



IBEW LOCAL 353

Pension & Benefit Plans

protecting
your FUTURE

APRIL 2018

ANOTHER GREAT YEAR FOR OUR PLANS

With strong markets and expert oversight of investments, we realized great returns in both the pension fund and the health and welfare trust. With its active management strategy, the pension fund returned 11.2% and the health and welfare fund returned 7.4%

Given the continued uncertainty surrounding solvency funding relief, plan actuary Cameron Hunter is not recommending any improvements to the pension fund at this time. In order to keep pace with inflation, however, a vote to increase the maximum pension contributions will be tabled at the April 15, 2018 Special Called Meeting.

Based on feedback received through the Teletown Hall meetings held in April and October, further benefits were requested by the membership and considered by the Trustees. The benefit plan continues to do very well, such that this year the trustees are in a position to provide some of these new benefits requested without additional cost to the membership.

A number of additional benefits will be tabled at the Special Called Meeting for members to vote on.

Of note are two new benefit improvements for retirees. One vote will be to increase the retiree death benefit and the other is related to extending 30-day travel insurance to retirees. If the vote for retiree travel insurance is approved, this benefit will be required to be voted on annually. This is to ensure the travel benefit does not impact the the long term funding of the benefit plan.

We also heard that active members would like to see an increase in the weekly amount payable under the Supplemental Unemployment Benefit Plan. There will be a vote on increasing the amount of SUB payments by an additional \$25 per week.

The trustees retained a dental consultant this year to analyze the actual claims data in our dental plan and based on this analysis, have redeployed funding from polishing (which is known to have no real preventative benefit) to providing coverage for night guards and sports mouth guards.

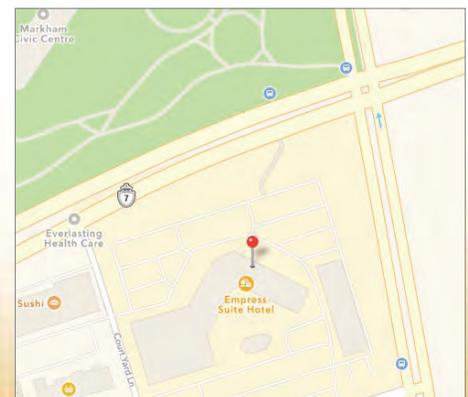
Please make every effort to attend the Special Called Meeting on April 15, 2018 at 9 AM to hear the presentations, ask your questions, and mark your ballot!

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SPECIAL CALLED MEMBERSHIP MEETING

SUNDAY, APRIL 15, 2018 @ 9:00 a.m.
Hilton Toronto/Markham Suites
Donald Cousens Conference Centre
(2nd Floor) 8500 Warden Ave.
Markham, ON L6G 1A5



Listen in and participate in our next Teletown Hall to be held on May 2, 2018 at 7 p.m. We will call you at the phone number you have registered with the union hall. We hope you will join us!

IT'S YOUR VOTE

Throughout 2017 members suggested health and welfare plan changes they would like to see implemented for 2018. Based on member feedback, below are this year's proposed benefit plan changes. It is extremely important that members attend the Special Called Meeting as proposed benefit changes not only impact your benefit coverage but your hourly contribution rate as well. These changes have been recommended by the Board of Trustees and the IBEW Local 353 Executive Board. Approved benefit improvements are effective May 1, 2018.

› **Vote #1:**

Continue to cover out-of-work members at a cost of 13 cents per hour.

› **Vote #2:**

Extend travel insurance coverage for retired members for a maximum trip duration of 30 days at a cost of 4 cents per hour.

› **Vote #3:**

Increase the retiree death benefit from \$10,000 to \$20,000 at a cost 5 cents per hour.

› **Vote #4:**

Increase major dental coverage from 50% to 75% at a cost of 5 cents per hour.

› **Vote #5:**

Update coverage for Continuous Glucose Monitor (CGM) to include parts and supplies with a combined annual maximum of \$3,000 at a cost of 2 cents per hour.

› **Vote #6:**

Increase weekly supplementary unemployment benefits (SUB) from \$125 to \$150 for members out-of-work at a cost of 7 cents per hour.

› **Vote #7:**

Increase hourly pension contribution rate from \$7.95 to \$8.10. Rate includes 86 cents per hour for pension shortfall.

No Vote Required

The IBEW Local 353 Board of Trustees have approved the following benefit changes that do not require a vote. All changes are effective May 1, 2018.

- Discontinue adult dental polishing for all individuals except dependents aged 6 and under. Polishing has been determined to offer no oral health benefit and there is evidence that polishing removes enamel from teeth if used excessively. Savings will be used to fund the below dental improvements.
- Increase coverage to 100% for dental night guard.
- Add sports guard coverage at 100% for dependents under age 25.
- Increase coverage for orthodontics from \$2,000 to \$3,000 for dependents under age 25, increased from age 19.
- Dental fees and services will be reimbursed based on 2018 rates as published by the Ontario Dental Association Suggested Fee Guide for General Practitioners.
- Remove monthly Canada Pension Plan Disability as an offset for members in receipt of long-term disability benefits.

Retiree Benefit Coverage Changes

- Four cents per hour buys travel insurance coverage of 30 days for retirees and their families.
- Five cents per hour buys an increase in retiree death benefit from \$10,000 to \$20,000. **The Trustees are still determining the best way to implement the increase. It is important to take note that the increased benefit coverage will result in either an annual taxable benefit for retirees based on the premiums to insure this benefit or, if the benefit is provided by the Plan on a self-insured basis, the beneficiary that receives the benefit will be taxed on the amount in excess of \$10,000.**

Suggested Benefit Changes

The following proposed benefit plan changes will result in an increase to members hourly contribution rate as of May 1, 2018. Benefit changes and resulting per hour contribution rate increase are outlined below:

- Five cents per hour buys increased major dental coverage from up to 50% to up to 75%. Coverage includes crowns, and bridge replacement. Existing plan rules, provisions and limitations will remain the same.
- Two cents per hour adds related parts and supplies to coverage for Continuous Glucose Monitors (CGM), in a combined annual maximum of \$3,000. CGMs help reduce hypoglycemia in individuals who suffer from Type 1 diabetes.
- Seven cents per hour buys an increase in weekly supplementary benefits from \$125 to \$150 for out-of-work members.

UPCOMING SEMINARS AT SOUTH UNION HALL

TEIBAS offers seminars throughout the year that focus on educating members on their pension and benefits.

- **Pre-retirement Seminar (Age 60+)**
May 5, 2018
- **Pre-retirement Seminar (Age 60+)**
September 22, 2018
- **Retiree Seminar**
October 20, 2018
- **Active Member Benefit Seminar**
November 3, 2018
- **Pre-retirement Seminar (Age 60+)**
November 24, 2018



Seating is limited, so please call us at 416-637-6789 or email us at members@teibas.com. Saturday morning seminars are from 9-11:30 am

ADDING IT UP

The benefit costs that make up the hourly benefit contribution rate

Benefit	Total cost per hour in 2017	Total cost per hour in 2018
Health (drugs, paramedical and vision care)	\$2.14	\$2.23
Dental	\$0.98	\$0.99
Disability (short term and long term)	\$0.67	\$0.67
Life and accident insurance, critical illness, retiree death benefit, emergency travel insurance, member assistance plan, Best Doctors, maternity/parental leave	\$0.35	\$0.43
Net Investment income/trust fund expenses	(\$0.04)	(\$0.17)
SUBTOTAL	\$4.10	\$4.15
Out-of-work subsidies	\$0.17	\$0.13
Benefit improvements	\$0.11	n/a
Trust Subsidy	(\$0.27)	(\$0.17)
Total	\$4.11	\$4.11
Hourly cost increase if votes #2, 3, 4 & 5 are approved		\$0.16
TOTAL		\$4.27



Self-Pay Coverage

Premiums for self-pay rates for actives, retirees and surviving spouses will not increase in 2018.

INFORMATION REGARDING OHIP+

As of January 1, 2018, OHIP+ now provides free prescription drug coverage for over 4,400 drugs for dependents under age 25. Many members have inquired about additional benefit improvements as a result of plan savings related to the implementation of OHIP+ providing prescription drug coverage. Prescription drugs not covered by OHIP+ may be eligible for coverage under our benefit plan.



LIFESPEAK YOU KNOW. YOU CAN.

**CONGRATULATIONS
TO OUR
Watch & Win Winner**

Congratulations to member Maciej who won a \$100 Mastercard gift card by watching LifeSpeak videos on myteibas.com

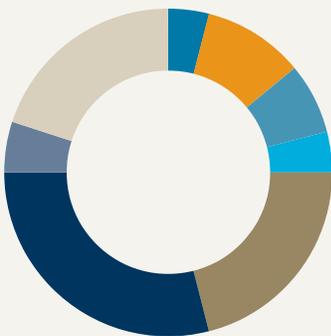
PENSION FINANCIALS

In 2017, the pension fund investment portfolio saw a total fund return of 11.2%.

As of December 31, 2017, our plan's going concern ratio is 93.7% funded. This is the plan's current financial status assuming it will continue to operate into the future. We anticipate continuing the shortfall funding (\$0.86).

The plan's solvency (transfer ratio) is 58.6%. This is the level of benefits that could be paid if the plan ended on December 31, 2017. But the plan didn't end and isn't at risk of ending. By law, our plan is a Specified Ontario Multi-Employer Pension Plan and we are not required to fund the plan on a solvency basis.

PENSION ASSET MIX *as of December 31, 2017*



- Cash and Short-Term – 4.35%
- Infrastructure – 10.09%
- Real Estate – 7.03%
- Mortgages – 3.76%
- Bonds – 21.17%
- Global Equities – 29.20%
- US Small Cap – 4.82%
- Canadian Equities – 19.58%

Pension plan results as of December 31 st 2017 (in \$ millions)*		
	2016	2017
Market value of assets	\$1,478.4	\$1,667.1
Smoothing (averaging) adjustment	(\$33.8)	(70.2)
Actuarial value of assets	\$1,444.6	\$1,596.9
Going-concern liabilities	\$1,614.3	\$1,703.9
Going-concern excess/(shortfall)	(\$169.7)	(\$107.0)

*based on unaudited financial statements

INVESTMENT PERFORMANCE



WE WANT TO HEAR FROM YOU!

Do you have a question for us?

Contact us at 416-637-6789 or by email at members@teibas.com

Examples of recent questions:

Will my IBEW Local 353 pension begin automatically at age 65?

No. You must contact TEIBAS at 416-637-6789 and request your Pension Option Package three months prior to your retirement date.

When can I begin collecting my IBEW Local 353 pension?

You may begin collecting your pension as early as age 55 at a reduced rate. You may qualify for unreduced pension as early as age 62 depending on the date of your last pension contribution. For more information, please log into your personal account at myteibas.com and review the myPension tab.

When will I receive my annual IBEW Local 353 Pension Statement?

The 2017 IBEW Local 353 Pension Plan statement will be mailed out in early June 2018. As a reminder, always ensure that TEIBAS has your up to date address and beneficiaries on file.

MEMBERS OF THE IBEW LOCAL 353 TRUST FUNDS BOARD OF TRUSTEES



Bill Acorn
IBEW Local 353

Peter Calabrese
Greater Toronto ECA

Dan Camilleri
Greater Toronto ECA

Dave Graham
Greater Toronto ECA

Jeff Irons
IBEW Local 353

Steven Martin
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About this bulletin

This bulletin was prepared on behalf of the Trustees of the Local 353 IBEW Trust Funds. It provides summary information about the Local 353 Health and Welfare Plan and the IBEW 353 Pension Plan (registration number 0598235) in plain language. This publication is not intended to provide advice. If there is any discrepancy between this document and the legal documents that govern the plans, the legal documents will apply. The Trustees expect to maintain these benefit plans indefinitely. However, they reserve the right to change or cancel any or all benefits under the Health and Welfare Plan, the Pension Plan, and the SUB Plan for active and retired members, and their survivors and dependants.



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