



INTERNATIONAL BROTHERHOOD OF BOILERMAKERS

Arnie Stadnick, International Vice President

boilermaker.ca

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**To All Active, Former and Retired Members
Boilermakers' National Pension Plan (Canada)**
Re: Improvements to the Pension Plan's Benefits

Dear Members

The IBB, which sponsors the Pension Plan and the Board of Trustees are pleased to announce a series of substantial improvements to the Pension Plan's benefits. A summary of these improvements is described below. The Plan administrator is responsible for implementation of the improvements in compliance with Pension Plan Amendment 1 registered with Alberta Treasury Board and Finance. Please refer to the Plan website at www.boilermakersbenefits.ca/news for more details or reach out to the Plan administrator at questions@boilermakersbenefits.ca.

The Alberta pension law was changed to require a minimum PfAD of 7.5% plus an amount determined by the Board of Trustees. As you may recall, the Trustees have stated for many years a PfAD of 10% would result in a reasonable retained surplus for the Plan. The Plan now has retained surplus of 10% of liabilities and the Trustees will monitor if this is sufficient every year.

The Trustees and I, once again, thank Plan members for their continued support over the last 10 years during the recovery plan. You've helped to make our Plan one of the strongest in the Building Trades. We also thank Alberta Finance Minister Horner for his valuable assistance in working with the IBB and the Board of Trustees to have Alberta legislation amended.

A summary of benefit improvements is:

All Retired Members, Surviving Spouses and Beneficiaries

Retired members, surviving spouses and beneficiaries receiving a monthly pension from the Plan as of September 1, 2024 will have their monthly payment increased by 3%. This increase will be shown on your October 1, 2024 payment. A payment retroactive to January 1, 2024 will be made by the Plan administrator when your pension has been reviewed and the applicable increase calculated.

Persons who had a Special Funding Contribution paid before their retirement initially on a non-accrual basis will be credited with an additional 0.5% retroactive to January 1, 2024.

Construction Sector Operations (CSO) Members

1. Change in Normal Retirement Age to Age 63

For retirements of members who were active on the date of their retirement, the Normal Retirement Age for their last period of unbroken service is age 63 as of September 1, 2024. The earliest retirement date under the Plan will now be age 53 for these members.

2. Additional Accrual for Special Funding Contribution

Effective September 1, 2024 the Special Funding Contribution that was paid initially on a non-accrual basis will be credited with an additional 0.5%. This improvement brings the total pension accruing credit on the Special Funding Contribution to 1.5%.

3. New Brunswick Members

Active New Brunswick Members at September 1, 2024 who had a different formula for earning pension from 2011 to 2018 will have their pensions increased retroactive to January 1, 2024 so that the formula will be the same as for the rest of the construction sector's. The change is retroactive to January 1, 2024 for persons receiving a retirement pension from the Plan.

Industrial Sector Operations (ISO) and Shop Members

1. Change in Normal Retirement Age to Age 63

For retirements of members who were active on the date of their retirement, the Normal Retirement Age for their last period of unbroken service is age 63 as of September 1, 2024. The earliest retirement date under the Plan will now be age 53.

2. Adjustment to Accrued Pension

Active ISO members at September 1, 2024 who had a different formula for earning pension from 2011 to 2018 will have their pensions increased retroactive to January 1, 2024 so that the formula will be the same as for the rest of Canada. The change is retroactive to January 1, 2024 for persons receiving a retirement pension from the Plan.

Former Members

A Former Member is a person who at September 1, 2024 is considered a terminated member. A former member is also a person who has elected not to withdraw their pension from the Plan.

Effective September 1, 2024 the Special Funding Contribution paid prior to the member's retirement will be credited with an additional 0.5%. This improvement brings the total pension earning credit on the Special Funding Contribution to 1.5%.

The Normal Retirement Age for a Former Member is age 65. Early pensions are available starting at age 55.

A person who elected to withdraw their pension from the Plan, including a person who has a remaining holdback payment is not a Former Member and is not entitled to the benefit improvements described in this communication.

Sincerely and Fraternaly,

Arnie Stadnick
International Vice President for Canada