



Boilermakers' National Benefit Plans (Canada)

Summary of Benefits for Temporary Foreign Workers May 2022

Temporary Foreign Workers (TFWs) are provided benefits under the Boilermakers' National Pension Plan (Canada) as follows:

1. TFWs contributions to the Pension Plan will be at rate shown in the applicable collective agreement.
2. Contributions paid under the collective agreement are multiplied by the most currently determined transfer ratio for the Plan and the net amount is remitted monthly to the Plan's defined contribution (DC) benefit managed by Manulife Financial. For example if the collective agreement rate is \$6.00 per hour and the transfer ratio is 50% the net amount of \$3.00 per hour is remitted to the DC account in the TFW's name.
3. TFWs will receive periodic statements from Manulife Financial showing the activity in their DC account. Semi-annual and annual Statements are also available on Manulife's website <https://gsrs1.manulife.com>
4. TFWs select the type of investment for their DC account. If no selection is made the contributions allocated to the DC account are automatically deposited to a balanced fund in the TFW's name. TFWs can change their investment options at any time. Investment options may be subject to investment management fees which are paid from the TFW's DC account. Information about investment options and recent investment returns are available on the Plan's website at <https://boilermakersbenefits.ca/resources>.
5. TFWs may withdraw the value of their DC account (contributions paid to the DC account plus/minus net investment income/fees) once they have ceased employment for a minimum of 30 days. DC accounts must be closed and all funds withdrawn by December 1st of the year the TFW turns age 71.

Temporary Foreign Workers (TFWs) are provided benefits under the Boilermakers' National Health Plan (Canada) as follows:

1. Health contributions are paid for the TFW in accordance with the applicable collective agreement.
2. Contributions remitted for the TFW are deposited to a Health Care Spending Account (HCSA) in the TFW's name.
3. The TFW may use the money in the HCSA to pay for a variety of health care expenses such as: hospital, vision care, dental, drugs, hearing aids. Expenses may be incurred in Canada or the TFW's home country.
4. If contributions of CAD\$3,600 are earned in 2021, CAD \$3,600 must be used for health care expenses by December 2022. Contributions not used are considered as Contributions for the following year.
5. TFWs may file claims with the Plan Administration Office or by registering on-line. Please click on the Member's Login in area under the Plans' website to register.

All TFWs are required to complete the Plans' Temporary Foreign Trained Worker Benefits and Pension Enrollment Form and submit it to the Plan Administration Office. The Form is attached to this document and available on the website here: <https://boilermakersbenefits.ca/forms#foreign>. The Plans need the Enrollment Form to identify the worker, communicate with the worker for the purposes of record keeping, accepting claims and regulatory compliance.

TFWs have a dedicated section on the Plan's website where further information can be found, including Frequently Asked Questions here: <https://boilermakersbenefits.ca/faq>.

For more information please contact the Boilermakers' National Benefit Plans (Canada) Plan Administration Office:

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