

AFTER WORK

THE PLAN OFFICE NEWSLETTER
SPRING/SUMMER 2022

FOR ALL PLAN MEMBERS

THE PLAN OFFICE WELCOMES YOU BACK!

After two long years, we're pleased to welcome members back to our office for in-person visits. Please book an appointment so someone from our team is available to meet with you.

Wearing a mask is optional for both visitors and employees of the Plan Office, and we support your decision whether you wish to wear one during your visit. Should you feel unwell please reschedule your appointment.

We will continue to monitor public health guidelines and will be prepared to adjust if necessary. Thank you in advance for your patience and understanding should the situation change.

If you have any questions, please contact the Plan Office.

FOR ACTIVE PENSION PLAN MEMBERS

POP-UP PLAN OFFICE

We're looking forward to connecting with members again! On **September 6-9**, we will be heading to Vancouver Island to meet with you in person. This is a great opportunity to meet a pension specialist to find answers to your pension plan questions. Please register to reserve your spot for the following locations:

Nanaimo: Tue, Sept 6 to Wed, Sept 7
bit.ly/pop-up-nanaimo

Port Alberni: Thu, Sept 8 to Fri, Sept 9
bit.ly/pop-up-alberni

These time-slots book up quickly, so be sure to RSVP right away. We do not accept drop-in appointments, but there will be a cancellation list.

FOR ACTIVE PENSION PLAN MEMBERS

RETIREMENT WEBINAR

You're never too young to take steps in planning for your future. So, whether your retirement is coming up soon or is decades away, join us to learn about your pension plan options. This helpful 45-minute information session will cover a variety of topics, such as:

- Your early retirement options
- How to estimate your monthly pension in retirement
- Who you can select as a beneficiary, and how this affects your pension
- How and when to apply for your pension

Date: Tue, July 5, 2022

Time: Noon (Pacific Time)

If you have questions, we'll be more than happy to answer them in the Q&A period following the presentation.

Please register to reserve your spot here: bit.ly/webinar-july



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

FOR PENSION AND LTD PARTICIPATING EMPLOYERS

EMPLOYER CORNER

IMPROVING EMPLOYERCONNECT

Thank you for participating in our Employer Satisfaction Survey! Based on your feedback, we've made improvements to EmployerConnect by adding user-friendly functions and options. Your experience working within EmployerConnect is important to us, so be on the lookout for more changes as our team makes further enhancements to the system.

QUICK ACCESS TO EMPLOYER FORMS

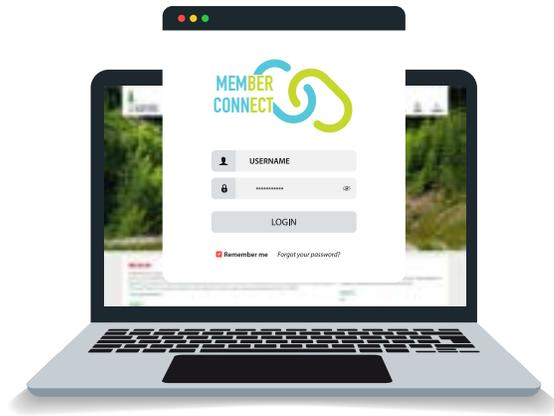
You can now quickly access most employer forms from your EmployerConnect account. When you're logged in, simply scroll down the navigation menu and select "forms" to access the most frequently used employer forms. These are the same forms that are available on our website at bit.ly/employer-forms.

SUMMER STUDENT ENROLMENT REMINDER

With summer hiring around the corner, please remember to enroll summer students in EmployerConnect and select SUMMR STDT as their employment type. A summer student is an employee who works a defined short-term period of employment (usually May to August) between intervals of schooling.

LTD contributions should only be remitted for summer students who have again met the initial weekly indemnity probationary period.

If you have questions, please contact the Plan Office at **604.433.6310** or email us at contributions@iwafibp.ca.



FOR ACTIVE PENSION AND LTD PLAN MEMBERS

FOR ACTIVE WORKING MEMBERS

MemberConnect portal coming soon!

Are you actively working in the industry? Contacting the Plan Office is about to get easier with the new member portal—MemberConnect! **Over the next year** we will be mailing your unique activation code and instructions on how to access your MemberConnect account. No need to call us unless you move, your codes will be mailed directly to you.

We will be launching the first phase of the new member portal to a small group. Active working members will be able to access information about their pension, or communicate with the Plan Office quickly, easily and securely. MemberConnect will be released in several phases throughout the year. With the launch of the first phase, active working members will be able to:

- Securely send messages and documents to the Plan Office through the portal
- View and update contact information
- View beneficiary information
- View pension entitlement

EMPLOYER WEBINAR COMING THIS FALL

This fall, we will be hosting a 45-minute webinar for participating employers. We'll be covering topics such as:

- The role of the Plan Office and how we can support your organization
- Employer responsibilities when submitting employee hours
- What are funded and unfunded hours
- How to report employee hours and work status
- A review of EmployerConnect
- What is involved in the audit process

If there are other topics you would like covered, please let us know by contacting gary.luddu@iwafibp.ca.



PLAN FUNDING

The financial information provided on this page is current for the year ending December 31, 2021.

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 create a well-diversified portfolio of assets. We are 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, 2020. The going concern valuation measures the funding of the plan on a long-term basis, assuming the plan will continue indefinitely into the future.

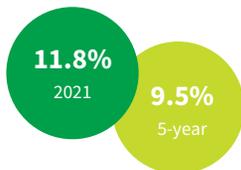
The pension plan saw strong growth and performed well in 2021. The rate of return was 11.8%, which is above its benchmark of 10.6%. Net assets grew by over \$300 million, reaching a total of over \$4.7 billion.

LTD PLAN FINANCIAL UPDATE

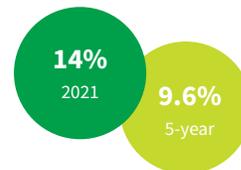
Although investment returns in the last three years have been strong, the LTD plan normally relies upon contributions to fund disability, ancillary benefits and rehabilitation services.

The LTD plan performed strongly in 2021 with a 14% rate of return, which was well above the benchmark return of 10.7%.

RATE OF RETURN—PENSION PLAN



RATE OF RETURN—LTD PLAN



2021 PENSION MEMBERSHIP STATISTICS (est.)

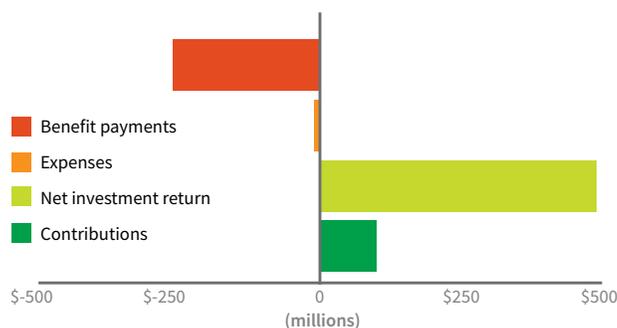
Active members.....	12,314
Retired members receiving a benefit	27,299
Total contributory hours.....	16,893,710
Average contributory hours per member (annual).....	1,406
Average monthly pension benefit	\$737.94

2021 LTD MEMBERSHIP STATISTICS (est.)

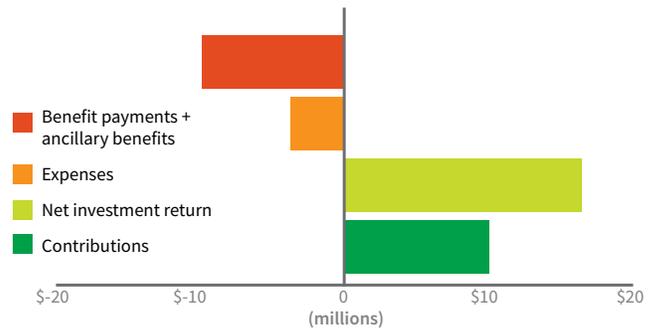
Contributing members	8,763
Members receiving a benefit.....	456
Total contributory hours.....	13,026,878
Average contributory hours per member (annual).....	1,487
Average monthly LTD benefit.....	\$1,937.62*

*includes garnishments

2021 REVENUE AND EXPENSES—PENSION PLAN



2021 REVENUE AND EXPENSES—LTD PLAN



FOR LTD PLAN MEMBERS

CELEBRATING 40 YEARS OF SERVING MEMBERS ON LONG-TERM DISABILITY (LTD)

On June 15, 2022, we will be celebrating the LTD plan's 40th anniversary. Four decades ago, the LTD plan was serving 150 members. Today there are approximately 450 members who rely on this service to provide monthly benefit payments, rehabilitation services and extended dental and health benefits while they are disabled.

Just as we did 40 years ago, we remain dedicated to serving members through their recovery, and helping them safely return to work.



FOR LTD PLAN MEMBERS

YOUR LTD TEAM IS HERE FOR YOU

When you call with questions about your LTD application, your LTD benefits coordinator will be happy to provide answers and walk you through the process, step by step. Many of the documents within the package are time-sensitive, so we recommend starting your paperwork as soon as possible. After your application is approved, our team is available to make updates to your file, assist with your Pacific Blue Cross benefits and answer questions about applying for EI sickness benefits.

The LTD plan is here when you need it, and we're here to help. If you have questions about your LTD application, call us at **604.433.6310**, or email at ltdrehab@iwafibp.ca.

FOR LTD MEMBERS ON SHORT-TERM DISABILITY (STD)

WHEN TO APPLY FOR EI SICKNESS BENEFITS

If you are still disabled after receiving 26 weeks of short-term disability (STD) benefits or upon termination after receiving a minimum of 26 weeks of WCB wage-loss benefits, you must apply for EI sickness benefits. We recommend applying *immediately after* your STD or WCB wage-loss benefits have ended. Please note that it's important your EI sickness benefits do not overlap with your STD or WCB wage-loss benefits.

Questions? Your LTD team is here for you. Call **604.433.6310**, or email ltdrehab@iwafibp.ca.

FOR LTD PLAN MEMBERS

LTD VIDEOS ONLINE

Would you like to know more about your LTD plan, what to do if you become disabled or how our rehabilitation counsellors can help you? These and other questions are answered in three short videos showing what the LTD plan can do for you. Each video is under three minutes long and full of helpful information. You can find them by visiting the Plan Office website: bit.ly/ltd-videos.



FOR RETIRED PENSION PLAN MEMBERS

RETIRED AND RETURNING TO WORK?

With summer around the corner, you may be thinking about heading back to work. If you're a retiree receiving a pension and returning to work, please contact the Plan Office and keep the following provisions in mind:

- Under income tax rules, you cannot receive a pension and earn credited service at the same time.
- If you work less than 19 hours a week for a participating employer, your pension will continue.
- If you work more than 19 hours a week in a bargaining unit position for a participating employer, your pension will stop. New contributions and credited service will be added to your pension.
- If you work for an employer who does not participate in the plan, your pension will continue.
- If you work after December 1st of the year you turn 71 years of age, your pension will continue. Please remember that you won't be eligible to earn additional credited service. Contributions will be made to the plan by you and your employer, but you will be refunded for the portion you contributed.



FOR RETIRED PENSION PLAN MEMBERS

CERTIFICATES OF EXISTENCE

The Plan Office has a legal duty to verify whether a member is living and that their pension benefit is being paid to the correct individual. This process is designed to prevent fraud and error so that every payout goes to the correct recipient. It is important that the Plan Office be notified promptly of the death of any member to avoid having to recover overpayments, and intended estate representatives should be advised of this.

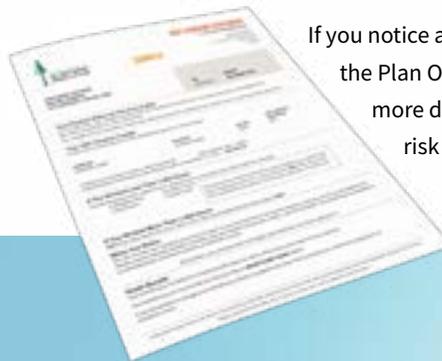
Every July, *certificate of existence* forms are mailed out. **Not all members will receive this form as we have a large number of pensioners.** A smaller group of pensioners and beneficiaries is selected each year. We also use these forms to update and confirm the information we have on file. If you receive a form, please complete and return it as soon as possible. If the form is not completed, we must withhold pension payments until it is received.

FOR PENSION PLAN MEMBERS

YOUR ANNUAL PENSION STATEMENT

Enclosed with this newsletter, you will find your annual statement for the year ending December 31, 2021. Please read your statement carefully to verify that all your information is accurate and up to date.

If you notice any errors, please contact the pension team at the Plan Office. 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.



FOR ALL PLAN MEMBERS

WHY IT'S IMPORTANT TO KEEP US UPDATED

If you've changed your name, mailing address or beneficiary, please remember to notify the Plan Office with your new information. We need to stay in touch with you so you receive the benefits to which you are entitled.

If you know of someone that worked in the industry who may have an unclaimed benefit, please ask them to contact the Plan Office.



FOR ALL PLAN MEMBERS

MEET A MEMBER—KIM REAVLEY

Kim Reavley spent 30 years as a professional helicopter faller. But in 2014, an injury to his shoulder, sustained while working, ended the career he loved. Kim was devastated and remembers four difficult years following his accident. A gift from a visitor changed everything. “My son’s brother-in-law came to see us and brought a wood-cut cedar tree as a present. I looked at it and thought, I can do this,” he says. Adept with a power saw, an artistic vision, and an understanding of wood’s beauty, grain and texture, Kim began carving and launched a new business, Westcoast Wood Creations.

In 2020, when the pandemic hit, Kim started giving out cheerful, red, palm-sized wooden hearts to doctors, nurses, and anyone making a difference for others. “If I see someone wearing scrubs or cleaning the handles of a grocery cart, I just go over and give them a heart,” he says.

Since then, Kim’s made over 2000 brightly painted wooden hearts. They’ve been hand delivered and mailed to places as far as France, Istanbul and Australia.

When you visit the Plan Office, you can’t help but notice these cheerful gifts hanging throughout hallways and in offices. They’re a gift of thanks from Kim for a job well done.

After receiving a break in service package, Kim and his wife, Linda, were concerned, so they contacted the Plan Office. Kim’s pension was always a part of their long-term plans, and breaking service wasn’t something they anticipated. A conversation with a pension specialist led to a review of his file, and in accordance with the rules of the plan, Kim qualified for ‘total and permanent disability’, which meant that the break in service was removed, and Kim’s disability status led to an enhanced pension benefit at retirement.

Kim and Linda were delighted with the help they received. “Marianna was very knowledgeable about transitioning from LTD to pension,” Kim says.

The Reavleys sent ten Hearts for Heros to the Plan Office. They are meaningful gifts of appreciation to the Plan Office for the quality service provided in helping members navigate the best possible outcome for their retirement.



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

LTD and Rehabilitation inquiries

T 604.433.6310
TF 1.800.663.4384
ltdrehab@iwafibp.ca

Employer and Contributions inquiries

T 604.433.6310
TF 1.800.663.4384
contributions@iwafibp.ca

Service feedback

Questions or comments about the service you received from the Plan Office? Send your feedback to service@iwafibp.ca or visit iwafibp.ca/service.