 2 of the contribution report for status descriptions).

We recently sent an annual unfunded hours report to employers to confirm the status of employees who have not earned a full year's pension credit for 2017. If you haven't already done so, please email your completed report to the Plan Office at [contributions@iwafibp.ca](mailto:contributions@iwafibp.ca) as soon as possible.

### UPDATED MANUALS AND GUIDES

Did you know that administration manuals and contributory hour reporting guides are available online at [iwafibp.ca/manuals-and-guides](http://iwafibp.ca/manuals-and-guides)? In April 2018, important updates were made to the terms of the pension and LTD administration manuals. Be sure you are familiar with the latest version.

You'll also find downloadable employer forms at [iwafibp.ca/employer-forms](http://iwafibp.ca/employer-forms). For your convenience, you can print out copies of enrolment cards and other required forms.

#### FOR LTD PLAN MEMBERS

## LTD PLAN STAFF CHANGES

After 15 years of service, rehabilitation counsellor Brian Lukyn retired from the LTD plan this past winter. Along with Brian's retirement, we have closed the Comox rehabilitation office. All Vancouver Island LTD members will now work with Cliff Dundas, who is located at the Victoria rehabilitation office.

Replacing Brian is Brenda Christensen, your new rehabilitation counsellor. Brenda will be working alongside Angeline Donald at the Prince George rehabilitation office.

#### FOR PENSION AND LTD PLAN MEMBERS

## CANADA PENSION PLAN CHANGES

The Canadian government is planning to make changes to the Canadian Pension Plan (CPP), starting next year. These changes, called CPP enhancements, will affect members who are working and making contributions to CPP as of 2019.

According to the Government of Canada website ([Canada.ca](http://Canada.ca)), you can expect the following changes:

### CPP RETIREMENT PENSION AND POST-RETIREMENT BENEFIT

Starting in 2019, the CPP benefit will be gradually increased to replace one third of your average work earnings, from an earlier level of one-quarter. The maximum limit used to determine your average work earnings will also gradually increase by as much as 14% by 2025. Note that your pension increase will be based on how much and for how long you contribute to the enhanced CPP.

If you are receiving the CPP retirement pension and you continue to work and make CPP contributions in 2019 or later, your post-retirement benefits will be also larger.

### CPP SURVIVOR'S PENSION

The CPP enhancement will also result in increases to the CPP survivor's pension starting in 2019. The increase you receive will depend on how much and for how long your deceased spouse or common-law partner contributed to the enhanced CPP.

### CPP CONTRIBUTIONS

From 2019 to 2023, the contribution rate for employees will gradually increase by one percentage point (from 4.95% to 5.95%) on earnings between \$3,500 and the original earnings limit.

In 2024, employees will begin contributing 4% on an additional range of earnings. This range will start at the original earnings limit (estimated to be \$69,700 in 2025) and go to the additional earnings limit, which will be 14% higher by 2025 (estimated to be \$79,400). Employers will also pay the same increase in contributions as their employees.

### CPP DISABILITY BENEFIT

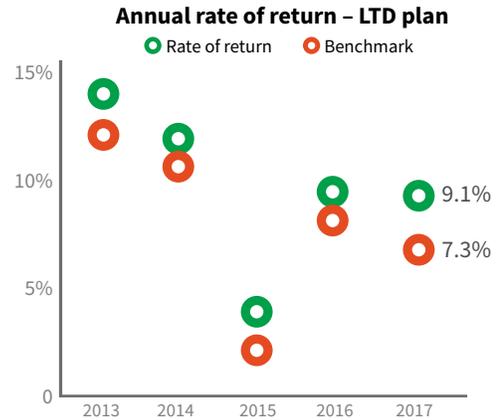
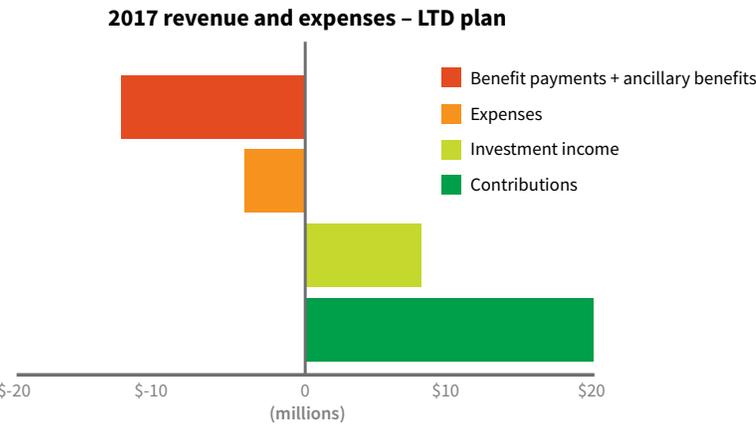
The enhancement will also increase the CPP disability benefit starting in 2019. Again, the increase you receive will depend on how much and for how long you contribute to the enhanced CPP.

For more information visit [canada.ca/en/services/benefits/publicpensions/cpp/cpp-enhancement.html](http://canada.ca/en/services/benefits/publicpensions/cpp/cpp-enhancement.html).

# LTD PLAN FINANCIAL UPDATE

2017 was another strong year for the LTD plan. The plan's annual rate of return was 9.1%, exceeding its benchmark by 1.8%.

As a self-funded plan, the LTD plan relies heavily on contributions to fund disability and ancillary benefits and rehabilitation services. To a lesser extent, investment income and expenses also affect the financial health of the plan.



## 2017 MEMBERSHIP STATISTICS

Contributing members .....	10,777
Members receiving a benefit.....	613
Total contributory hours.....	16,507,220
Average contributory hours per member (annual) .....	1,532
Average monthly LTD benefit.....	\$1,599.01*

\*includes garnishments



# PENSION PLAN FINANCIAL UPDATE

2017 was a successful year for the pension plan, as net assets surpassed \$4 billion, an increase of \$330.4 million, or 9%. The plan received a 13.4% rate of return on its investments.

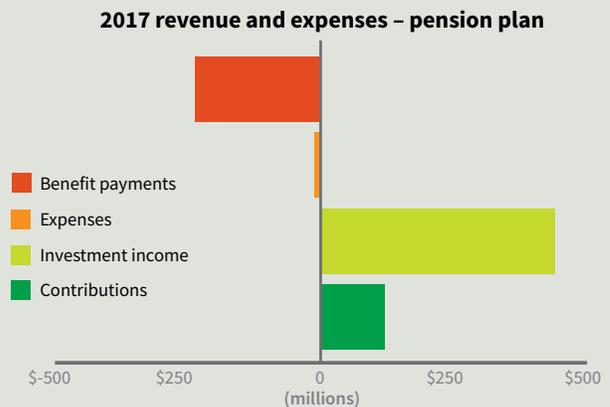
## PLAN FUNDING

The plan's latest actuarial valuation was on December 31, 2016. At this time, the plan was fully funded on a going concern basis. The going concern valuation measures the funding of the plan on a long-term basis, assuming the plan will continue indefinitely into the future.

The 2017 valuation is currently in progress and results will be available in September 2018.

## 2017 MEMBERSHIP STATISTICS

Active members.....	14,657
Retired members receiving a benefit .....	26,268
Total contributory hours.....	20,402,700
Average contributory hours per member (annual) .....	1,456
Average monthly pension benefit .....	\$703.90



## FOR PENSION PLAN MEMBERS

## SPOUSAL AND BENEFICIARY PROTECTION

Did you know that your spouse or beneficiary may be entitled to benefits under the pension plan?

**Important:** Check your annual statement to make sure that we have your correct beneficiary on file. Keep reading to understand the difference between a spouse, beneficiary and limited member, and know what benefits they may be entitled to under the plan.

### DEFINITIONS

<b>Beneficiary:</b>	The person who is entitled to a death benefit following your death.
<b>Spouse:</b>	In BC, defined as the person you are married to or have been living with in a marriage-like relationship for the past two years.
<b>Limited member:</b>	A spouse or former spouse who, by way of a court order or separation agreement, is entitled to a portion of the member's pension.

	IF YOU HAVE A SPOUSE	IF YOU DON'T HAVE A SPOUSE
<b>Who...</b>	Unless they waive their right, your spouse is automatically your beneficiary.	Your beneficiary can be anyone: your child(ren), your estate, charity(ies) or organization(s). If you appoint a minor as a beneficiary, you should also appoint a trustee.
<b>If you die before receiving your pension...</b>	If you have built up enough credited service, your spouse will have the choice of receiving either a monthly or lump-sum benefit from the plan.  If your spouse has waived their right to a death benefit, your beneficiary(ies) on file will instead receive a lump-sum benefit from the plan.	If you have built up enough credited service, your beneficiary(ies) on file will receive a lump-sum death benefit from the plan.
<b>Changing your beneficiary before retirement...</b>	Your spouse can choose to waive their right to a pre-retirement death benefit by signing a waiver any time before you retire.	You can change your beneficiary(ies) any time before you retire by returning a completed pre-retirement beneficiary form to the Plan Office.
<b>When you die after receiving your pension...</b>	At retirement, you must select a joint and survivor pension option providing your spouse a minimum of 60% of your pension benefit, for their lifetime.  Your spouse can choose to waive their right to a joint and survivor pension by signing a waiver at the time of your retirement application.	At retirement, you can select a guaranteed pension option and assign a beneficiary or multiple beneficiaries to receive a pension benefit for a maximum of 15 years (up until the expiry of the guaranteed period).  You can also choose the straight life option, where no further benefits are paid after your death.
<b>Changing your beneficiary after retirement...</b>	Once you have submitted your retirement application, you cannot change your beneficiary, even if your spouse dies before you.	Your beneficiary(ies) can be changed at any time prior to the expiration of the guaranteed period.

### IF YOU SEPARATE OR DIVORCE YOUR SPOUSE OR COMMON-LAW PARTNER

Under the *BC Family Law Act*, your pension is considered family property. This means that in the event of a divorce or separation, your former spouse may be entitled to a share of the pension you earned while you were married, or if common-law, during the period you lived together in a marriage-like relationship. The amount your former spouse is entitled to is usually specified in a court order or separation agreement.

If you divorce or separate from your spouse, let us know right away. You will need to submit your court order or separation agreement, and if you are an active or deferred member, assign a new beneficiary. A processing fee, split evenly between you and your former spouse, must also be paid to the Plan Office.



Melbourne Plager and Chantel Goodwin

*“My father was a member of the IWA in the Coastal BC logging industry. He passed away in 1979 and left a small pension from his work to my mom. My mom is 96 years old this year and has had the fortune of this income for almost 40 years. In 2013 we moved mom to a semi independent living facility to be closer to her. Unfortunately, she had the early signs of dementia and her finances had been lacking.*

*It took a few years for us as power of attorney to realize that her IWA [Forest Industry] pension had slipped through the cracks and had been suspended due to paperwork that she had not sent in. I was very disappointed and thought “Oh dear I guess it’s lost”. But, when I spoke with your office I was assured that once we had all the paperwork in order she would be reinstated with her back pay. Now I know her small pension won’t break the bank but I wanted to say “Thank you” for making this process so easy for her. It helps her financially and it keeps our father in our lives still to this day. Keep up the great work.”*

## MAKING AN IMPACT

At the Plan Office, we know that the work we do directly affects our members. Which is why we were happy to hear the following from Trudi Turner, the daughter of one of our members: (continued on right)



## FOR ALL YOU RETIREES WHO WORK OUT AT THE GYM . . . KEEP UP THE GOOD WORK IN 2018

Illustration by retired member—Gord Barney:

Gordon Barney is well known as a logger, poet, cartoonist and writer in the Vancouver Island area. He was born in Vancouver in 1947 and moved to Ladysmith on Vancouver Island at a very young age.

Gord has logged up and down the West Coast of British Columbia and the Queen Charlotte Islands in many of the small logging camps for many years, where he collected many of his stories.

FOR PENSION AND LTD PLAN MEMBERS

## BE FRAUD AWARE

Unfortunately, fraud does happen. Please note that the Plan Office will never solicit anything, including asking you to purchase additional insurance or pension credits. We will also never ask you to email or text us your personal banking information (forms containing confidential information must be mailed or faxed to us instead), or send you an email with a link prompting you to enter your personal banking information.

If you receive a suspicious call, email or letter, contact the Plan Office directly before providing any information.

**Share your story! What does your pension or LTD plan mean to you? If you have a story or photo that you’d like to share, please email [communications@iwafibp.ca](mailto:communications@iwafibp.ca).**



A blast from the past—logging in the 1970s.

Alberni Valley Museum photograph collection PN15297, c. 1975

## 45TH ANNIVERSARY

This June 15th marks the pension plan’s 45th anniversary. That’s over four decades of supporting forest industry workers in retirement. Much has happened throughout those years, but the pension plan remains strong and dedicated to its members. We look forward to many more years ahead.



Clarence Martin and his new Cadillac

## MEET A MEMBER—CLARENCE MARTIN

Clarence began working in the forest industry in 1972, making him one of the IWA–Forest Industry Pension Plan’s original members. He has worked in a variety of union and non-union jobs throughout his career, and retired in 2002.

Clarence will be 81 this summer, and has been receiving a plan pension for many years. As Clarence puts it, he is “*good and comfortable, thanks to the IWA [Forest Industry] pension*”.

Joyce, Clarence’s wife has just retired at the age of 62. While she too receives a [smaller] pension, if Clarence didn’t receive his IWA–Forest Industry pension, his wife would have needed to delay retirement for a few more years. As well as retiring early, Joyce was able to replace her older car with a brand new Cadillac!

Clarence knows another retired forest industry worker who, unlike Clarence, did not work for a participating employer of the plan, and so does not receive a plan pension. The Martins are therefore grateful for the IWA–Forest Industry Pension Plan and the financial security it provides.

We wish Clarence and Joyce all the best in their retirement. Have fun driving your Cadillac!

## HOW TO CONTACT US

### Plan Office

#### General inquiries

2100-3777 Kingsway  
Burnaby BC V5H 3Z7  
T 604.433.6310  
TF 1.800.663.4384  
F 604.433.0518

[IWAfIBP.ca](http://IWAfIBP.ca)

### Pension inquiries

T 604.433.5862  
TF 1.800.913.0022  
[pension@iwafibp.ca](mailto:pension@iwafibp.ca)

### LTD and Rehabilitation inquiries

T 604.433.6310  
TF 1.800.663.4384  
[ltdrehab@iwafibp.ca](mailto:ltdrehab@iwafibp.ca)

### Employer and Contributions inquiries

[contributions@iwafibp.ca](mailto:contributions@iwafibp.ca)

### Service feedback

Questions or comments about the service you received from the Plan Office? Send your feedback to [service@iwafibp.ca](mailto:service@iwafibp.ca) or visit [iwafibp.ca/service](http://iwafibp.ca/service).