



# BOILERMAKERS'

## NATIONAL PENSION PLAN (CANADA)

Current as of July 1, 2022

### YOUR PENSION PLAN

[www.boilermakersbenefits.ca](http://www.boilermakersbenefits.ca)

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Introduction

Dear pension plan member,

The mission of the Boilermakers' National Pension Plan (Canada) (herein called the "Pension Plan"), established in 1971, is to fulfill pension obligations to all pension plan beneficiaries through excellence in governance and service and by prudently investing the pension fund's assets.

This booklet is a summary of the major provisions of the Boilermakers' National Pension Plan (Canada) as of **July 1, 2022**. Pension plan benefits are not guaranteed and can be reduced or improved before and after retirement. Further, this booklet must be read subject to the applicable legislation and subject to the provisions of the pension plan and any amendments to the pension plan.

Every effort has been made to ensure this booklet is complete and accurate. Pension legislation changes frequently and best practices in pension plan management are always evolving. The pension plan must be compliant with applicable legislation and may change in the future. The pension plan's administration and other practices may also change in the future. The trustees will do their best to inform all pension plan members about changes to their pension plan. In the event of any inconsistency or misunderstanding, the pension plan's benefits will be administered according to the pension plan text, the pension fund Declaration of Trust and applicable legislation. The plan's website, [www.boilermakersbenefits.ca](http://www.boilermakersbenefits.ca) has links to all provincial pension regulators where legislation impacting the pension plan can be found. The pension plan text and the pension fund Declaration of Trust can also be obtained at the Plan Administration Office as well as the plan's website.

The Boilermakers' National Benefit Funds (Canada) Plan Administration Office manages the day-to-day business of the pension fund and pension plan. Administration services are under the overall direction of the trustees.

In the event you disagree with any decision made in respect of your benefits, you have the right to appeal the decision. Please send your appeal to the Plan Administration Office, in writing, where it will be addressed as soon as possible.

We encourage you to read this booklet carefully in order to understand the pension plan's benefits and your rights to them. Should you have any questions regarding your benefits, please do not hesitate to contact the Plan Administration Office. Your comments and questions are always welcome.

Sincerely,

## The Board of Trustees

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# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Services for Pension Plan Members

### PLAN ADMINISTRATION OFFICE

The trustees have appointed an administration service specialist to manage the day to day operations of the plan. The Plan Administration Office operates under the overall direction of the trustees. The Plan Administration Office provides services by phone, mail, e-mail or in person by appointment and to plan members who walk in.

### HOURS OF OPERATION

#### Markham, ON

- Monday to Friday,
- 7:30am - 6:00pm (Eastern Time)
- Address: 45 McIntosh Drive, Markham, ON L3R 8C7
- Telephone: 1-905-946-2530
- Toll-Free: 1-800-668-7547
- Fax: 1-905-946-2535

#### Edmonton, AB

- Monday to Friday,
- 8:00am - 5:00pm (Mountain Time)
- Address: 15220-114 Avenue, Edmonton, AB T5M 2Z2
- Telephone: 1-780-455-3502
- Fax: 1-780-488-7423

### SERVICE BY E-MAIL

You may also contact the Plan Administration Office online using the e-mail link found on the plan's website or by sending an e-mail to one of the following:

Pension Plan Questions: [pensions@boilermakersbenefits.ca](mailto:pensions@boilermakersbenefits.ca)

General Questions: [questions@boilermakersbenefits.ca](mailto:questions@boilermakersbenefits.ca)

Feedback: [feedback@boilermakersbenefits.ca](mailto:feedback@boilermakersbenefits.ca)

### PLAN WEBSITE

You may access plan and plan member information including your contribution history, pension payments, your beneficiary, pension forecasting calculator, annual reports, investment reports and much more on the plan's website at [www.boilermakersbenefits.ca](http://www.boilermakersbenefits.ca).

### SOCIAL MEDIA

Like us on Facebook to stay connected.



# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Information, Communication and Education

EDUCATIONAL SEMINARS

MONTHLY MEMBER UPDATES

PLAN NEWSLETTERS

QUARTERLY INVESTMENT REPORTS

PLAN WEBSITE

ANNUAL REPORTS

PENSION FORECASTING CALCULATOR

TOLL-FREE TELEPHONE ACCESS TO EXPERIENCED STAFF MEMBERS

E-MAIL ACCESS TO EXPERIENCED STAFF MEMBERS

INTERNET ACCESS TO MEMBER PENSION, RETIREMENT AND BENEFIT INFORMATION

PERSONAL VISITS TO THE PLAN ADMINISTRATION OFFICE

FACEBOOK

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## New Pension Plan Members

### WHEN CAN I JOIN THE PENSION PLAN?

You join the Boilermakers' National Pension Plan (Canada) as soon as employer contributions are made to the Fund on your behalf. You formalize your membership in the plan by completing the pension plan's member information form. You are responsible for keeping the plan up to date with any address changes, changes in your beneficiaries/dependants and family status. You will have to complete a new member information form in order for the plan to update its records.

### MEMBER INFORMATION FORM

You can obtain a member information form by calling the Plan Administration Office, by asking your Local IBB Lodge or by clicking [here](#). Please send your completed form to the Plan Administration Office.

### APPOINTING/CHANGING A BENEFICIARY

Beneficiaries are designated by members on the member information form. You may change your designated beneficiary, if permissible by law, by completing a new member information form and sending it to the Plan Administration Office. Changes in beneficiary designations are always subject to applicable legislation.

If you are designating a child under the age of majority as your beneficiary, you should appoint a trustee who will be responsible for administering the pension plan's benefit on behalf of the minor. If no trustee is appointed, the payment of the pension plan's benefit may be delayed until the necessary administrative arrangements have been made.

You may appoint more than one person as your beneficiary. Subject to applicable legislation, the pension plan will divide your benefit in accordance with your beneficiary designation filed with the pension plan. Please ensure any division of the benefit is clearly printed on your member information form.

If you are required to appoint a certain beneficiary under a court order or other domestic contract, you must provide such an order or contract to the pension plan as soon as it is executed. The plan cannot comply with any order or contract it has not received and will not be responsible if a benefit was paid in conflict with a court order or domestic contract if not received.



# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## New Pension Plan Members

### APPOINTING/CHANGING A BENEFICIARY (CONTINUED)

Appointment of a beneficiary through a Will is not binding on the pension plan.

The plan will follow the last beneficiary designation received by the plan prior to the date of your death provided an original of the member information form or a pensioner's Confirmation of Beneficiary form is received. Beneficiary designations received after your date of death, but before the payment of a pension plan benefit, may delay the payment of a benefit. The plan may require affidavits to be filed if a beneficiary designation is received after your date of death.

### WHEN WILL I BECOME ENTITLED TO THE PENSION PLAN'S BENEFITS?

Entitlement to pension plan benefits occurs once you are vested.

Effective January 1, 2010, vesting occurred once the member had contributions made on his/her behalf of at least 350 hours earned in each of two (2) consecutive calendar years.

Effective July 1, 2012, a member is immediately vested, in addition, if on July 1, 2012, the member was not considered terminated, they/their was vested.

### HOW DO I REMAIN A MEMBER IN GOOD STANDING?

The status of member in good standing is determined by the IBB's Constitution.

To find out if you are a member in good standing, please contact your Local Lodge Office.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Contributions

Employer contributions are made payable to the Boilermakers' National Pension Fund (Canada), (herein called the "Pension Fund"), under several collective agreements. All contributions paid to the plan are deemed to be employer contributions under the Income Tax Act, Canada.

### WHO ARE THE CONTRIBUTING EMPLOYERS?

Contributing employers are those employers who are parties to Collective Agreements that require contributions to the Pension Fund.

### WHAT IF I AM WORKING TEMPORARILY OUTSIDE OF THE IBB'S JURISDICTION?

The plan enters into reciprocal agreements to provide for the mandatory reciprocity of pension contributions. If you are working on a temporary basis and earning pension contributions in the jurisdiction of another union that maintains a reciprocal agreement with the pension fund, your pension contributions will be remitted to the pension fund. The formula for reciprocity is found in each reciprocal agreement.

The contributions received from another pension fund are converted to pension plan benefits using the plan's pension formula in effect at the date the contributions were earned.

A current list of reciprocal agreements can be found on the plan's website or by calling the Plan Administration Office.

If you are being dispatched to work in another union's jurisdiction, please ensure that you advise your Local IBB Lodge and the Plan Administration Office.

### WHAT IF I AM WORKING PERMANENTLY IN ANOTHER JURISDICTION?

If contributions are no longer remitted to the pension fund on your behalf for 24 months or such stated time per applicable legislation, you will become a terminated member. The Plan Administration Office will send you your termination options at that time. You can read more in the Termination Benefits section of this booklet.

### MAY I MAKE CONTRIBUTIONS ON A VOLUNTARY BASIS?

No. The pension fund only accepts employer contributions required under collective agreements or other agreements acceptable to the trustees.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Contributions

### HOW CAN I SEE WHAT HOURS AND EMPLOYER CONTRIBUTIONS HAVE BEEN REPORTED FOR ME?

You can see your hours and employer contributions in two different ways:

1. You will receive 2 member benefit statements per year if you are working. If you are not working, you will receive 1 member benefit statement by June 30th of each year. Member benefit statements show the employers who made contributions, for which work periods, number of hours worked and the amount of contributions remitted to the pension fund on your behalf. The member benefit statement also shows your target pension benefit earned at the date on the statement. Member benefit statements are issued in accordance with applicable legislation and should be kept in a safe place. If you see an error on your statement, it should be reported immediately to the Plan Administration Office.
2. You can see the most current information about contributions by registering on the plan's website. The plan's website allows you to see all contributions remitted on your behalf, the employers who remitted these contributions and your target benefit earned based on your employers' remittances.

### AM I RESPONSIBLE FOR KEEPING RECORDS?

Yes. You are responsible for keeping the plan's benefit statements and other communication from the pension plan including statements of deferred pension and termination packages.

The plan will keep records of contributions received for a reasonable period of time however, the plan will not be responsible for determining whether an employer should have remitted contributions on your behalf if you report a concern more than 12 months following the benefit statement on which the contributions should have been reported.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Governance

### OVERVIEW OF PENSION PLAN GOVERNANCE

The pension plan was established in 1971. A board of trustees is appointed by the IBB to oversee the management of the plan. The rights and responsibilities of the board of trustees are set out in the pension fund declaration of trust.

The trustees meet periodically, either as a full board or committees of the board, to manage pension plan business. The trustees have policies in place for good governance of the pension plan and these policies are reviewed and updated as necessary to meet the needs of the plan and its membership.

The trustees retain professional advisors, to complement their skills so that the plan is managed effectively. Advisors to the board of trustees are monitored by the trustees.

### TARGET BENEFIT PLAN

The Boilermakers' National Pension Plan (Canada) is a target benefit pension plan. This means that you (the member) are advised periodically about the amount of monthly pension you have earned based on contributions paid on your behalf. Benefits can be improved before or after retirement if the fund has enough assets to improve benefits. On the other hand, your benefits can be reduced before or after retirement if the fund does not have enough assets to secure the current benefits.

The trustees establish the benefit formula for pensions periodically. Changes in target benefits might be made by the trustees for several reasons including the requirement to keep the plan compliant with applicable legislation. Applicable legislation must always be followed in the determination of benefits.

The pension plan's funding policy, which sets out the trustees' objectives for funding the pension plan and how the trustees may improve or reduce benefits, is found on the plan's website.

### ALBERTA TREASURY BOARD AND FINANCE

Alberta Treasury Board and Finance is the provincial regulator that regulates the Boilermakers' National Pension Plan (Canada), by means of the Employment Pension Plans Act (EPPA).

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Governance

### CANADA REVENUE AGENCY (CRA)

The Canada Revenue Agency (CRA) administers the Income Tax Act, Canada (ITA) for the Government of Canada. The ITA sets out standards pension plans must follow in order to remain registered under applicable legislation.

### PENSION PLAN POLICIES

Good governance and management of the fund and the plan will assist the trustees' objectives and goals.

The trustees have adopted many policies to ensure the good governance of the pension plan and pension fund. These include Delinquency Control, Code of Conduct, Funding, Statement of Investment Policies and Procedures, Privacy, Communication, Appeal, Record Retention, Conflict of Interest, Education and Expense. These policies can be found on the plan's website.

### BENEFIT COMMITTEE

The Benefit Committee is responsible for reviewing the plan's benefits. The Benefit Committee also manages the plan's appeal process. The Benefit Committee's Mandate can be found on the plan's website.

### ADVISORY INVESTMENT COMMITTEE

The Advisory Investment Committee is charged with overseeing the fund's investments including developing and monitoring investment policies. The Advisory Investment Committee operates under a mandate approved by the board of trustees. The mandate can be found on the plan's website.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Governance

### STEERING COMMITTEE

The Steering Committee is responsible for ensuring the board of trustees operates with good governance. The Steering Committee makes recommendations to the board of trustees. The Steering Committee may be given special assignments by the board of trustees. The Steering Committee's mandate can be found on the plan's website.

### BENEFITS PROVIDED BY THE PENSION PLAN

The pension plan provides benefits to pension plan members for:

- Retirement
- Death
- Termination of Plan Membership
- Disability
- Relationship Breakdown
- Survivors
- Shortened Life Expectancy

### WHAT OTHER SOURCES OF PENSION INCOME MIGHT I HAVE?

In addition to your benefit under the pension plan, you may be eligible to receive benefits from:

- Canada Pension Plan (CPP)
- Old Age Security (OAS)
- Guaranteed Income Supplement (GIS)
- Registered Retirement Savings Plan (RRSPs)
- Personal Savings
- Tax Free Savings Accounts (TFSAs)
- Other Workplace or Government Pension Plans

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Investments

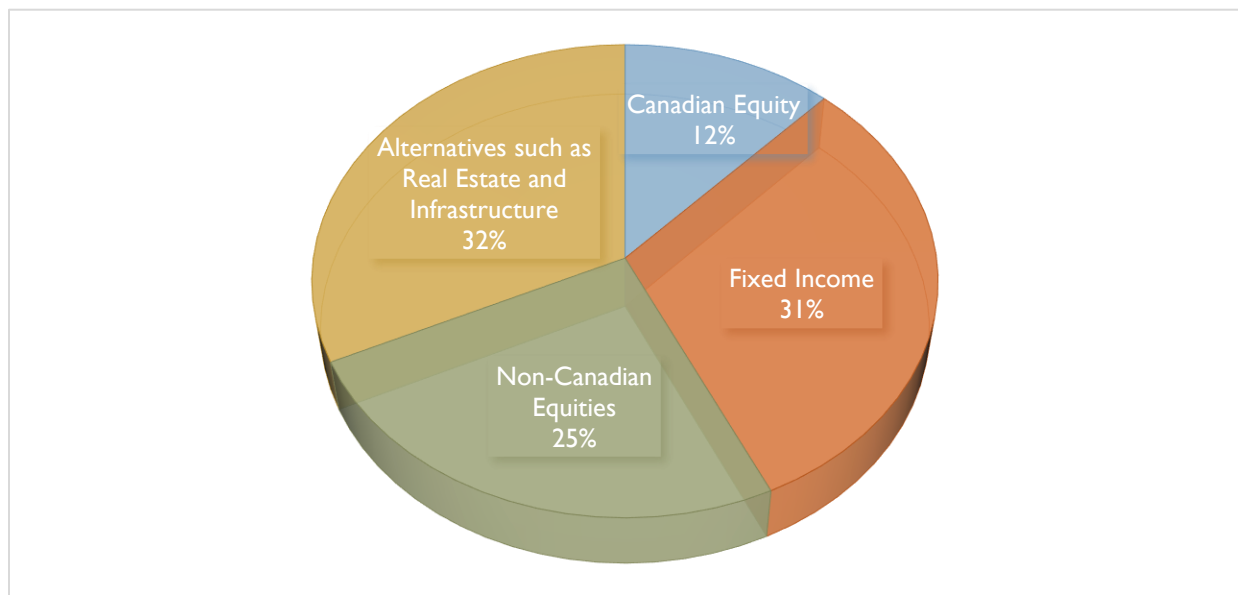
### HOW DO THE TRUSTEES WORK TO PAY TARGET BENEFITS?

Contributions and investment income fuel the fund. Contributions are negotiated under various collective agreements. The trustees set reasonable assumptions for investment returns, life expectancy, retirement ages and monitor the pension fund's results against these assumptions.

The trustees manage the investments of the fund under a Statement of Investment Policies and Procedures. The policy sets out the asset mix the trustees believe will achieve the necessary investment return to fund the plan's target benefits.

The assets of the fund are invested so that enough investment income and contributions are available to pay member benefits. Investments are made according to a "Target Asset Mix". This combination of stocks and bonds and other investments will help the fund pay the benefits earned under the pension plan with a prudent level of risk. The trustees review the Target Asset Mix periodically and amend it when appropriate.

### PENSION FUND TARGET ULTIMATE ASSET MIX



The trustees have approved a Funding and Benefits Policy which establishes the parameters for setting actuarial assumptions and the methods the trustees use to protect the security of the pension plan's target benefits. You can see the Statement of Investment Policies and Procedures and the Funding and Benefits Policy on the plan's website.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Investments

### WHO IS THE CUSTODIAN OF THE PENSION FUND?

The custodian is responsible for managing transactions initiated by the investment managers. All investment income is paid into custody accounts owned by the pension fund. The custodian holds the fund's securities for safekeeping. The trustees have appointed CIBC Mellon Global Securities Company as the fund's custodian to hold assets in trust for the Boilermakers' National Pension Fund (Canada).

## Pension Plan Funding

### WHAT IS AN ACTUARIAL VALUATION?

An actuarial valuation is prepared to determine the required contributions that must be paid to a defined benefit or target benefit pension plan in order to secure benefits. As a measure of good governance, the trustees have prepared an actuarial valuation every year, since 1980.

### WHAT IS A SURPLUS?

A surplus exists in a pension plan when the actuarial valuation determines that the assets available exceed liabilities of the plan.

### WHAT IS A DEFICIT?

A deficit (or unfunded liability) exists when the pension plan's actuary determines the plan's assets are not sufficient to cover its liabilities.

### WHAT IS THE TRANSFER RATIO?

The transfer ratio is a ratio that indicates the degree to which a pension plan has sufficient assets to provide benefits. A ratio of less than one (1) indicates that a pension plan was not fully funded, if it had terminated on the calculation date.

### WHAT ARE VALUATION ASSUMPTIONS?

Valuation assumptions are factors used by the actuary in forecasting uncertain future events affecting pension cost, including interest rates, investment returns and life expectancy.



# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Formulas

The following four (4) tables outline the pension plan formulas used to calculate the amount of your target monthly pension.

New Brunswick members please see the last 2 tables for pension plan formulas.

### MEMBERS WORKING UNDER A CONSTRUCTION COLLECTIVE AGREEMENT BETWEEN THE IBB AND THE BCA, EPSCA, GPC, NMA AND SIMILAR AGREEMENTS

Period of Contributions	Description of the Benefit
July 1, 1971 – December 31, 1986	<ul style="list-style-type: none"> <li>3.75% of contributions; plus</li> </ul>
January 1, 1987 – December 31, 1998	<ul style="list-style-type: none"> <li>3.5% of contributions; plus</li> </ul>
January 1, 1999 – December 31, 2004	<ul style="list-style-type: none"> <li>3% of contributions; plus</li> </ul>
January 1, 2005 – December 31, 2009	<ul style="list-style-type: none"> <li>1.5% of contributions made at the rates in the collective agreements of December 31, 2003; plus</li> <li>2.5% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> </ul>
January 1, 2010 – Present	<ul style="list-style-type: none"> <li>1% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>1.67% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>0% of the special funding contributions; plus</li> <li>1.67% of the contributions made at the increased rates in the collective agreements after December 31, 2009, excluding the special funding contributions</li> </ul>

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Formulas

**MEMBERS WORKING UNDER A SHOP LOCAL, CEMENT LOCAL, INDUSTRIAL SERVICES ORGANIZATION (ISO) OR ANOTHER COLLECTIVE AGREEMENT WITH THE IBB**

Period of Contributions	Description of the Benefit
July 1, 1971 – December 31, 1986	<ul style="list-style-type: none"> <li>• 3.75% of contributions; plus</li> </ul>
January 1, 1987 – December 31, 1998	<ul style="list-style-type: none"> <li>• 3.5% of contributions; plus</li> </ul>
January 1, 1999 – December 31, 2004	<ul style="list-style-type: none"> <li>• 3% of contributions; plus</li> </ul>
January 1, 2005 – December 31, 2009	<ul style="list-style-type: none"> <li>• 1.5% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>• 2.5% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> </ul>
January 1, 2010 – June 30, 2010	<ul style="list-style-type: none"> <li>• 0.75% of contributions made at the rates in the collective agreement as of December 31, 2003; plus</li> <li>• 1.25% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>• 1.67% of contributions made at the increased rates in the collective agreements as of December 31, 2009; plus</li> </ul>
July 1, 2010 – July 1, 2018	<ul style="list-style-type: none"> <li>• 0.5% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>• 0.83% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>• 1.67% of contributions made at the increased rates in the collective agreements as of December 31, 2009; plus</li> </ul>
August 1, 2018 – to present	<ul style="list-style-type: none"> <li>• 1% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>• 1.67% of the contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>• 1.67% of the contributions made at the increased rates in the collective agreements after December 31, 2009.</li> </ul>

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Formulas

### NEW BRUNSWICK MEMBERS

#### WORKING UNDER A CONSTRUCTION COLLECTIVE AGREEMENT BETWEEN THE IBB AND THE BCA, EPSCA, GPC, NMA AND SIMILAR AGREEMENTS

Period of Contributions	Description of the Benefit
July 1, 1971 – December 31, 1986	<ul style="list-style-type: none"> <li>3.75% of contributions; plus</li> </ul>
January 1, 1987 – December 31, 1998	<ul style="list-style-type: none"> <li>3.5% of contributions; plus</li> </ul>
January 1, 1999 – December 31, 2004	<ul style="list-style-type: none"> <li>3% of contributions; plus</li> </ul>
January 1, 2005 – December 31, 2009	<ul style="list-style-type: none"> <li>1.5% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>2.5% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> </ul>
January 1, 2010 – December 31, 2010	<ul style="list-style-type: none"> <li>1% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>1.67% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>0% of the special funding contribution; plus</li> <li>1.67% of contributions made at the increased rates in the collective agreements as of December 31, 2009, excluding the special funding contribution; plus</li> </ul>
January 1, 2011 – December 31, 2017	<ul style="list-style-type: none"> <li>0.22% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>0.37% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>0% of the special funding contribution; plus</li> <li>0.37% of contributions made at the increased rates in the collective agreements as of December 31, 2009, excluding the special funding contribution.</li> </ul>
January 1, 2018 – to present	<ul style="list-style-type: none"> <li>1% of contributions made at the rates in the collective agreement as of December 31, 2003; plus</li> <li>1.67% of contributions made at the increased rates in the collective agreement after December 31, 2003; plus</li> <li>0% of the special funding contribution; plus</li> <li>1.67% of the contributions made at the increased rates in the collective agreements after December 31, 2009, excluding the special funding contribution.</li> </ul>

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Pension Plan Formulas

### NEW BRUNSWICK MEMBERS

WORKING UNDER A SHOP LOCAL, CEMENT LOCAL, INDUSTRIAL SERVICES ORGANIZATION (ISO) OR ANOTHER COLLECTIVE AGREEMENT WITH THE IBB

Period of Contributions	Description of the Benefit
July 1, 1971 – December 31, 1986	<ul style="list-style-type: none"> <li>• 3.75% of contributions; plus</li> </ul>
January 1, 1987 – December 31, 1998	<ul style="list-style-type: none"> <li>• 3.5% of contributions; plus</li> </ul>
January 1, 1999 – December 31, 2004	<ul style="list-style-type: none"> <li>• 3% of contributions; plus</li> </ul>
January 1, 2005 – December 31, 2009	<ul style="list-style-type: none"> <li>• 1.5% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>• 2.5% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> </ul>
January 1, 2010 – June 30, 2010	<ul style="list-style-type: none"> <li>• 0.75% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>• 1.25% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>• 1.67% of contributions made at the increased rates in the collective agreements as of December 31, 2009, excluding the special funding contribution; plus</li> </ul>
July 1, 2010 – December 31, 2010	<ul style="list-style-type: none"> <li>• 0.5% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>• 0.83% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>• 1.67% of contributions made at the increased rates in the collective agreements as of December 31, 2009; plus</li> </ul>
January 1, 2011 – July 31, 2018	<ul style="list-style-type: none"> <li>• 0.11% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>• 0.185% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>• 0.37% of contributions made at the increased rates in the collective agreements as of December 31, 2009; plus</li> </ul>
August 1, 2018 – to present	<ul style="list-style-type: none"> <li>• 1% of contributions made at the rates in the collective agreements as of December 31, 2003; plus</li> <li>• 1.67% of contributions made at the increased rates in the collective agreements after December 31, 2003; plus</li> <li>• 1.67% of the contributions made at the increased rates in the collective agreements after December 31, 2009.</li> </ul>

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Retirement Benefits

### PLANNING FOR YOUR RETIREMENT

Planning for your retirement is a lifelong process. The trustees offer many opportunities for you to learn more about the pension plan and prepare for a financially secure retirement. You are encouraged to take advantage of these opportunities to enhance your understanding of the pension plan. Members have access to the pension forecasting calculator on the plan's website. Members of the welfare plan have access to FSEAP which will provide free private financial planning and retirement counseling services.

### PENSION FORECASTING CALCULATOR

As a member of the pension plan, you can use the pension forecasting calculator that is available on the plan's website. This tool is designed to help you plan for your retirement. It is customized with your personal information, and will help you better understand your pension from the Boilermakers' National Pension Plan (Canada) and how it fits into your overall retirement strategy.

### WHEN CAN I RETIRE?

You can retire and begin receiving a pension from the pension plan any time after you reach age 55. The pension plan's normal retirement age is age 65 so, taking a pension earlier than age 65 will result in a reduction of your pension. The reduction reflects the fact that you are drawing a pension earlier than age 65. The pension plan provides subsidies to some pension plan members based on their years of pension plan membership provided they are a member in good standing with their Local IBB lodge at retirement.

The Plan Administration Office can inform you of your target pension benefit when you are ready to consider retirement.

### WHAT IS THE LATEST DATE I CAN RETIRE?

Government regulations require that your pension cannot start any later than December 1st of the year in which you turn age 71. Any contributions received after December 31<sup>st</sup> of the year you turn age 71, cannot be used to increase your pension. Collective agreements will determine the direction of the employer contributions received for persons over the maximum age.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Retirement Benefits

### WHO QUALIFIES AS A SPOUSE?

The definition of a spouse varies according to the province where you last worked with a contributing employer to the Boilermakers' National Pension Plan (Canada). The person who is your spouse is defined under applicable legislation and is specific to each province.

A spouse is normally defined in legislation as the person, of the same or opposite sex, to whom the member is legally married. A spouse may also be the person, of the same or opposite sex, with whom the member normally resides and who is publicly represented as a spouse for at least 3 years.

In all provinces, if you are married to a person through a civil or religious ceremony and you are living as a married couple prior to retirement; that person is your spouse. Common law spouses may also have rights to benefits under the pension plan. The pension plan provides the definition of spouse, for each province, as part of its official retirement documents. You can access these documents through the plan's website or by calling the Plan Administration Office.

### CAN I RETIRE PRIOR TO AGE 65?

Yes, you can retire as early as age 55. The Boilermakers' National Pension Plan (Canada) provides subsidies for early retirement to qualified pension plan members.

### SUBSIDIZED EARLY RETIREMENT PENSION

Instead of waiting until age 65, you may retire as early as the first of the month following your 55<sup>th</sup> birthday. Your subsidized early retirement pension will begin on the 1<sup>st</sup> day of the month following the date your retirement application has been received by the Plan Administration Office and approved.

It is important to consider, if you retire after you reach age 55, but prior to your 65<sup>th</sup> birthday, your accrued pension will be reduced to offset the payments to be paid to you between your actual retirement date and your age 65. The reduction may be subsidized depending upon your membership status with the IBB. Members in good standing of the IBB qualify for an interest rate subsidy that partially offsets the reduction for early retirement. Persons who are not members in good standing of the IBB do not qualify for the interest rate subsidy.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Retirement Benefits

### SUBSIDIZED EARLY RETIREMENT PENSION (CONTINUED)

The percentage of your accrued pension payable at your early retirement date is based on the number of years and months you are retiring early and years of contributions in the Pension Fund. Your years of pension plan membership are calculated from your first date of vested contribution to the pension plan provided you never received a Termination benefit from the pension plan.

The chart below shows the percentage of your monthly pension payable if you qualify to retire early. The percentage is applied to the pension payable if you retired at age 65. The chart provides a summary only and complete estimates of your pension may be requested from the Plan Administration Office. Estimates are also available on the plan's pension forecasting tool on the plan's website.

<b>Subsidized Early Retirement Complete Years of Total Pension Plan Membership</b>					
<b>Age</b>	<b>9 years or less</b>	<b>10 years</b>	<b>20 years</b>	<b>30 years</b>	<b>40 years or more</b>
<b>65</b>	100%	100%	100%	100%	100%
<b>64</b>	94%	97%	97%	97%	97%
<b>63</b>	88%	92.8%	94%	94%	94%
<b>62</b>	82%	83.8%	91%	91%	91%
<b>61</b>	76%	76%	85.6%	88%	88%
<b>60</b>	70%	70%	77.5%	85%	85%
<b>59</b>	64%	64%	67.6%	78.4%	82%
<b>58</b>	58%	58%	58%	70.6%	78%
<b>57</b>	52%	52%	52%	61.6%	71.2%
<b>56</b>	46%	46%	46%	51.4%	63.6%
<b>55</b>	40%	40%	40%	40%	55%

This chart is for members in good standing with the IBB. Different factors which exclude an early retirement subsidy will apply for those who are not in good standing with the IBB.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Retirement Benefits

### YOUR MONTHLY PENSION AT NORMAL RETIREMENT DATE

The amount of the normal monthly retirement pension you receive is determined by the total of your past service credits, if any, plus future service credits.

### PAST SERVICE CREDITS

The monthly past service credit is \$4.00 for each complete year of credited past service. Your credited past service is equal to your continuous years of membership in the IBB prior to July 1, 1971. Twenty years (20) is the maximum credited past service.

If you ceased to be a member of the IBB and became an IBB member again, your IBB membership under this provision will start at your most recent date of reinstatement prior to July 1, 1971.

### FUTURE SERVICE CREDITS

Future service credits are given to members for contributions to the pension fund made on or after July 1, 1971. Your monthly future service credits are calculated using a percentage of the contributions made to the Pension Fund on your behalf. Future service formulas are in the Pension Plan Formula section of this book.

### WHEN WILL MY PENSION START?

Your pension payments commence as early as the first day of the month after your completed retirement application is received by the Plan Administration Office. Payments may start at a later date if requested. Pensions are not paid retroactively unless you reached age 65 and no further contributions were received by the pension plan on your behalf.

### HOW ARE MY MONTHLY PENSION PAYMENTS MADE TO ME?

The plan strongly encourages members to provide direct deposit banking information for their pension payments. You can obtain the direct deposit form on the plan's website or by contacting the Plan Administration Office. If you do not want to receive your pension payments by direct deposit, your pension cheque will be mailed to your home address each month by Canada Post.



# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Retirement Benefits

### HOW LONG WILL MY MONTHLY PENSION BE PAID TO ME?

Your pension is payable monthly for as long as you are living. The pension plan's normal form of pension is guaranteed to be paid for a minimum of 60 monthly payments after your retirement date. If you continue to live after receiving 60 monthly payments, your pension will continue for the remainder of your life. If you die before 60 monthly payments have been made, payments will continue to your beneficiary until a total of 60 monthly payments have been made.

Ongoing payments to a spouse or other beneficiary, will depend on the pension option you choose at retirement.

## Pension Options

### ARE THERE OPTIONAL FORMS OF PENSION AVAILABLE?

The Plan Administration Office will provide you with a retirement estimate that illustrates the pension options available to you. You must complete the retirement application and submit the required documents to the Plan Administration Office prior to your desired retirement date. [Click here](#) to access the retirement application forms. Select the correct form based on the province you reside in.

You can also estimate your pension with all of the available options by using the pension forecasting calculator on the plan's website.

A member who retires and who does not have a spouse at the time of retirement, or whose spouse has completed a waiver of joint and survivor pension form may elect any of the life options. [Click here](#) to access the waiver of joint and survivor pension forms. Select the correct form based on the province you reside in.

A member who has a spouse must provide the minimum pension under applicable legislation – a 60% joint and survivor pension. If another form of pension is to be provided which will provide less than a 60% joint and survivor guarantee, a completed waiver of joint and survivor pension form and certificate of independent legal advice must be provided to the pension plan in advance of the first payment.

If you provide the proper documentation, you may elect to receive your pension under one of the following options:

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## FIXED NUMBER OF GUARANTEED PAYMENTS

This benefit is a monthly pension that provides payments to be made for your lifetime. This benefit also guarantees that, if you die after payments commence and before either 60, 120 or 180 payments have been made, payments shall be made to your beneficiary until 60, 120 or 180 payments have been made in total. The number of payments depends only on which option you selected.

## Pension Options

### LIFE ONLY

This benefit provides a pension that is payable for your lifetime with no guarantee of the number of payments that will be paid.

### JOINT AND SURVIVOR BENEFIT (50%, 60%, 80%, 100%)

This benefit provides that after your death, if your spouse at the time of your retirement is still living, pension payments at the selected percentage of the amount you were receiving, will continue to your spouse, for as long as he or she lives.

### JOINT AND SURVIVOR "POP UP" BENEFIT (50%, 60%, 80%, 100%)

This benefit provides that if your spouse dies before you, your monthly pension benefit increases to the amount of benefit in its normal form. Hence the name, "pop up".

This benefit also provides that after your death, if your spouse at the time of your retirement is still living, pension payments, at the selected percentage of the amount you were receiving, will continue to your spouse, for as long as he or she lives.

## PENSION FORECASTING CALCULATOR

You can estimate the amount of pension you may earn for each of the options available under the pension plan at any time by using the pension forecasting calculator on the plan's website.

## BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

Any death or survivor benefits payable after your death will be determined based on the pension option chosen at retirement

You can use the pension forecasting calculator for personalized estimates

Once you start receiving your pension, you cannot change your pension option

### Pension Options

#### CAN I RECEIVE A LUMP SUM PAYMENT AT RETIREMENT INSTEAD OF A MONTHLY PENSION?

At the present time, government regulation in most provinces permits the trustees to pay out a lump sum benefit if the amount of your pension or, the commuted value of your pension, in the normal form payable at age 65 is less than the prescribed percentage of the Year's Maximum Pensionable Earnings (YMPE) of the Canada Pension Plan. The Year's Maximum Pensionable Earnings (YMPE) is determined by the year in which you last worked. Some provinces have different limits.

If the amount of your pension, in the normal form is less than the prescribed amount, the pension plan may pay your pension in a lump sum rather than a monthly payment.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Spousal Rights

If you have a spouse on the date on which your pension payments begin, legislation in all provinces requires that you receive your benefit in the form of a pension payable for your lifetime. This legislated minimum pension must have a portion of the amount which was payable to you continue to your spouse after your death. The portion which must be continued to your spouse after your death is a minimum of 60% in all provinces. The amount that continues to your spouse is paid for as long as your spouse lives. This is called a joint and survivor pension.

### WHAT RIGHTS DOES MY SPOUSE OR FORMER SPOUSE HAVE UNDER THIS PENSION PLAN?

Pension legislation in most provinces provides that a person who is the spouse of a pension plan member has important rights to the benefits of the pension plan.

The spouse of a pension plan member will have rights to the member's target pension benefit, or a part of it, unless the spouse has filed an official waiver of pre-retirement death benefits form or waiver of joint and survivor pension form with the plan.

If you are retiring, the rights of your spouse are established at the retirement date. Essentially your spouse is entitled to receive a lifetime pension, upon your (the member's) death, of no less than 60% of the amount you, (the member) was receiving. This right can be waived by your spouse by filing a waiver of joint and survivor pension form with the pension plan before the pension plan's pension payments begin. The plan requires that a certificate of independent legal advice be filed if your spouse is waiving the minimum pension provided for under legislation.

### JOINT AND SURVIVOR PENSION BENEFIT

The amount of your pension under a joint and survivor pension is adjusted so that the actuarial value of the joint and survivor pension will be the same as the normal form of pension described earlier. Depending on the age of your spouse, this may result in a reduction in the initial amount of pension payable to you. This is only because your pension is now guaranteed to be paid over two (2) lifetimes – yours and your spouse's. You can estimate the impact of a joint and survivor pension by using the pension forecasting tool on the plan's website. The pension plan will also provide this information in your options when you request a retirement application.

A joint and survivor pension will be payable for at least 60 months. If both you and your spouse die before 60 payments in total have been made, a death benefit equal to the commuted value of the number of remaining payments is payable by the plan.

## BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

### Spousal Rights

#### JOINT AND SURVIVOR PENSION BENEFIT (CONTINUED)

This final payment will be made to the beneficiary of the pension recipient who died last.

If you have a spouse, you may not select any other form of pension, other than the legislated minimum joint and survivor pension, unless the Plan Administration Office has been given written consent from your spouse.

Written consent forms include:

1. Waiver of joint and survivor pension benefit
2. Certificate of independent legal advice

Both of these forms must be received by the Plan Administration Office before your pension payments begin.

The plan will pay up to \$100 to offset any legal fee charged for the certificate of independent legal advice.

#### WHAT HAPPENS IF I DIVORCE OR SEPARATE FROM MY SPOUSE OR COMMON LAW PARTNER?

You must immediately inform the Plan Administration Office about any change in your marital status including divorce or separation, as this can affect your pension.

**If you are a member or the spouse of a member enrolled in the pension plan, you must submit a copy of your separation/divorce agreement to the Plan Administration Office at the time the agreement is signed.** Both parties are required to submit a copy of their separation/divorce agreements. If the separation/divorce is silent about the “Boilermakers’ National Pension Plan (Canada)”, the plan will assume that no division of pension is required. If there is a division of pension, your separation/divorce agreement must clearly name the “Boilermakers’ National Pension Plan (Canada)” and the formula to divide your pension. If the agreement is not clear or the terms of pension division are not compliant with legislation, the Plan Administration Office will request a revised agreement.

## Spousal Rights

### WHAT HAPPENS TO MY BENEFITS UPON A MARRIAGE BREAKDOWN?

In the event of a marriage breakdown, including termination of a common law relationship, legislation in most provinces includes the value of pension benefits as a portion of the family property assets subject to division with the former spouse.

Legislation varies from province to province but, in general, it requires the splitting of the value of pension benefits earned during the marriage and/or cohabitation. In most cases, a valuation of your pension benefit earned during the period of marriage will be required.

When pension benefits are valued as part of a marriage breakdown, this plan will provide appropriate pension information as provided for in the applicable regulations. Please note that, subject to applicable legislation, plan members must pay a fee directly to the Fund to offset some of the costs of producing this information. No more than two estimates will be provided.

**If you have divorced or separated and/or entered into an agreement that affects your pension benefit, you must immediately provide the legal documentation to the Plan Administration Office.**

The plan cannot be responsible for the payment of benefits to a former spouse if the plan has not been provided with the documents filed with the court regarding your separation and divorce.

## BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

### Defined Contribution Benefit

The defined contribution (DC) benefit came into effect on January 1, 2011, and is available to retired members.

#### RETURNING TO WORK AFTER RETIREMENT

Retired members earn a DC benefit if they return to work after retirement. If you return to the Boilermaker trade after you retire, your monthly pension will continue to be paid to you.

#### DEFINED CONTRIBUTION BENEFIT

Pension contributions received on your behalf during any period of re-employment after retirement will be credited to the DC benefit on the formula determined by the Trustees. The trustees have carefully designed the DC benefit including selecting the range of investment options available. Investments are managed by Manulife Financial under an investment policy approved by the trustees. Information about investment returns for the DC benefit's investment options is available on the plan's website.

Any special funding contribution is not credited to the retired member's DC account. A percentage of other pension contributions remitted to the pension plan under the collective agreement are credited to the DC benefit. The percentage to be credited will be determined by the trustees.

If you stop working for a period of at least one full work month, you are eligible to withdraw the funds in your DC account. You can make one withdrawal from this account per year unless you are turning age 71 at which time you can make more withdrawals to close your account by year-end. You are required to complete the pension plan's termination benefit application and submit it to the Plan Administration Office.

In accordance with the Income Tax Act, Canada, you will not receive any benefit from contributions paid to the Pension Fund on your behalf for any period worked after December 1st of the year you turn age 71. The handling of any contributions paid after December 1<sup>st</sup> at the year you turn 71, will be determined by the applicable collective agreement and the Income Tax Act, Canada. More information about the retired members' DC benefit, including how to terminate from the pension plan is available on the plan's website.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Government Pension Plans

Your pension from the Boilermakers' National Pension Plan (Canada) will form a part of your total retirement income. Your total retirement income will come from several sources including your personal savings and government pensions. Your receipt of any government pension or retirement income from any source does not affect the pension paid to you by the plan. The plan's pension forecasting calculator will show you the current maximum Canada Pension Plan (CPP) and Old Age Security (OAS) benefits.

### WHAT GOVERNMENT PENSIONS MAY BE AVAILABLE TO ME?

#### Canada Pension Plan (CPP)

- The Canada Pension Plan (CPP) began in 1966. Employer and employee contributions to CPP are governed by Federal legislation.
- Unreduced monthly pensions are payable from age 65 and reduced pensions are payable from age 60.
- As of **January 2022**, the maximum monthly CPP Pension payable at age 65 is **\$1,253.59** per month.
- CPP may be increased annually.
- CPP also provides disability and survivor benefits.
- You should apply to your local CPP office about six months before you want to begin receiving your pension from CPP. You may apply up to one year in advance.
- Updates about CPP and applications can be obtained at [www.esdc.gc.ca](http://www.esdc.gc.ca) or at any Canada Post Office.
- **CPP will pay a higher monthly pension if you start CPP after age 65.**

#### Old Age Security (OAS)

- Eligibility for Old Age Security (OAS) is based on your income and residency in Canada. The OAS benefit is currently payable at age 65. By 2029 OAS will be payable at age 67.
- As of **January 2022** the maximum OAS Benefit is **\$642.25** per month regardless of your marital status. OAS benefits are subject to a clawback based on your entire income. OAS may be adjusted quarterly depending on the rate of inflation.
- You should apply at least three months in advance of your expected payment date. Please check with your Federal Government office to be sure of the current rules and application procedures.
- Application forms for the OAS benefit are available at any Canada Post Office or at [www.esdc.gc.ca](http://www.esdc.gc.ca).
- **OAS will pay a higher pension if you start OAS after age 65**

CPP + OAS



Boilermakers'  
Pension



Personal  
Savings



Happy  
Retirement



# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Termination Benefits

### WHEN DOES MY MEMBERSHIP IN THE PENSION PLAN TERMINATE?

Subject to applicable legislation, your membership in the plan continues unless it is terminated in one of two ways:

After a period of twenty-four (24) complete months during which no contributions were received on your behalf from any employer; or

If you were last employed in Alberta, Saskatchewan, or British Columbia, if, after two complete consecutive calendar years, you have not completed at least 350 hours of participating employment with contributing employers.

The plan will follow the applicable legislation of the province in which you were last employed. The plan receives information from employers based on full work months and is not informed of work stoppage during a month. The plan therefore calculates the date of termination commencing with the first day of the month following the last worked month for which employer contributions were received.

### HOW WILL I KNOW IF I AM TERMINATED UNDER THE PENSION PLAN?

If you were vested on the date you were terminated under the pension plan, the Plan Administration Office will mail a termination package to your home address on file. Termination packages are normally issued by registered mail. Your termination package will set out all of the options available to you. You will have 90 days from the date the plan mails the package to complete and return your termination package to the Plan Administration Office.

If you do not return your completed termination package within 90 days you will receive a Certificate of Deferred Pension. You are then eligible to commence a pension from the plan as early as your age 55.

If you were not vested under the pension plan when you terminated, you will not have a benefit in the plan and employer contributions will have been forfeited. As noted earlier, as at July 1, 2012 all members of the pension plan who were not already terminated were immediately vested in the pension plan.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Termination Benefits

### WHAT OPTIONS WILL I HAVE IF I AM TERMINATED UNDER THE PENSION PLAN?

The options available to you will be set out in your termination package.

### WHAT OPTIONS WILL I HAVE IF I AM TERMINATED UNDER THE PENSION PLAN? (CONTINUED)

In summary, if you are under age 55 at your date of termination, are vested in the pension plan, and your membership in the pension plan has been terminated, you may elect to receive the commuted value of your deferred pension. The commuted value will be calculated in compliance with the applicable legislation in the province in which you last worked.

You must use the commuted value of your deferred pension to purchase a locked-in benefit in certain types of financial instruments:

- (a) Another pension plan in which you are a member or former member. That pension plan must permit the transfer; **or**
- (b) A Locked-in RRSP or another similar account approved by the pension plan in accordance with applicable legislation; **or**
- (c) A deferred life annuity from an insurance company licensed to transact business in Canada. The payment of the annuity may not commence until you have attained at least age 55; **or**
- (d) Another registered vehicle permitted under provincial pension legislation and Federal legislation and approved by the pension plan.

If the commuted value of your deferred pension is not locked-in, you may elect to transfer your commuted value to a non-locked in RRSP, receive a lump sum payment or any of the options above.

If you are over age 55 at your date of termination you are entitled to commence your pension from the pension plan at any time. Subject to applicable legislation, you will not be allowed to take a lump sum from the plan. If you do not make an election for one of the above options by the deadline shown in your termination package, you are deemed to have selected a monthly pension from the plan.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Termination Benefits

### DO I GET THE FULL AMOUNT OF MY LUMP SUM TERMINATION BENEFIT?

Subject to applicable legislation, there may be a portion of the termination benefit that is not immediately paid. The amount not paid will be held back due to the pension plan's funding position. The amount not immediately paid is called the "holdback". If any amount is to be held back, the Plan Administration Office will advise you in advance.

### DO I GET THE FULL AMOUNT OF MY LUMP SUM TERMINATION BENEFIT? (CONTINUED)

Any amount held back accrues interest from the month of the initial payment and is payable within five years of the first payment in accordance with applicable legislation. However, the holdback amount may be reduced or eliminated if necessary to support the pension plan's funding position.

### WILL MY ACTUARIAL VALUE OR COMMUTED VALUE BE AT LEAST THE AMOUNT OF EMPLOYER CONTRIBUTIONS REMITTED TO THE PENSION PLAN ON MY BEHALF?

No. The commuted value of your pension could be more or less than the contributions paid on your behalf.

Actuarial and commuted values are influenced by the following factors and the applicable legislation:

- The amount of target benefit earned at the relevant date of termination or death;
- The age of the plan member;
- Prescribed life expectancy assumptions;
- Prescribed interest rates.

The plan does not guarantee a return of employer contributions.

### WHAT IS LOCKING-IN?

Locking-in is a requirement under applicable pension legislation. Vested pension benefits cannot be withdrawn in cash on termination of employment or until the member has reached a particular age (usually age 55). Your vested pension benefit must be used to provide lifetime retirement benefits. If you transfer a lump sum to a financial institution the recipient, including another pension plan, is required to manage the amount under applicable legislation.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Termination Benefits

### WHAT IS A REGISTERED RETIREMENT SAVINGS PLAN (RRSP)?

An RRSP is a retirement savings plan as defined in the Income Tax Act. Tax is deferred on contributions and investment income until such time as you begin to withdraw the RRSP funds.

In the case of a locked-in RRSP, the funds must be used to purchase a life annuity or be transferred to a prescribed LIRA, RRIF or LIF by the end of the year you reach age 71.

### WHAT IS A REGISTERED RETIREMENT INCOME FUND (RRIF)?

A RRIF is a form of an investment arrangement that provides for a payout of funds accumulated in an RRSP over a period of time. It is designed as an alternative approach to an annuity at age 71. It is really just a continuation of your RRSP. You must withdraw a minimum annual amount as set out in the Income Tax Act. There is no maximum withdrawal requirement.

### WHAT IS A LOCKED-IN RETIREMENT ACCOUNT (LIRA)?

A LIRA is a type of locked-in RRSP. The funds must be used to purchase a life annuity or be transferred to a LIF, a LRIF or a prescribed RRIF by the end of the year you reach age 71.

### WHAT IS A LIFE INCOME FUND (LIF)?

A LIF is a retirement savings arrangement that can be purchased with locked-in funds (i.e., locked-in RRSP, pension benefits or unexpired portion of a guaranteed annuity).

### WHAT IS A LOCKED-IN RETIREMENT INCOME FUND (LRIF)?

An LRIF is a type of locked-in RRIF. There are minimum and maximum annual withdrawal requirements. LRIFs are not available in all provinces.

## Termination Benefits

### WHAT HAPPENS IF I RETURN TO THE PENSION PLAN?

If you receive a termination benefit from the pension plan you may be also deemed to have terminated your membership in the IBB. This may impact your ability to work under a collective agreement that requires contributions to the pension plan. You must discuss this with your local IBB Lodge office.

If you received a termination benefit and then rejoin the pension plan you “start over” in terms of meeting all pension plan membership requirements.

If you have forfeited pension benefits because you were not vested on termination, you will not be entitled to the forfeited pension benefit if you return to the pension plan.

## BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

### Disability Benefits

If you become disabled and are receiving Workers' Compensation Board (WCB or WSIB) disability benefits, you must notify the Plan Administration Office. Upon proper written notification to the Plan Administration Office, you will be credited with 160 hours for each month that you receive WSIB/WCB Benefits. If you are disabled for less than one month, the 160 credited hours will be prorated. These credits continue for up to 12 months, or to your age 65, or your termination of WSIB/WCB Benefits, your retirement under the pension plan or your death, whichever is the earliest.

If you are in receipt of Long Term Disability (LTD) benefits from the Boilermakers' National Health Plan (Canada), you will be credited with 160 hours for each month that you receive LTD payments. If you are disabled for less than one month the credited hours will be prorated. These credits continue for up to 12 months, your retirement under the pension plan, your age 65, your recovery from your disability or your death, whichever is the earliest.

Credits are granted upon your retirement or earlier death. They are not granted as part of a terminated benefit.

Duplicate credits will not be given if the Member is receiving both WSIB/WCB and LTD.

The dollar value of the credited hours will be computed using the contribution rate in the collective agreement or participation agreement that was in effect at the date of your disability.

### WHO IS ELIGIBLE FOR A SHORTENED LIFE EXPECTANCY BENEFIT?

The plan's normal retirement age is 65. If you become disabled at any time prior to age 65, you may be eligible to receive a lump sum benefit. In order to be eligible for this lump sum benefit, you must provide a written statement from a qualified medical practitioner (a medical doctor – M.D.) certifying that you have a life expectancy much shorter than normal. Some provincial legislation will define a shortened life expectancy. This statement will be reviewed by the Plan Administration Office.

The amount of the lump sum benefit will be equal to the actuarial value of your accrued pension at the time of your application. It will be calculated in compliance with the applicable legislation in the province in which you last worked. After you receive this lump sum benefit you will not be entitled to any further benefits from the pension plan.

If you have a spouse or an ex-spouse entitled to a portion of your pension, the necessary waiver documents must be signed by you and your spouse and/or ex-spouse.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Death Benefits

### WHAT WILL HAPPEN IF I DIE BEFORE MY RETIREMENT?

The type of death benefit payable depends upon several factors on the date of your death:

- Did you have a spouse/common law partner?
- Did your spouse waive his/her right to a benefit by completing and submitting a pre-retirement benefit? (waiver of joint and survivor pension form)
- Did you appoint your spouse/common law partner as your beneficiary?
- Did you have an ex-spouse?
- Did you and your ex-spouse have a separation agreement or divorce agreement?

### WHO IS MY BENEFICIARY?

Your beneficiary is the person(s) you named on the member information form filed with the Plan Administration Office before your death or the person designated by such other means allowed by applicable legislation. Regardless of whom you name as beneficiary, your spouse may have an entitlement to certain pension benefits unless the applicable spousal waiver is received by the Plan Administration Office.

If you are designating a minor child as your beneficiary, you should consider appointing a trustee who will be responsible for administering the benefit on behalf of the minor. If no trustee is appointed, the pension plan's payment may be delayed until the necessary administrative arrangements have been made.

If you have not named a beneficiary, or if the beneficiary named dies before you, any death benefit will be paid, in a lump sum, to your estate. A representative entitled by law to act on behalf of your estate must apply for death benefits.

### WHAT IF MY BENEFICIARY IS MY SPOUSE?

If you die before retirement and you have appointed your spouse as your beneficiary under the Boilermakers' National Pension Plan (Canada), your spouse will receive the total amount of the death benefit as a lump sum. The amount is equal to the actuarial value of your accrued monthly pension at the date of your death. Subject to applicable legislation, the amount may be paid in two payments.

## BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

### Death Benefits

#### WHAT IF MY BENEFICIARY IS MY SPOUSE? (CONTINUED)

The pension plan will inform your spouse about the options available that, subject to applicable legislation, may include a cash lump sum amount or a monthly pension. If available your spouse can elect to transfer the lump sum to:

- An insurance company to purchase an immediate or deferred annuity. The annuity must make payments starting no later than the end of the year in which your spouse turns age 71 or, if later, within one year after the death of the member. The annuity is not required to have a guarantee period; **or**
- Another pension plan, if that plan permits the transfer; **or**
- A locked-in RRSP which may not be surrendered, assigned or commuted if permitted under applicable legislation; **or**
- An RRSP which may be surrendered, assigned or commuted; **or**
- Another registered vehicle allowed subject to applicable legislation; **or**
- A lump sum benefit payable to a spouse may be subject to a holdback, subject to applicable legislation, and therefore may be paid in two payments.

Your spouse or beneficiary must contact the Plan Administration Office to apply for a death benefit

#### WHAT IF MY BENEFICIARY IS NOT MY SPOUSE?

If you die before retirement, the lump sum death benefit will be the actuarial value of your accrued monthly pension earned at the date of your death. The amount of this lump sum death benefit will be paid to your beneficiary and, subject to applicable legislation, may be paid in two payments.

Subject to applicable legislation, if you have a spouse at the time of your death, some or all of the death benefit must be paid to your spouse even if you did not make your spouse your beneficiary unless your spouse filed the prescribed waiver of pre-retirement death benefit with the plan. The amount that must be paid to your spouse is prescribed by applicable legislation.

#### ONCE I RETIRE, WILL I GET A BENEFIT STATEMENT?

The plan will send benefit statements to retired members as prescribed by legislation.



# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Death Benefits

### WHAT HAPPENS IF I DIE AFTER MY RETIREMENT?

The death benefit payable will depend on the form of pension you chose at your retirement date.

The table below provides multiple examples of how the “Life Guaranteed” pension options work:

<b>Guarantee period</b>	<b>Number of monthly payments paid to member until member's death</b>	<b>Number of monthly payments payable to beneficiary after member's death</b>	<b>Total number of monthly payments from the pension plan</b>
60 payments	25	35	60
60 payments	80	0	80
120 payments	75	45	120
120 payments	140	0	140
180 payments	80	100	180
180 payments	200	0	200
Life only	200	0	200
Life only	75	0	75
Life only	6	0	6

### CAN I CHANGE MY SPOUSE ON FILE AFTER MY PENSION BEGINS?

No. If you elected a joint and survivor pension option you cannot change the name of your survivor after your retirement pension has started. If you become divorced, separated or remarry after your pension payments have begun, your legal counsel will inform you of how your pension should be managed. You must inform the plan of a separation or divorce from your spouse and provide the plan with all documents that disclose how your pension is to be managed.

### HOW CAN I ESTIMATE WHAT MY PRE-RETIREMENT DEATH BENEFIT WOULD BE?

You may estimate the benefit using the pension plan forecasting tool available on the plan's website. The plan's death benefit will be calculated using the pension legislation applicable when the benefit is determined.

## Death Benefits

### WHAT IF THERE IS A DISPUTE ABOUT WHO IS ENTITLED TO MY DEATH BENEFIT?

The plan will make only basic inquiries to resolve the dispute. If not resolved, the pension fund may pay the pension benefit into court. The pension plan may apply to the court for a recovery of its legal and other costs incurred in connection with a disputed pension benefit.

### DOES MY SPOUSE/BENEFICIARY GET THE FULL AMOUNT OF MY DEATH BENEFIT?

Subject to applicable legislation, there may be a portion of the plan's death benefit not paid immediately. The amount not paid will be held back due to the pension plan's funding position. Any amount held back accrues interest from the month of the initial payment and is payable within five years of the first payment in accordance with applicable legislation. However, the holdback amount may be reduced or eliminated if necessary to support the pension plan's funding position.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Frequently Asked Questions

### WHO ARE THE TRUSTEES OF THE PENSION PLAN?

Persons designated as a trustee pursuant to the terms of the Declaration of Trust. All trustees are appointed by the IBB. The IBB may also appoint persons to non-voting roles as Advisory Committee members.

### WHO REGULATES THE PENSION PLAN?

The pension plan is registered with the Canada Revenue Agency (CRA), registration number 0366708.

The pension plan is also registered with Alberta Treasury Board and Finance. The pension plan is subject to any amendments that may be required to maintain federal and provincial registration.

Members will be notified of any changes required either due to legislation or otherwise.

### HOW DO I APPLY FOR MY PENSION?

We recommend that you apply for your pension benefit at least 90 days in advance of your desired retirement date. Retirement applications for your pension benefit can be obtained from the Plan Administration Office or on the plan's website.

All completed applications must be accompanied with the following items:

- Proof of age
- Proof of age for your spouse (if applicable)
- Marriage certificate (if applicable)
- Divorce/separation agreements (if applicable)
- Certificate of independent legal advice (if applicable)
- Waiver of joint and survivor pension benefit form (if applicable)

If you want your pension benefit to start on a specific date, you should file your retirement application, your selected pension option and all supporting documents with the Plan Administration Office. Your application must be received prior to your specific retirement date.

A retroactive pension may be available to unemployed members over age 65.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Frequently Asked Questions

### WHAT IS CONSIDERED ACCEPTABLE PROOF OF AGE?

- Canadian passport
- Birth certificate
- Driver's license
- Citizenship papers
- Marriage license
- Baptism certificate

If you provide an incorrect birth date or other information to the plan, any information provided to you by the Plan Administration Office is subject to change upon receipt of the correct information

### WHAT IS CONSIDERED PROOF OF MARITAL STATUS?

If you are married, a copy of your marriage certificate is sufficient if your spouse is residing with you at the time of your retirement or death.

If you are living in a common law relationship, the plan may require proof of the existence and the length of the common law relationship. This proof is usually provided by affidavits of neighbours or clergy. A common law declaration form must be submitted to the Plan Administration Office.

If you provide an incorrect marital status to the plan, any information or benefits provided to you by the plan are subject to change upon receipt of correct marital status information.

### WHAT PENSION PLAN DOCUMENTS CAN I HAVE?

In addition to your personal benefit statements and other documents the pension plan sends you about your own pension, you may have access to:

- Audited financial statements
- Actuarial valuation report
- Statement of investment policies and procedures
- Declaration of trust
- Pension plan text

All of these documents, and more, are stored in your personal information section of the plan's website.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Frequently Asked Questions

### WHAT PENSION PLAN DOCUMENTS CAN I HAVE? (CONTINUED)

You may request paper copies of these documents and the pension plan may charge for paper copies to help offset the costs of providing them.

### CAN I ASSIGN MY BENEFITS UNDER THE PENSION PLAN?

The benefits under this pension plan cannot be assigned. You cannot use your pension plan as collateral for a loan. Most provinces have the right to garnishee pension benefits if support or maintenance payments are in default. Federal legislation permits the garnishment of pension benefits for income tax arrears.

### HOW DOES THE PENSION PLAN PROTECT MY PERSONAL INFORMATION?

The plan will collect, maintain and communicate only the personal information considered necessary for the administration of the pension plan. All personal information collected will be protected pursuant to the relevant applicable legislation. The pension plan may use and exchange personal information with relevant persons or organizations (e.g. trustees, unions, health professionals, financial institutions, investigative agencies, insurers, re-insurers, regulators, legal counsel, actuaries etc.) as deemed necessary to administer the pension plan and/or to determine entitlement to the benefits of the pension plan.

You can find the Boilermakers' National Benefit Plans (Canada) Privacy Policy Disclosure of Personal Information on the plan's website.

### CAN THE PENSION PLAN BE CHANGED OR DISCONTINUED?

The trustees may change the pension plan whenever the change is deemed to be in the best interest of members and their beneficiaries including sustaining the registration and/or funded status of the pension plan.

If, for some reason the pension plan is discontinued, all monies remaining in the pension fund at that time will be applied in an equitable manner for the benefit of the members, and for no other purpose. No monies will be returned to employers or the IBB.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Frequently Asked Questions

### HOW CAN I APPEAL IF I DO NOT LIKE A DECISION MADE BY THE PENSION PLAN?

If you wish to appeal any decision made respecting your pension benefits, you must notify the trustees in writing in care of your Local IBB Lodge Office or the Plan Administration Office. The appeal process can be found on the plan's website.

### HOW DOES MY MEMBERSHIP IN THE PENSION PLAN AFFECT MY INCOME TAX?

Unless otherwise specified in your collective agreement, all contributions to the pension plan are deemed to be made by your employer. You cannot deduct employer contributions from your income for tax purposes. Your employer is responsible for reporting all pension contributions for income tax purposes.

You will be required to pay income tax on any pension benefit you receive from the plan. The plan withholds tax pursuant to Canada Revenue Agency rules. The plan will send you the applicable form for income tax purposes.

A lump sum payment from the plan is tax exempt if the payment is made directly to a spouse's RRSP or a similar exempt investment vehicle.

Pension income splitting is subject to federal legislation.

# BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

## Plan Service Providers

### PLAN ADMINISTRATION OFFICE

#### Ontario Address:

45 McIntosh Drive  
Markham, ON  
L3R 8C7



**Telephone:** 1-905-946-2530

**Toll-Free:** 1-800-668-7547

**Fax:** 1-905-946-2535

#### Alberta Address:

15220-114 Avenue  
Edmonton, AB  
T5M 2Z2



**Telephone:** 1-780-455-3502

**Fax:** 1-780-488-7423

**Pension Questions:**

**General Questions:**

**Feedback:**

[pensions@boilermakersbenefits.ca](mailto:pensions@boilermakersbenefits.ca)

[questions@boilermakersbenefits.ca](mailto:questions@boilermakersbenefits.ca)

[feedback@boilermakers.ca](mailto:feedback@boilermakers.ca)

**Plan Website:**

[www.boilermakersbenefits.ca](http://www.boilermakersbenefits.ca)

PLAN SERVICE PROVIDERS	NAME
Actuary	Eckler Partners Ltd.
Auditor	BDO Canada LLP
Custodian	CIBC Mellon Global Securities Services Company
Confidential Counselling & Crisis Services	Family Services Employee Assistance Program
General Consultant	J.J. McAteer & Associates Incorporated
Investment Consultant	Eckler Partners Ltd.
Legal Counsel	CaleyWray LLP, Lawson Lundell LLP
Third Party Administration	Employee Benefit Pan Services Limited