

THE QUICK GUIDE TO

UNDERSTANDING YOUR PENSION PLAN

**Canadian Commercial
Workers Industry
Pension Plan**

2006



This booklet is provided as a simple reference to those parts of the Pension Plan which most often attract questions. It does not describe all of the provisions or benefits in detail.

There is an Official Plan Text which sets out all of the provisions of the Pension Plan. You may review this document at or obtain a copy, following a written request, from one of the Administration Offices.

The Trustees of the Canadian Commercial Workers Industry Pension Plan Trust Fund disclaim any responsibility or liability whatsoever for any errors or omissions, claims, damages, or costs, arising out of or reliance upon or use of any part of this booklet.

PENSION PLAN ADMINISTRATION REGIONAL OFFICES TO SERVE YOU

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Please read this booklet carefully and keep it in a safe place for future reference. If you have any difficulty in understanding any part of this booklet, call or write the Administration Office in your region.

For more information about the Canadian Commercial Workers Industry Pension Plan, visit the web site at www.ccwipp.ca.



PRIVACY POLICY

The Board of Trustees of the Canadian Commercial Workers Industry Pension Plan (“The Pension Plan”) is dedicated to the protection and privacy of its members’ personal information. In recognition of privacy legislation, the Board of Trustees has developed a Privacy Policy to ensure that all personal information is handled in a secure manner. This Privacy Policy will be strictly applied to the collection, use, storage, and disclosure, of personal information used for the operation of the Pension Plan.

COLLECTION OF INFORMATION

The records for the Pension Plan include, for each member, personal information such as date of birth, marital status, social insurance number, and the identity and dates of birth of spouse and beneficiaries. This information is collected for the purpose of managing pension entitlements. In some cases medical records and other employment related details are also required.

All personal information that is stored electronically is protected by encryption, firewalls, anti-virus programs, and physical intrusion detectors, which are regularly upgraded. Hardcopy files are treated with similar security measures.

CONSENT

Registration to participate in the Pension Plan requires member authorization to gather and apply personal information in specific ways. The plan member may revoke that authorization, subject to certain legal constraints. However, doing so precipitates the destruction of the member’s personal information and may, therefore, render ongoing participation impossible.

A complaint related to personal information, may be addressed to the Administrator’s Privacy Officer at the following address. If further action is required, a member may contact the Office of the Privacy Commissioner of Canada or an applicable Provincial Commissioner.

110 - 61 International Boulevard
Toronto, Ontario M9W 6K4





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INTRODUCTION

■ WHAT IS THE CANADIAN COMMERCIAL WORKERS INDUSTRY PENSION PLAN?

The Canadian Commercial Workers Industry Pension Plan (“the Pension Plan”), established in 1979, is one of the largest non-contributory pension plans in Canada negotiated between employers and unions. The Pension Plan is financed through a Trust Fund administered by a joint Board of Trustees, consisting of an equal number of union representatives and employer representatives. The Trustees use the professional services of an actuary, administrator, auditor, custodian, legal counsel and a group of investment managers to ensure that the Pension Plan will provide members with a secure retirement income. The Trustees have the right to amend the Pension Plan. Contributions to the Trust Fund are made by participating employers on behalf of bargaining unit employees who are members of the Pension Plan, in accordance with their Collective Agreements with Locals of the United Food and Commercial Workers Union Canada (“UFCW”).

THIS PENSION PLAN BELONGS TO YOU - not to the employers, not to the UFCW, but to you. All assets, net of expenses, are used to provide benefits to Pension Plan members and their beneficiaries.

The Pension Plan is regulated and administered in accordance with all applicable Federal and Provincial pension legislation.

The Pension Plan Registration Number is 0580431.

The fiscal year end of the Pension Plan is December 31st.

■ WHAT IS THE PENSION PLAN'S MISSION?

The Pension Plan's mission is to advance the financial security of all plan members and beneficiaries by increasing the long-term value and growth of the Pension Fund. This goal can be achieved through efficient and effective investment management designed to obtain the highest possible return at an acceptable level of risk. The Pension Plan will strive to provide fully-funded pension benefits for reasonable contribution rates. This mission will be achieved by creating and maintaining an environment that promotes the interests of plan members and beneficiaries. The Pension Plan will provide plan members and beneficiaries with high quality service which will allow them to make informed decisions. Effective and efficient governance processes will continue to be designed and implemented to deliver the pension promise and mission.

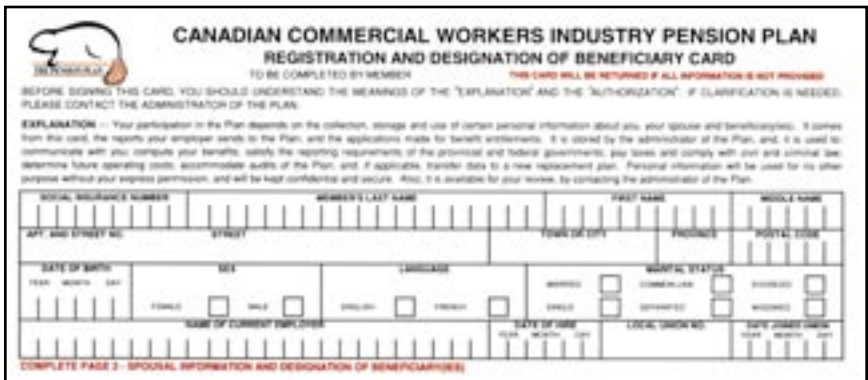


MEMBER PARTICIPATION

■ HOW DO I KNOW IF I AM A MEMBER OF THE PENSION PLAN?

Check your Collective Agreement. You are a member if your employer is required to make a contribution on your behalf.

However, to make sure that you get all of the information about the Pension Plan and the pension credited to you, **YOU MUST COMPLETE AND SIGN A REGISTRATION AND DESIGNATION OF BENEFICIARY CARD** and mail it to the Administration Office in your region.



CANADIAN COMMERCIAL WORKERS INDUSTRY PENSION PLAN
REGISTRATION AND DESIGNATION OF BENEFICIARY CARD
TO BE COMPLETED BY MEMBER **THIS CARD WILL BE RETURNED IF ALL INFORMATION IS NOT PROVIDED**

BEFORE SIGNING THIS CARD, YOU SHOULD UNDERSTAND THE MEANINGS OF THE "EXPLANATION" AND THE "AUTHORIZATION". IF CLARIFICATION IS NEEDED, PLEASE CONTACT THE ADMINISTRATOR OF THE PLAN.

EXPLANATION - Your participation in the Plan depends on the collection, storage and use of certain personal information about you, your spouse and beneficiary(ies). It comes from the card, the reports your employer sends to the Plan, and the applications made for benefit entitlements. It is stored by the administrator of the Plan, and it is used to communicate with you, compute your benefits, verify the reporting requirements of the provincial and federal governments, set rates and comply with civil and criminal law, determine future operating costs, accommodate audits of the Plan, and, if applicable, transfer data to a new replacement plan. Personal information will be used for its intended purpose without your express permission, and will be kept confidential and secure. Also, it is available for your review, by contacting the administrator of the Plan.

| | | | | | | | |
|--------------------------|--|--------------------|--|-----------------|--|-------------------|--|
| SOCIAL INSURANCE NUMBER | | MEMBER'S LAST NAME | | FIRST NAME | | MIDDLE NAME | |
| APT AND STREET NO. | | STREET | | TOWN OR CITY | | PROVINCE | |
| POSTAL CODE | | LANGUAGE | | MARRIAGE STATUS | | | |
| DATE OF BIRTH | | SEX | | MARRIED | | COMMON LAW | |
| YEAR MONTH DAY | | FEMALE MALE | | YES NO | | YES NO | |
| NAME OF CURRENT EMPLOYER | | DATE OF JOIN | | LOCAL UNION NO. | | DATE JOINED UNION | |
| | | YEAR MONTH DAY | | | | YEAR MONTH DAY | |

COMPLETE PAGE 2 - SPOUSAL INFORMATION AND DESIGNATION OF BENEFICIARY(IES)

The information on this card is very important. Among other things it confirms your correct name, address, social insurance number - and most importantly - **your spouse and designated beneficiary(ies)**. If you die before you retire, your spouse is automatically entitled to the death benefit. If you do not have a spouse and have not designated a beneficiary, any benefit that becomes payable on your death will be paid to your estate.

You may obtain this card from one of the Administration Offices, your local union office or your employer.



BUILDING YOUR PENSION

■ HOW MUCH PENSION WILL I BE CREDITED WITH EACH YEAR?

Each year, your pension credit is based on the number of hours reported for you and on your employer's rate of contribution in accordance with your Collective Agreement.

HERE'S HOW TO CALCULATE YOUR CURRENT SERVICE PENSION

First... the number of hours that are reported on your behalf are used to determine the percentage of a year for which you will receive credit by using the following table (applicable from January 1, 1992).

| NUMBER OF HOURS REPORTED FOR YOU IN THE YEAR | PERCENTAGE OF YEAR CREDITED TO YOU |
|--|------------------------------------|
| 0 - 199 Hours | 0 % |
| 200 - 399 | 10 |
| 400 - 599 | 20 |
| 600 - 799 | 30 |
| 800 - 999 | 40 |
| 1000 - 1199 | 50 |
| 1200 - 1399 | 60 |
| 1400 - 1599 | 70 |
| 1600 - 1799 | 80 |
| 1800 - 1999 | 90 |
| 2000 Hours or more | 100 |

Then... the resulting percentage is multiplied by the "Current Service Pension Unit" from the applicable Scale of Benefits. The Current Service Pension Unit is determined by your employer's rate of contribution. There are many employers participating in the Pension Plan who are contributing at different rates. Check your Collective Agreement to find out how much your employer is contributing.



BUILDING YOUR PENSION

This Scale of Benefits is applicable from January 1, 2005.

| Contribution Rate (per Hour) | Current Service Pension Unit | Contribution Rate (per Hour) | Current Service Pension Unit | Contribution Rate (per Hour) | Current Service Pension Unit |
|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| 5 ¢ | \$ 1.96 | 50 ¢ | \$24.12 | 95 ¢ | \$44.00 |
| 6 | 2.46 | 51 | 24.61 | 96 | 44.40 |
| 7 | 2.95 | 52 | 25.10 | 97 | 44.80 |
| 8 | 3.44 | 53 | 25.60 | 98 | 45.20 |
| 9 | 3.93 | 54 | 26.09 | 99 | 45.60 |
| 10 | 4.43 | 55 | 26.58 | 100 | 46.00 |
| 11 | 4.92 | 56 | 27.08 | 101 | 46.40 |
| 12 | 5.41 | 57 | 27.56 | 102 | 46.80 |
| 13 | 5.90 | 58 | 28.06 | 103 | 47.20 |
| 14 | 6.40 | 59 | 28.55 | 104 | 47.60 |
| 15 | 6.89 | 60 | 29.28 | 105 | 48.00 |
| 16 | 7.38 | 61 | 29.53 | 106 | 48.40 |
| 17 | 7.88 | 62 | 30.03 | 107 | 48.80 |
| 18 | 8.36 | 63 | 30.52 | 108 | 49.20 |
| 19 | 8.86 | 64 | 31.01 | 109 | 49.60 |
| 20 | 9.35 | 65 | 32.00 | 110 | 50.00 |
| 21 | 9.84 | 66 | 32.40 | 111 | 50.40 |
| 22 | 10.33 | 67 | 32.80 | 112 | 50.80 |
| 23 | 10.83 | 68 | 33.20 | 113 | 51.20 |
| 24 | 11.32 | 69 | 33.60 | 114 | 51.60 |
| 25 | 11.81 | 70 | 34.00 | 115 | 52.00 |
| 26 | 12.30 | 71 | 34.40 | 116 | 52.40 |
| 27 | 12.80 | 72 | 34.80 | 117 | 52.80 |
| 28 | 13.29 | 73 | 35.20 | 118 | 53.20 |
| 29 | 13.78 | 74 | 35.60 | 119 | 53.60 |
| 30 | 14.28 | 75 | 36.00 | 120 | 54.00 |
| 31 | 14.76 | 76 | 36.40 | 121 | 54.40 |
| 32 | 15.26 | 77 | 36.80 | 122 | 54.80 |
| 33 | 15.75 | 78 | 37.20 | 123 | 55.20 |
| 34 | 16.24 | 79 | 37.60 | 124 | 55.60 |
| 35 | 16.73 | 80 | 38.00 | 125 | 56.00 |
| 36 | 17.23 | 81 | 38.40 | 126 | 56.40 |
| 37 | 17.72 | 82 | 38.80 | 127 | 56.80 |
| 38 | 18.21 | 83 | 39.20 | 128 | 57.20 |
| 39 | 18.70 | 84 | 39.60 | 129 | 57.60 |
| 40 | 19.20 | 85 | 40.00 | 130 | 58.00 |
| 41 | 19.69 | 86 | 40.40 | 131 | 58.40 |
| 42 | 20.18 | 87 | 40.80 | 132 | 58.80 |
| 43 | 20.68 | 88 | 41.20 | 133 | 59.20 |
| 44 | 21.16 | 89 | 41.60 | 134 | 59.60 |
| 45 | 21.66 | 90 | 42.00 | 135 | 60.00 |
| 46 | 22.15 | 91 | 42.40 | | |
| 47 | 22.64 | 92 | 42.80 | | |
| 48 | 23.13 | 93 | 43.20 | | |
| 49 | 23.63 | 94 | 43.60 | | |



BUILDING YOUR PENSION

Here is how your monthly Current Service Pension would be calculated if your employer's rate of contribution was equal to 85¢ per hour.

| NUMBER OF HOURS REPORTED FOR YOU IN THE YEAR | PERCENTAGE OF YEAR CREDITED TO YOU | MONTHLY PENSION |
|--|------------------------------------|-----------------|
| 0 - 199 Hours | 0 % | \$ 0.00 |
| 200 - 399 | 10 | 4.00 |
| 400 - 599 | 20 | 8.00 |
| 600 - 799 | 30 | 12.00 |
| 800 - 999 | 40 | 16.00 |
| 1000 - 1199 | 50 | 20.00 |
| 1200 - 1399 | 60 | 24.00 |
| 1400 - 1599 | 70 | 28.00 |
| 1600 - 1799 | 80 | 32.00 |
| 1800 - 1999 | 90 | 36.00 |
| 2000 Hours or more | 100 | 40.00 |



BUILDING YOUR PENSION

The following examples, which are based on the “Scales of Benefit” in effect at the applicable date, illustrate how a pension would be calculated if a member retired on January 1, 2006 at age 65.

Example 1

| Years | Number of Years | Number of Hours Reported in Each Year | Percentage of Year Credited | Contribution Rates (current service) | Pension Units | Total Monthly Pension (Number of Years x Pension Unit x Percentage of a Year Credited) |
|---------------|-----------------|---------------------------------------|-----------------------------|--------------------------------------|---------------|---|
| 1975 to 1985 | 11 | 1800 | 100% | Maximum | \$21.00 | \$231.00 |
| 1986 and 1987 | 2 | 1800 | 100 | 30¢ | 25.00 | 50.00 |
| 1988 to 1991 | 4 | 1800 | 100 | 35 | 27.00 | 108.00 |
| 1992 to 1994 | 3 | 2000 | 100 | 47 | 36.00 | 108.00 |
| 1995 | 1 | 2000 | 100 | 49 | 38.00 | 38.00 |
| 1996 to 2000 | 5 | 2000 | 100 | 65 | 40.00 | 200.00 |
| 2001 to 2004 | 4 | 2000 | 100 | 75 | 45.00 | 180.00 |
| 2005 | 1 | 2000 | 100 | 85 | 40.00 | 40.00 |

In addition, the Trustees granted the following 5% bonuses.

For pension credited to 31/12/85 \$11.55
 For pension credited to 31/12/86 \$13.38

GRAND TOTAL - MONTHLY PENSION \$979.93

Example 2

| Years | Number of Years | Number of Hours Reported in Each Year | Percentage of Year Credited | Contribution Rates (current service) | Pension Units | Total Monthly Pension (Number of Years x Pension Unit x Percentage of a Year Credited) |
|---------------|-----------------|---------------------------------------|-----------------------------|--------------------------------------|---------------|---|
| 1975 to 1985 | 11 | 1000 | 50% | Maximum | \$21.00 | \$115.50 |
| 1986 and 1987 | 2 | 1199 | 50 | 30¢ | 25.00 | 25.00 |
| 1988 to 1991 | 4 | 1000 | 50 | 35 | 27.00 | 54.00 |
| 1992 to 1994 | 3 | 1000 | 50 | 47 | 36.00 | 54.00 |
| 1995 | 1 | 820 | 40 | 49 | 38.00 | 15.20 |
| 1996 to 2000 | 5 | 1000 | 50 | 65 | 40.00 | 100.00 |
| 2001 to 2004 | 4 | 650 | 30 | 75 | 45.00 | 54.00 |
| 2005 | 1 | 900 | 40 | 85 | 40.00 | 16.00 |

In addition, the Trustees granted the following 5% bonuses.

For pension credited to 31/12/85 \$5.78
 For pension credited to 31/12/86 \$7.31

GRAND TOTAL - MONTHLY PENSION \$446.79



BUILDING YOUR PENSION

■ WILL I BE KEPT INFORMED OF THE PENSION WHICH HAS BEEN CREDITED TO ME?

Yes. You will receive by mail, in June of each year, a Benefit Statement showing your personal information, the hours reported for you in the previous calendar year and the pension that has been credited to you up to the end of the prior calendar year. Be sure to check all of the information on the Benefit Statement, **especially the hours reported**. It is a good idea to keep your pay slips because oversights may occur in the reporting or the tabulating of your hours. If any of the information shown on your Benefit Statement is not correct, call or write the Administration Office in your region.

■ CAN I MAKE A SELF-PAYMENT TO INCREASE THE PENSION CREDITED TO ME IN A YEAR?

Yes. You can make a self-payment if you have at least 2 continuous years of: plan membership; membership with the UFCW; or, service with a participating employer, and if you are within 150 hours of the next benefit level for the year. You will be notified of the opportunity to make a self-payment when you receive your Benefit Statement.

The self-payment amount is equal to the number of hours you are short to reach the next benefit level, multiplied by your employer's rate of contribution for current service. Here is how your self-payment would be calculated if your employer's rate of contribution was equal to 85¢ per hour.

| | Hours | Percentage of Year Credited | Monthly Pension |
|---|-------|-----------------------------|-----------------|
| Reported | 1924 | 90% | \$ 36.00 |
| Next benefit level | 2000 | 100 | 40.00 |
| You are short 76 hours from the next benefit level. | | | |

If you make a self-payment of \$64.60 (76 hours x 85¢), the amount of your monthly pension will increase by \$4.00 to \$40.00 per month. This would result in an additional \$720.00 if you receive your pension for 15 years.

YOU ARE ENCOURAGED TO TAKE ADVANTAGE OF THIS OPTION. Make sure your money order or certified cheque is mailed to one of the Administration Offices before August 31st. A T4A slip will be issued to you before the end of February of the following year so that your self-payment can be claimed as a tax deduction. (This is to be considered your receipt for your self-payment.)



BUILDING YOUR PENSION

■ WILL I CONTINUE TO RECEIVE PENSION CREDITS IF I AM UNABLE TO WORK DUE TO ILLNESS OR INJURY, OR IF I AM AWAY FROM WORK BECAUSE OF A MATERNITY, PARENTAL OR ADOPTION LEAVE?

Yes. If you are under age 65, you can apply for Supplementary Hours Credit to have pension credits continued as if you were still working.

■ HOW IS THE SUPPLEMENTARY HOURS CREDIT CALCULATED?

The credit is calculated based on the number of hours reported on your behalf in the prior calendar year.

■ WHEN SHOULD I APPLY FOR SUPPLEMENTARY HOURS CREDIT?

It is important that you apply by the following dates.

If you are off on maternity, parental or adoption leave... as soon as you return to work. If you do not return to work, you may still be entitled to pension credits.

If your illness or injury lasts less than 30 days... as soon as you return to work.

If your illness or injury lasts 30 days or more... within 6 months from the beginning of your illness or injury. PLEASE NOTE: Credit may be given to you up to 36 months if you remain unable to perform your own occupation and to age 65 if you are unable to perform any occupation.

■ HOW DO I APPLY FOR SUPPLEMENTARY HOURS CREDIT?

Write or call the Administration Office in your region to have the necessary forms mailed to you. These forms are also available on the web site at www.ccwipp.ca. Return the completed forms to the Administrator. Application must be made prior to termination or retirement and you must have completed a **REGISTRATION AND DESIGNATION OF BENEFICIARY CARD**.



BENEFITS PAYABLE ON RETIREMENT

■ WHEN CAN I START COLLECTING MY PENSION?

You are eligible to receive a pension:

- ✓ on or after your normal retirement date which is the first day of the month coinciding with or immediately following your 65th birthday; or
- ✓ as early as the first day of the month coinciding with or immediately following your 50th birthday if you have at least 2 continuous years of: plan membership; membership with the UFCW; or, service with a participating employer.

■ BY WHEN MUST MY PENSION COMMENCE?

Your pension must commence by December 1 of the calendar year in which you attain age 69.

■ WHAT WILL I RECEIVE IF I WAS ELIGIBLE TO RETIRE ON JANUARY 1, 1997?

You can receive your credited pension any time after age 60; or, you can collect a reduced pension if you retire between the ages of 50 and 60. Your credited pension will be reduced by one-half of 1% for each month your retirement date is before age 55 and by one-quarter of 1% for each month between the ages of 55 and 60, with no reduction at age 60.

■ HOW DO I KNOW IF I WAS ELIGIBLE TO RETIRE ON JANUARY 1, 1997?

You were eligible to retire on January 1, 1997 if, on that date, you were at least age 50 **AND** had at least 2 continuous years of: plan membership; membership with the UFCW; or, service with a participating employer.

■ WHAT WILL I RECEIVE IF I WAS NOT ELIGIBLE TO RETIRE ON JANUARY 1, 1997?

You can receive your credited pension any time after age 65; or, you can collect a reduced pension if you retire between the ages of 50 and 65. Your credited pension will be reduced by one-half of 1% for each month your retirement date is before age 65 (but not greater than the actuarial reduction). If you elect to receive a retirement benefit within 12 months of a change in employment status and before you reach your membership termination date (see page 12 “When Does My Membership In The Pension Plan Terminate?”), you may be eligible for an additional monthly payment (Supportive Temporary Outlay “STO”). This payment takes into account the early retirement reduction in place prior to January 1, 1997, and, **if applicable**, will appear as a separate item on your retirement quotation form. The payment of the STO is subject to the annual approval of the Board of Trustees, and is based on recommendations of the actuary. Please note that the STO **may be suspended at any time**.



BENEFITS PAYABLE ON RETIREMENT

■ DO I HAVE TO CHANGE MY EMPLOYMENT STATUS IN ORDER TO START COLLECTING MY PENSION?

Yes. If you are working full-time, you must take a part-time position or terminate your employment within 60 days before or after the commencement date of your pension. If you are working part-time, you must terminate your employment within 60 days before or after the commencement of your pension.

Please note that this does not apply to you if the commencement date of your pension is on December 1st of the calendar year in which you attain age 69.

■ WHEN SHOULD I APPLY FOR MY PENSION?

You should write or call the Administration Office in your region **at least 6 weeks prior to your intended retirement date**. The necessary forms will be mailed to you for completion. These forms are to be returned along with the required proof(s) of age.

■ CAN I RECEIVE RETROACTIVE PAYMENTS?

NO. If you decide to retire and do not apply for your pension until sometime after your intended retirement date, you will **NOT** receive retroactive pension payments.

■ CAN I CHOOSE HOW MY PENSION WILL BE PAID?

Yes. The Administrator will provide you with your options. The amount that will be paid under each option will vary depending on whether you wish the payment to continue after your death, for how long, and to whom. Here are the basic options that will be provided to you:

- ✓ a monthly payment for your lifetime, and continuing to your spouse in the same or a reduced amount, for his or her remaining lifetime or to your dependant for as long as he or she qualifies as a dependant; or
- ✓ a monthly payment for your lifetime and continuing to your beneficiary for the balance of a specified period of time (5, 10 or 15 years); or
- ✓ a monthly payment for your lifetime only.

Your right to choose from one of these options will be affected by your marital status on the day your pension commences because, if you have a spouse, your spouse has certain rights regarding your payment choice.

You will not be able to change your option after you have received your first pension payment.



BENEFITS PAYABLE ON RETIREMENT

■ WHEN CAN I EXPECT MY PENSION PAYMENTS?

Your pension is payable from your retirement date **provided you have made application for retirement benefits prior to such date**. However, it normally takes up to 3 months to process your first payment, in which case a retroactive payment will be made. Thereafter your pension payments are made on the first day of each month.

■ CAN MY MONTHLY PENSION PAYMENTS BE DEPOSITED DIRECTLY INTO MY BANK ACCOUNT?

Yes. A form to authorize payment directly into your bank account will be enclosed with the information the Administrator sends you about your options.

■ WHAT HAPPENS IF I RETURN TO WORK FOR AN EMPLOYER WHO PARTICIPATES IN THE PENSION PLAN AFTER MY PENSION COMMENCES?

You may choose to have your pension payments suspended and additional pension can be credited as a result of your re-employment, or you can continue collecting your pension and no further pension will be credited.

■ CAN I RECEIVE A LUMP SUM PAYMENT?

If your monthly payment is deemed to be a “small pension”, you may receive a lump sum payment instead of a monthly payment.

Note: In accordance with pension legislation in certain provinces, if the Pension Plan is not fully funded under solvency requirements, only the funded portion of your lump sum payment can be paid immediately with the balance, plus interest, available in 5 years.



BENEFITS PAYABLE ON TERMINATION

■ WHEN DOES MY MEMBERSHIP IN THE PENSION PLAN TERMINATE?

- If you are employed in Manitoba or Saskatchewan, your membership in the Pension Plan terminates on the earlier of the date you ceased employment and ceased to be a member of the UFCW; or
 - ✓ Manitoba: immediately following 24 consecutive calendar months with no hours reported for you.
 - ✓ Saskatchewan: immediately following 2 consecutive calendar years with less than 350 hours reported for you.
- If you are employed in Alberta or British Columbia, your membership in the Pension Plan terminates immediately following 2 consecutive calendar years with less than 350 hours reported for you.
- If you are employed in New Brunswick, Newfoundland & Labrador, Nova Scotia, Ontario, or P.E.I., your membership in the Pension Plan terminates immediately following 12 consecutive calendar months with no hours reported for you.

■ WHAT HAPPENS AFTER MY MEMBERSHIP IN THE PENSION PLAN TERMINATES?

If you have at least 2 continuous years of: plan membership; membership with the UFCW; or, service with a participating employer, and you have some pension credited to you, you can choose to:

- ✓ leave your pension in the Pension Plan and have your pension paid to you at a later date; or
- ✓ transfer the value of your pension to another registered pension plan, (if that plan permits), an insurance company to purchase an annuity, or a personal retirement savings arrangement, if you meet certain age requirements, as specified by pension legislation in your province.

Please note that if your pension is deemed to be a “small pension”, you may receive a lump-sum payment.

When your membership in the Pension Plan terminates, the necessary forms will be mailed to you for completion. These forms, **along with the required proof of age**, are to be returned to the Administration Office in your region.

Note: In accordance with provincial pension legislation, if the Pension Plan is not fully funded under solvency requirements, only the funded portion of the value of your pension may be transferred/paid immediately with the balance, plus interest, available in 5 years.



BENEFITS PAYABLE ON DEATH

■ WHAT HAPPENS IF I DIE BEFORE I START RECEIVING MY PENSION?

If you have at least 2 continuous years of: plan membership; membership with the UFCW; or, service with a participating employer (not applicable to members employed in Saskatchewan), and have some pension credited to you, your spouse will be entitled to:

- ✓ receive a monthly pension; or
- ✓ transfer the value of the death benefit to another registered pension plan, (if that plan permits), an insurance company to purchase an annuity, or a personal retirement savings arrangement; or
- ✓ receive a lump-sum payment (if permitted by pension legislation in your province).

If you do not have a spouse or if your spouse has waived his/her right to the pre-retirement death benefit (where permitted by pension legislation in your province), your beneficiary will receive a lump-sum payment. If you do not have a beneficiary, any benefit that becomes payable on your death will be paid to your estate.

■ WHAT HAPPENS IF I DIE AFTER I HAVE STARTED RECEIVING MY PENSION?

Your spouse, dependant or beneficiary may receive payments from the Pension Plan, depending on the payment option you chose when you retired.

In the event of your death, your spouse, beneficiary, or representative of your estate should write or call the Administration Office in your region. The necessary forms will be mailed for completion. These forms, along with a copy of the required documents, must be returned to the Administrator.

Note: In accordance with provincial pension legislation, if the Pension Plan is not fully funded under solvency requirements, only the funded portion of the death benefit may be transferred/paid immediately with the balance, plus interest, available in 5 years.



GENERAL INFORMATION

■ DO I NEED TO INFORM THE ADMINISTRATION OFFICE IF ANYTHING CHANGES IN MY LIFE?

Yes. It's up to you to inform the Administration Office in your region, when major changes occur in your life, such as... your name... your social insurance number... your address... your marital status... your beneficiary, etc.

When writing to the Administration Office, please include the following information:

- ✓ your full name printed clearly
- ✓ your plan membership number or social insurance number
- ✓ your complete home address, including postal code
- ✓ your telephone number

■ WILL MY MEMBERSHIP IN THE PENSION PLAN REDUCE THE AMOUNT I CAN CONTRIBUTE TO A REGISTERED RETIREMENT SAVINGS PLAN FOR A YEAR?

Yes. If contributions are made to the Pension Plan on your behalf, your employer is required to report the amount of these contributions on your T4 tax slip. This is known as the Pension Adjustment ('PA').

■ DO GOVERNMENT PENSIONS AFFECT ANY BENEFIT I MAY BE ENTITLED TO FROM THE PENSION PLAN?

No. The benefits paid by the Pension Plan are in addition to any benefit that you may be entitled to receive from the Canada Pension Plan, Quebec Pension Plan or Old Age Security.



GENERAL INFORMATION

■ WHAT HAPPENS TO THE BENEFITS EARNED UNDER MY PREVIOUS PENSION PLAN IF ASSETS HAVE BEEN, OR WILL BE, TRANSFERRED FROM THAT PLAN?

The benefits earned under your previous pension plan will be paid by this Pension Plan in the event of death, termination of membership or retirement. However, the method of calculating these benefits may be in accordance with the previous pension plan rules. These benefits will be shown on your Benefit Statement.

■ CAN I BE CREDITED WITH PENSION FOR SERVICE BEFORE THE DATE MY EMPLOYER JOINED THE PENSION PLAN?

Yes. In addition to the current service pension described previously, your employer and your local union may negotiate a “past service pension” for a period of service prior to the date your employer joined the Pension Plan. This additional pension will be included on your Benefit Statement.

■ CAN THE PENSION WHICH HAS BEEN CREDITED TO ME PREVIOUSLY BE INCREASED?

Yes. Your employer and your local union may negotiate a “previous service increase” to the pension amount which has been previously credited to you. This increase will be included on your Benefit Statement.







