

AFTER WORK

THE PLAN OFFICE NEWSLETTER
FALL/WINTER 2022



FOR PENSION PLAN MEMBERS

PENSION BENEFIT IMPROVEMENTS FOR SERVICE EARNED AS OF JANUARY 1, 2022

The board of trustees of the IWA–Forest Industry Pension Plan is pleased to announce a 41% increase in the benefit level to \$85 per month for service earned after January 1, 2022, and an increase in the annual credited hours threshold to 1800 hours. Combining the benefit level increase together with the change in credited service threshold allows for a higher benefit improvement for members.

The new \$85 benefit level will be retroactive to January 1, 2022, for all current active members and retirees who earned credited service in 2022.

These benefit improvements are due to the trustees' successful implementation of the plan's long-term investment strategy and vision for the plan.

Through strong governance and prudent management, our trustees are working to provide sustainable benefits to members and beneficiaries well into the future.

We look forward to providing updates about the improvements and will be in contact with members in receipt of these changes over the coming months.

FOR LTD PLAN MEMBERS

IMPROVEMENTS TO LTD BENEFITS EFFECTIVE SEPTEMBER 1, 2022

The trustees of the IWA–Forest Industry LTD Plan recently increased the gross monthly long-term disability (LTD) payment for members by \$250 (before tax). For most members, this means their gross payment increased from \$2,500 to \$2,750 per month. This change became effective September 1, 2022.

Members on claim will have the LTD payment increase applied automatically, starting with their September cheque or direct deposit.

Members with offsets like WCB awards, CPP Disability, or third-party settlements may not receive any payment if their total offsets exceed their gross payment.



FOR PENSION & LTD PARTICIPATING EMPLOYERS

EMPLOYER CORNER

EMPLOYER WEBINAR—NOV 15

If you're a participating employer, please join us online for this informative session to learn about:

- How the Plan Office can support your organization
- Your responsibilities when submitting employee hours
- The difference between funded and unfunded hours
- What you can do with EmployerConnect
- What is involved in the audit process

Date: Tue, November 15, 2022 Time: Noon (Pacific Time)

Reserve your spot at bit.ly/employer-orientation, and please bring your questions to participate in the Q&A session following the webinar.

RISING INTEREST RATES AND OVERDUE CONTRIBUTIONS

Interest rates have increased drastically this year, and as a result, the interest we charge on overdue contributions has increased accordingly. Please be sure to submit your contributions on time. The agreed-upon interest we charge on overdue contributions is calculated at the HSBC prime rate multiplied by 1.5.

EMPLOYER FORMS & MANUALS ARE EASY TO FIND

Find helpful manuals and forms on our website—they're instantly available for downloading and printing.

Visit bit.ly/employer-forms for quick access to the most frequently used employer forms. You can also click the FORMS tab when visiting our website.

Key in bit.ly/manuals-and-guides to find a helpful administration manual or guide. You also have the option to navigate to the EMPLOYER tab when visiting our website and select Manuals & Guides.

You can also find a link to these employer forms and manuals when you log into your EmployerConnect account.

HAVE YOU HIRED NEW ADMINISTRATIVE PERSONNEL?

Please notify the Plan Office immediately if you've hired a new administrative employee responsible for remitting contributions, adding employee information or making status changes.

Informing us about your personnel changes helps keep your account secure and expedites communication when assistance and training is needed.

FOR LTD PLAN MEMBERS

CONTRIBUTIONS DURING A LEAVE OF ABSENCE

If you are on a leave of absence and wish to remain covered by the LTD plan, you and your employer must continue contributing to the plan. If you choose to continue with your LTD contributions, then your employer will also continue to contribute, but you need to notify the Plan Office. It's important to remember that this is your decision to make.

If you are on leave and want to remain covered, please ensure you complete the *Contributions During a Leave of Absence form*. It is available within the FORMS tab of the Plan Office website under Employer Forms. You may also access it by keying in: bit.ly/contributions-on-leave

You are welcome to phone the LTD department at the Plan Office if you have any questions.



FOR LTD PLAN MEMBERS

HELP IS AVAILABLE WHILE ON SHORT-TERM DISABILITY

The Evergreen Rehabilitation Management Society provides early rehabilitation services and is here to help you during your short-term disability period. Evergreen counsellors have years of education, experience, and a thorough appreciation of the job demands within the forest industry. Working closely with a rehabilitation counsellor helps to de-escalate problems and can uncover solutions to support your safe return to work.

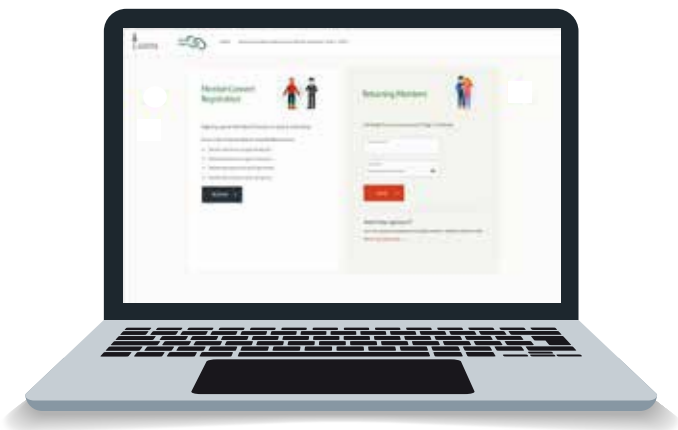
If you are on short-term disability and need a referral to Evergreen, contact your employer or union representative.

FOR ACTIVE PENSION AND LTD PLAN MEMBERS

MEMBERCONNECT OFFICIALLY LAUNCHED!

Our member portal, MemberConnect, has officially launched, and over the next year, we will be gradually inviting members to create an account. The gradual rollout will help us monitor and refine the portal so we can better serve you.

No need to call us unless you move, your invitation will be sent directly to you by mail and email.



FOR ACTIVE PENSION PLAN MEMBERS

CURTAILMENTS AND JOB LOSS

If you have questions and concerns about how your pension will be affected due to curtailments or job loss, contact our office by phone or email to connect with a member of our pension team.

FOR ALL MEMBERS AND EMPLOYERS

ANNUAL REPORTS AVAILABLE

The 2021 annual reports for the pension and LTD plans are available online. View these reports on our website under the LIBRARY tab or key in bit.ly/booklets-annualreports.



FOR ACTIVE PENSION PLAN MEMBERS

RETIREMENT WEBINAR—NOV 8

We know how important your pension is in retirement, and we understand that pension options and rules can be complex.

This information session can help you better understand your pension plan and will cover a variety of topics such as:

- Early retirement and supplemented early retirement
- How to apply for your pension
- How excess hours work in retirement
- Pension options
- Working after retirement

Date: Tue, November 8, 2022 Time: Noon (Pacific Time)

We'll be happy to answer your questions during the Q&A session. Please register to reserve your spot here:

bit.ly/webinar-november-2022

FOR ACTIVE AND DEFERRED PENSION MEMBERS ONLY

REVIEW AND UPDATE YOUR BENEFICIARY



When you join the pension plan, you are asked to designate one or more beneficiaries. If you have a spouse, they are usually your sole beneficiary.

Depending on the options you choose at retirement, your beneficiary may receive a benefit following your death. If you have not designated a beneficiary and do not have a spouse, the survivor benefit would go to your estate and may be subject to tax.

We encourage you to review and update your beneficiary following any major life event such as a change in your marital status, the birth of a child or another life event.

To review your beneficiary selection, please refer to your 2021 annual statement. In most cases, you cannot change your beneficiary after you have retired. If you are an active or deferred member, and you need to change your beneficiary, detach and complete the attached form and return it to the Plan Office by mail or fax.



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

PRE-RETIREMENT DESIGNATION OF BENEFICIARY(IES)

2100-3777 Kingsway
Burnaby BC V5H 3Z7
T 604.433.5862 TF 1.800.913.0022
F 604.433.0518

IWAFIBPCA

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To active and deferred members:

The IWA-Forest Industry Pension Plan provides survivor benefits to spouses and beneficiaries of plan members who die before collecting a pension from the plan. Complete and return this form to the Plan Office to designate a beneficiary in the event of your death before retirement. Note that incomplete forms will be returned to you.

SECTION A MEMBER INFORMATION

Last name:	First name and initial(s):	Date of birth: <table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>D</td><td>D</td><td>M</td><td>M</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td></td><td></td> </tr> </table>											D	D	M	M	Y	Y	Y	Y			Member ID#:
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Mailing address:		City:	Province:																				
Postal code:	Phone number:	Email:																					

SECTION B SPOUSAL STATUS

In Canada, the legal definition of spouse differs by province. In **British Columbia**, your spouse is:

- i) The person who you are married to. This person must not have been living separate and apart from you for a continuous period longer than two years; or
- ii) The person you have been living with in a marriage-like relationship for a period of at least two years immediately preceding the relevant date.

1. I do not have a spouse, as defined by the applicable provincial legislation.

OR

2. I do have a spouse, as defined by the applicable legislation (see above).
Pension law requires members with spouses to select their spouse as the sole beneficiary to any pre-retirement pension death benefits. However, your spouse can choose to waive their right to benefits from the plan following your death by signing *form 4—spouse’s waiver of beneficiary rights to benefits in a pension plan before payments start*.

My spouse has **NOT** signed *form 4*

My spouse has signed *form 4*

SECTION C DESIGNATION OF BENEFICIARY(IES)

I revoke all previous beneficiary designations. I designate the person(s) listed below as my beneficiary(ies) to receive any amounts payable from the plan in the event of my death. Unless specified otherwise, proceeds will be divided equally among all beneficiaries. **If I have a spouse and they have not signed form 4, I have listed them below as my sole beneficiary.**

#1 - Beneficiary last name:	Beneficiary first name and initial(s):	Date of birth: <table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>D</td><td>D</td><td>M</td><td>M</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td></td><td></td> </tr> </table>											D	D	M	M	Y	Y	Y	Y			Relationship to you:
D	D	M	M	Y	Y	Y	Y																
Mailing address, city, province, postal code:			Phone number:	Percentage %																			

#2 - Beneficiary last name:	Beneficiary first name and initial(s):	Date of birth: <table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>D</td><td>D</td><td>M</td><td>M</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td></td><td></td> </tr> </table>											D	D	M	M	Y	Y	Y	Y			Relationship to you:
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Mailing address, city, province, postal code:			Phone number:	Percentage %																			

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#3 - Beneficiary last name:	Beneficiary first name and initial(s):	Date of birth: <table border="1"> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> <tr> <td>D</td><td>D</td><td>M</td><td>M</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td> </tr> </table>									D	D	M	M	Y	Y	Y	Y	Relationship to you:
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Mailing address, city, province, postal code:			Phone number:	Percentage %															

#4 - Beneficiary last name:	Beneficiary first name and initial(s):	Date of birth: <table border="1"> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> <tr> <td>D</td><td>D</td><td>M</td><td>M</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td> </tr> </table>									D	D	M	M	Y	Y	Y	Y	Relationship to you:
D	D	M	M	Y	Y	Y	Y												
Mailing address, city, province, postal code:			Phone number:	Percentage %															

I have attached and signed a separate sheet to identify additional beneficiary information.

SECTION D DECLARATION APPOINTING TRUSTEE FOR MINOR BENEFICIARY(IES) - COMPLETE ONLY IF APPLICABLE

Beneficiaries under the age of 19 must be appointed a trustee to accept any payments on their behalf. Complete this section if you have listed any beneficiary(ies) that are under the age of 19.

I, _____ (**member name**), DO HEREBY APPOINT _____ as trustee to receive any amount due to any beneficiary under 19 years of age and declare that the receipt of payment by such trustee shall be full and complete discharge to the IWA-Forest Industry Pension Plan. And I do hereby authorize such trustee, within their absolute discretion, to use and expend all or any portion of such amount and/or the income therefrom for the maintenance and/or education of such minor.

Trustee last name:		Trustee first name and initial(s):	
Mailing address:		City:	Province:
Postal code:	Phone number:	Email:	

I, _____ (**trustee name**), agree to act as trustee for the above-named minor(s) in respect of any benefits received under the IWA-Forest Industry Pension Plan on account of the pension entitlement of the plan member named above.

Dated this _____ day of _____, 20_____.

Trustee signature:		
Witness signature:	Witness name:	Witness phone number:

SECTION E AUTHORIZATION

I reserve the right to revoke this *pre-retirement designation of beneficiary(ies)* at any time. I acknowledge that all designations remain in effect until they are revoked in writing and received by the Plan Office, subject to applicable legislation. I understand that despite the spousal description in Section B, my spouse will be determined based on provincial law at the time of my death.

I understand that only a member can change a beneficiary. A survivor, a person with *power of attorney* or *guardian of property* cannot change a beneficiary designation.

Member signature:	Date: <table border="1"> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> <tr> <td>D</td><td>D</td><td>M</td><td>M</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td> </tr> </table>									D	D	M	M	Y	Y	Y	Y
D	D	M	M	Y	Y	Y	Y										

PRIVACY DISCLOSURE: The Trustees of the IWA-Forest Industry Pension and LTD Plans (Plans) and their respective agents and employees, collect, use, disclose and exchange your personal information in order to administer the Plans including to process benefits, enforce the Plans' terms (including to collect overpayments or to investigate potential fraud), to audit employers' records and claims and to communicate with third parties such as employers, insurers, health care providers and financial institutions when reasonably necessary to administer the Plans. By signing this form you consent to such collection, use, disclosure and exchanges for these purposes, any other purposes set out in the Plans' respective Privacy Policies and as permitted or required by law.

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FOR ALL MEMBERS

MEET OUR NEW CEO, MARK GUITON

We are pleased to announce the appointment of our new Chief Executive Officer, Mark Guiton. Mark has been with the Plan Office since 2017 as General Counsel and brings in-depth knowledge about both the pension and LTD plans to his position.

“From this chair, I’m looking at the plans through the eyes of our members. I recently learned from several of our long-serving trustees what it was like when there were no plans and what these benefits mean to members and beneficiaries. The work we’re doing here at the Plan Office is significant. It’s impressive how many stakeholders are involved in keeping the plans moving and how their collective work advances to members—from the bargaining table to the employer, to everything we do at the Plan Office to deliver payments.”

“The end of 2022 is an exciting time to be at the Plan Office as we announce benefit improvements to both the pension and LTD plans. We will finalize the details for the pension plan improvements over the next few months, and I look forward to working with my team to implement these changes over the next year. Thank you to the trustees for guiding the process and their commitment to providing stability in retirement for our members and beneficiaries.”



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

IWA-FIB.PCA

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.