

# AFTER WORK

THE PLAN OFFICE NEWSLETTER  
SPRING/SUMMER 2020

FOR MEMBERS AND EMPLOYERS

## PROCESSING DELAYS & PLAN FUNDING

Following the BC Ministry of Health's recommended precautions, the Burnaby Plan Office is currently limited to essential services only. We are doing our best to minimize service disruptions, but you may notice processing delays for new applications and other requests. For faster service, we recommend reaching the Plan Office by phone, email, or fax instead of mail.

Visit our website at [iwafibp.ca/what-s-new](http://iwafibp.ca/what-s-new) for any updates in this rapidly evolving environment. Thank you in advance for your patience and understanding.

FOR ACTIVE AND DEFERRED PENSION PLAN MEMBERS

## RETIREMENT WEBINAR

Thinking of retiring soon but aren't sure where to start? Join us for a webinar on your pension options—from the comfort of your own home. The presentation will cover:

- How your pension plan works,
- Which pension options are available,
- If you qualify for the subsidized early retirement benefit,
- Who you can select as a beneficiary, and
- How to start the application process

**DATE/TIME: Thursday July 16 at noon PDT**

Bring your questions, as there will be a live Q&A session following the presentation. Register to reserve your spot at [iwafibp.ca/what-s-new](http://iwafibp.ca/what-s-new).

FOR PENSION PLAN MEMBERS

## COMING SOON: POP-UP PLAN OFFICE—NOW ONLINE!

In the age of social distancing and Zoom video calls, the Plan Office will be hosting its first virtual pop-up Plan Office this summer instead of making a trip to Vancouver Island. Members living on Vancouver Island will be invited to have a 30-minute video or phone consultation with a pension specialist. This is an opportunity to speak directly with a pension specialist to answer any questions you may have about your pension plan.

Stay tuned and visit [iwafibp.ca/what-s-new](http://iwafibp.ca/what-s-new) for more information coming soon.



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

## FOR PENSION AND LTD PARTICIPATING EMPLOYERS

# EMPLOYER CORNER

Still getting comfortable with EmployerConnect? Here are some resources and tips to help you become proficient:

- NEW! Step-by-step instructional videos available in the Manual and Guides section of the portal
- User guides and other how-to manuals, available for download in the Manuals and Guides section of the portal
- NEW! We've created a new member status called "CD" to denote an employee's COVID-19 related leave on your contribution reports.
- Remember, you can now key in members' hours and update employee work statuses directly in the portal, instead of uploading a report. Keying in hours directly helps reduce administrative effort and speeds up the reporting process.

If you haven't already done so, please submit any outstanding unfunded status reports for 2019, and continue to report any status updates with each contribution report.

Questions? Contact [contributions@iwafibp.ca](mailto:contributions@iwafibp.ca).

## FOR ACTIVE PENSION PLAN MEMBERS

# WHAT TO LOOK FOR IN YOUR ANNUAL STATEMENT

***Active members, be sure to read your statement thoroughly and check for errors!***

Enclosed with this newsletter is your pension plan annual statement for the year ending December 31, 2019.

Read your statement carefully to verify all your hours have been accounted for correctly. This includes any layoff hours or disability hours you may have earned.

If you notice any errors on your statement, contact the Plan Office immediately. The longer the error goes unnoticed, the more difficult it is to correct, and you don't want to risk not receiving credit for hours owed.

Now is also a good time to check your statement to see whether we have your current beneficiary on file. If you'd like to change your pre-retirement beneficiary, complete and submit a designation form to the Plan Office. The form is available for download at [iwafibp.ca/docs/forms/Designation\\_BE497a.pdf](http://iwafibp.ca/docs/forms/Designation_BE497a.pdf).

Completed forms can be faxed or securely emailed to the Plan Office. Not sure how to email documents securely? Contact our office first!

## FOR PENSION PLAN MEMBERS

# UNDERSTANDING AND USING YOUR EXCESS HOURS

***You can use your accumulated excess hours to bring you up to a full year of credited service***

If you work or otherwise accrue more than 1,500 eligible hours in a year, hours in excess of 1,500 are recorded as excess hours. You and your employer pay contributions on your excess hours, but you do not always receive credited service for them.

This rule was implemented by the pension plan board of trustees because they know that employment in the forest industry is often cyclical, with members working periods of overtime followed by times of reduced hours. The 1,500 limit is not intended to be a perfect reflection of a full year of service. Rather, the 1,500 limit is based on the average eligible hours worked and was selected to balance times of prosperity with years of less opportunity.

Contributions collected from excess hours help fund other plan benefits such as the subsidized early retirement (half of retired members currently receive this benefit) and disability credits. Last year, active members earned an average of 1,259 hours.

In years when you work less than 1,500 hours, you can use your accumulated excess hours to bring you up to a full year of credited service. If you were one of the 3000 members involved in the labour dispute in 2019/2020, you can use any accumulated excess hours to cover the period you were on strike. That way you may still earn a full year of credited service for 2019/2020 even though you were not actively working for a participating employer for half the year.

Excess hours can also be used at retirement to give you an extra year of credited service. For example, you can retire in January 2021 and use 1,500 excess hours to receive a full year's worth of credited service for 2021, without needing to work even one hour that year. Doing this will boost your pension income by \$60 per month.

Any excess hours can only be applied to your current activity period. For example, if you previously broke service with the plan, and then became a member again, any excess hours accrued during your second activity period can only be applied to that second and current period of service. Additionally, note that excess hours do not prevent a break in service. If you fail to work 350 hours in two calendar years, you will become a deferred (also called inactive) member.

Remember that the IWA-Forest Industry Pension Plan is and has always been a group plan, where risks and contributions are pooled among all participants. Members benefit from being part of a large actively managed plan with secure finances.

## PLAN FUNDING IN UNCERTAIN TIMES

The financial information provided on this page is current for the year ending December 31, 2019.

The Plan Office carefully monitors the funding of the pension and LTD plans. When assessing a plan's sustainability, it's important to take a long-term view. Plan staff and the trustees have worked hard for over four decades to ensure that assets are well diversified. While no one can predict the full financial impact of these uncertain times, both the LTD and pension plans and their investment managers have seen volatile markets and recessions before. We remain confident that the plans remain well placed to continue providing benefits to members for the long-term.

### PENSION PLAN FINANCIAL UPDATE

The pension plan was fully funded on a going concern basis at its latest valuation as of December 31, 2018. The going concern valuation measure the funding of the plan on a long-term basis, assuming the plan will continue indefinitely into the future.

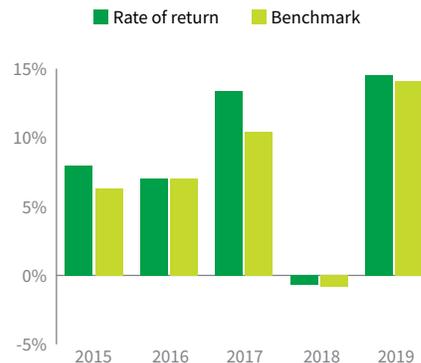
While 2019 was a difficult year for the industry and many members, the pension plan saw strong growth, achieving a 14.5% rate of return. Net assets grew by \$379.1 million, reaching a total of \$4.2 billion.

### LTD PLAN FINANCIAL UPDATE

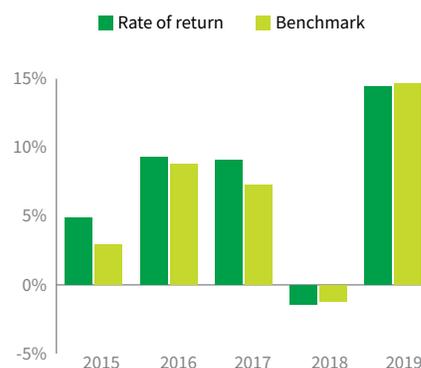
As a self-funded plan, the LTD plan relies heavily on contributions to fund disability and ancillary benefits and rehabilitation services. To a lesser extent, investment income and expenses also affect the financial health of the plan.

The LTD plan performed well in 2019, achieving a 14.4% rate of return. This was slightly below the benchmark return of 14.6%.

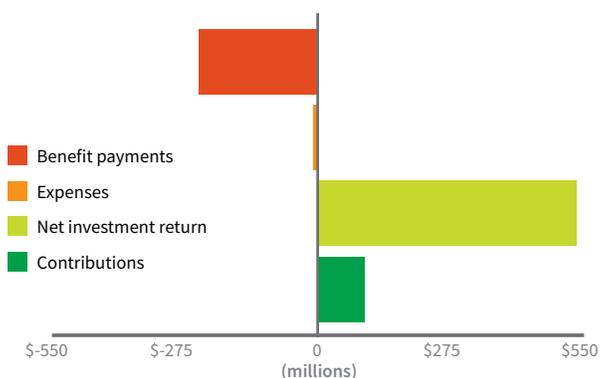
### ANNUAL RATE OF RETURN – PENSION PLAN



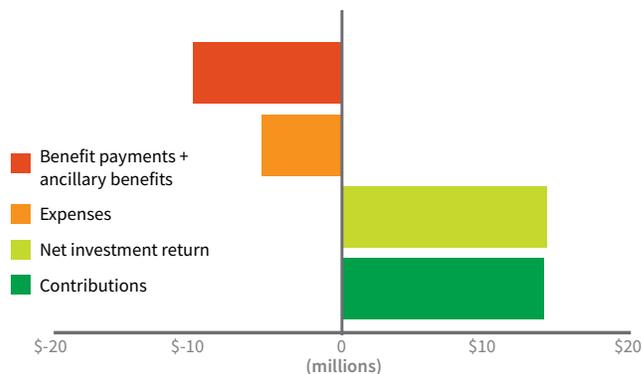
### ANNUAL RATE OF RETURN – LTD PLAN



### 2019 REVENUE AND EXPENSES – PENSION PLAN



### 2019 REVENUE AND EXPENSES – LTD PLAN



### 2019 PENSION MEMBERSHIP STATISTICS

Active members.....	14,090
Retired members receiving a benefit .....	26,818
Total contributory hours.....	16,576,497
Average contributory hours per member (annual).....	1,259
Average monthly pension benefit .....	\$714.89

### 2019 LTD MEMBERSHIP STATISTICS

Contributing members .....	10,004
Members receiving a benefit.....	551
Total contributory hours.....	13,177,928
Average contributory hours per member (annual).....	1,317
Average monthly LTD benefit.....	\$1,739.96*

\*includes garnishments

FOR PENSION AND LTD PLAN MEMBERS

## ANNUAL REPORTS AVAILABLE SOON

Are you curious about how your pension and LTD plans are managed? Want to learn more about your plan's history, funding and membership? Look no further than the annual reports. Published each summer, each annual report has detailed information on the plans' funded status, membership demographics, trends and history.

The 2019 pension and LTD annual reports will be available shortly—check [iwafibp.ca/what-s-new](http://iwafibp.ca/what-s-new) for an upcoming announcement and [iwafibp.ca/library](http://iwafibp.ca/library) to download past issues.

## CARTOON BY MEMBER GORD BARNEY

### NEW ON THE MARKET: CAT CONTROLLED, SELF-DRIVING LOGGING TRUCK



FOR PENSION PLAN MEMBERS

## NEW VIDEO NOW AVAILABLE

How does your pension plan work and who is the Plan Office?

Check out our three-minute video introducing the IWA–Forest Industry Pension Plan. This video is the first in a series that explains how your pension and LTD plans work. Stay tuned and visit [iwafibp.ca/what-s-new](http://iwafibp.ca/what-s-new) for links to this and future videos!

Play



FOR PENSION AND LTD PLAN MEMBERS

## COVERAGE WHILE ON COVID-19 RELATED LEAVE

The BC government has updated the *Employment Standards Act* (ESA) to allow employees to take unpaid leave relating to COVID-19. Like other unpaid leaves of absence (maternity, compassionate care, bereavement, etc.) members must continue to pay contributions in order to remain covered by the LTD plan and continue earning service in the pension plan during their absence. If members continue to make employee contributions, their employers are also required to continue to pay employer contributions.

We have replaced our maternity/parental leave waivers and other leave consent waivers with a new form called *contributions during an unpaid leave*. This leave form includes the new COVID-19 provision and is available on the Plan Office website at [iwafibp.ca/employer-forms](http://iwafibp.ca/employer-forms). Be sure to complete this form to notify the Plan Office of your contribution decision during any unpaid leave of absence as outlined in the ESA.



## 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

T 604.433.6310  
TF 1.800.663.4384  
[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).