

IBEW LOCAL 353 Pension & Benefit Plans Newsletter



TEIBAS Ltd.

March 2023

Mark Your Calendars – Annual Special Called Meeting

Register today and have your say at this year's IBEW Local 353 Annual Special Called Meeting which will be held virtually on **Sunday April 2, 2023** starting at 8:00 a.m.

All benefit and pension plan changes that will be voted on Sunday, April 2nd are outlined in this newsletter. The recommended items for voting impact your benefit plan coverage and pension plan contribution rate. We encourage all members to register and have your say in this important annual event.

To attend the Special Called Meeting on Sunday April 2, you'll need to **register with the union no later than Friday March 31st at 4:30 p.m.**

There are two steps to register:

1. Visit the IBEW Local 353 website at ibew353.org and click on the MEMBER LOGIN on the top righthand corner of the page.
2. Complete the online registration form and input your credentials to verify your eligibility.

After registering all eligible voters will receive an email containing a secure code and password to vote on the recommendations through Simply Voting.

Members are being asked to submit their questions ahead of time so that they can be answered at the meeting. There is a place right on the registration form to do this or submit your questions to scmquestions@teibas.com.

To ensure you're fully informed, there will also be two electronic information meetings taking place ahead of the Special Called Meeting on **Wednesday March 15th at 7:00 p.m.**, and **Thursday March 23rd at 7:00 p.m.**

Information to register is the same as outlined above.

Register Today!

Visit the IBEW Local 353 **Member Login** portal at www.ibew353.org and register for the Annual Special Called Meeting on **Sunday April 2, 2023**. Email your questions in advance to scmquestions@teibas.com.

Reminder: the deadline to register is Friday March 31st at 4:30 p.m. so register today!



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Save the
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in 2023

Financial Wellness Webinar

Savings Strategy - Easy Concept, Difficult Reality

- Presented by Michael Manocha, Thursday, May 25th @ 7 p.m.

TEIBAS Member Webinars

Pension & Benefits Webinar

- Wednesday, April 26th @ 7 p.m.

Pre-Retirement Webinar

- Thursday, April 27th @ 7 p.m.

Pension & Benefits Webinar

- Wednesday, May 31st @ 7 p.m.

Pre-Retirement Webinar

- Thursday, June 1st @ 7 p.m.

Email members@teibas.com to register for any of the above webinars.

It's Your Vote

Your IBEW Local 353 Benefit Plan is one of the most comprehensive benefit plans in the Ontario construction industry, covering you, your eligible spouse, and your dependents. That's why it's important to vote and have your say at the Special Called Meeting on Sunday April 2, 2023.

The proposed benefit changes listed below have been reviewed by the Board of Trustees and the IBEW Local 353 Executive Board and both are recommending that the membership vote in favour of these changes and that pension contributions be increased to the maximum allowable.

- › **Vote 1** - Continue coverage for out-of-work members at a total cost of \$0.11 per hour. Voted on every year.
- › **Vote 2** - Continue coverage for retiree travel insurance to a maximum trip duration of 30 days at a total cost of \$0.03 per hour. Voted on every year.
- › **Vote 3** - Increase eye exam coverage from \$125 to \$150 every 24 months and increase the orthodontic lifetime maximum from \$3,000 to \$3,500 at a total cost of \$0.01 per hour.
- › **Vote 4** - Amend the Pension Plan to reduce a missing Member's pension to zero if all reasonable attempts to locate the Member have been unsuccessful and pension payments have not started by age 81 (10 years after the date the Member is required to start their pension under the Income Tax Act). If a missing member or their beneficiary is located or otherwise comes forward, the pension will be reinstated and paid out.
- › **Vote 5** - Regarding the hourly pension contribution rate, members will vote for one of the following:
 - a. Increase the hourly pension contribution rate to the maximum allowable by law which is \$0.24 per hour.
 - b. Increase the hourly pension contribution rate to 50% of the maximum allowable by law which is \$0.12 per hour.
 - c. No increase in the pension contribution rate.

More About Vote 4: Why is this being recommended to the membership?

TEIBAS seeks to administer the Pension Plan in an equitable and fair way to all members. That includes streamlining and attempting, as best as possible, to keep administrative costs low. The intent behind this recommendation is to ease the administrative burden and expenses associated with trying to find missing members after all reasonable efforts have been undertaken to do so. This recommendation will **only** affect members who, are well beyond pensionable age, and are not likely to be found. If a lost member or a beneficiary comes forward after having been located, they will be paid in full.

No Vote Required

The IBEW Local 353 Board of Trustees and the IBEW Local 353 Executive Board both approved the following benefit changes which don't require a vote due to their low financial impact, or routine nature (ie., dental fee guide increase). All changes are effective May 1, 2023 unless otherwise indicated.

1. Registered Kinesiologists will be added to the list of available practitioners covered under the current overall maximum.
2. Dental fees and services will be reimbursed based on 2024 rates as published by the Ontario Dental Association Suggested Fee Guide for General Practitioners beginning January 1, 2024.

Self-Pay Coverage

Self-Pay rates for actives, retirees and surviving spouses will increase. Notices will be mailed out to impacted members.

Adding It Up

Over the one-year period ending December 31, 2022, the IBEW Local 353 Health and Welfare Fund's gross rate of return was -5.1% outperforming its benchmark return of -7.2% by 2.1%.

Investment markets in 2022 were very volatile due to several factors including high inflation, interest rate increases, and the war in Ukraine. Fortunately the Plan remains healthy from adequate reserving practices and good investment returns over the previous few years.

The Benefit Costs That Make Up the Hourly Benefit Contribution Rate:

Benefit	Total cost per hour for 2023/24
Health (drugs, paramedical and vision care)	\$2.29
Dental	1.28
Disability (short-term and long-term)	0.74
Life and accident insurance, critical illness, retiree death benefit, emergency travel insurance, member assistance plan, Teladoc, maternity/parental leave	0.40
Investment income, net of trust fund expenses	-0.14
Out-of-work Subsidies	0.11
Retiree Travel Insurance	0.03
Subtotal	\$4.71
Trust Subsidy	-0.25
Hourly cost increase if vote #3 is approved	0.01
Total	\$4.47

**The anticipated cost of the hourly rate for the 2023/24 plan year is \$4.71 (includes subsidies of \$0.11 for out-of-work and \$0.03 for retiree travel insurance). However, the trust fund is able to subsidize this rate due to its healthy level of unallocated reserves.*

IBEW LOCAL 353 Health & Welfare Fund Financial Position as of December 2022 (in millions \$)

Market value of plan assets on January 1, 2022	\$167.5
Contributions	+72.4
Investment income	-7.8
Benefit payments	-71.9
Expenses	-7.0
Total	-14.2
Market value of Health & Welfare plan assets on Dec. 31, 2022	\$153.2

Based on unaudited Statement of Financial Position as of December 31, 2022.

Supplementary Unemployment Benefit (SUB) Plan Financials

The SUB Plan provides eligible members who are out-of-work or on an eligible approved leave and in receipt of Employment Insurance with a weekly top-up, to a maximum of \$150, for up to 35 weeks. Members out-of-work, or on an eligible leave should contact the IBEW Local 353 Union Hall to verify SUB eligibility. Over the one-year period ending December 31, 2022, the IBEW Local 353 SUB Plan gross rate of return was -4.7%, which outperformed its benchmark return of -7.2% by 2.5%.

IBEW Local 353 Supplementary Unemployment Benefit Plan (SUB) Financial Position as of December 31, 2022 (in millions \$)

Market value of plan assets on January 1, 2022	\$12.1
Contributions	+4.2
Investment Income	-0.5
Benefits Payments	-1.7
Expenses	-1.3
Total	0.7
Market value of SUB plan assets on Dec. 31, 2022	\$12.8

Based on unaudited Statement of Financial Position as of December 31, 2022.

Pension Financials

In 2022, the IBEW Local 353 Pension Trust Fund investment portfolio saw a gross rate of return of -8.2%, under performing its benchmark of -7.0% by 1.2%. As of December 31, 2022, our plan's estimated going concern funded ratio is 101.9%.

This is the plan's current financial status assuming it will continue to operate into the future. The plan's estimated solvency position (transfer ratio) improved from 66.7% to 78.4% mostly due to the increase in long term interest rates.

The transfer ratio is the level of benefits that could be paid if the plan had ended on December 31, 2022. But our plan is not at risk of ending. By law, our plan is a Specified Ontario Multi-Employer Pension Plan and we aren't required to fund the plan on a solvency basis. Our plan's contributions continued to be strong, which helps provide a stable financial future for our members.

IBEW Local 353 Pension Plan Statement Financial Position as of December 31, 2022 (in millions \$)

Market value of plan assets on January 1, 2022	\$2,380.8
Contributions	+122.6
Investment income	-200.8
Benefit payments	-93.0
Expenses	-11.0
Total	-182.0
Market value of pension plan assets on Dec. 31, 2022	\$2,198.6



From an investment standpoint, 2022 was a challenging year for our pension plan due to factors such as interest rate increases impacting the equities and bonds, global insecurity due to the war in Ukraine, along with high rates of inflation impacting consumer spending. Even in light of financial market challenges, the plan's most recent valuation shows it's stable and in solid financial health.

Term	Funded status as of December 31, 2022
Going Concern measures the financial health of the plan assuming it will continue to operate well into the future.	101.9% funded
Solvency tests the health of the plan in the unlikely event it suddenly stopped operating. It compares the market value of the fund on the date of the valuation, and the total value of all benefits earned by active, inactive and retired members, if they had to be paid in one lump sum amount on that date.	78.4% funded (also referred to as the transfer ratio)

PENSION ASSET MIX as of December 31, 2022



- Cash and Short-Term – 3.9%
- Bonds – 17.6%
- Global Equities – 27.2%
- Infrastructure – 5.2%
- US Small Cap – 4.4%
- Real Estate – 10.0%
- Canadian Equities – 19.3%
- Mortgages – 3.7%
- Private Debt – 8.7%

Preliminary Actuarial Valuation results as of December 31, 2022 (in millions \$)

	2022	2021
Market Value of Assets	\$2,198.6	\$2,380.8
Smoothing Adjustment	\$135.9	-\$179.7
Smoothed Value of Assets	\$2,334.5	\$2,201.1
Going-concern liabilities	\$2,291.7	\$2,168.9
Going-concern surplus (deficit)	\$42.8	\$32.2

**Based on preliminary results. Due to rounding, numbers presented may not add up to the totals provided.*

Keeping Up With TEIBAS

Here at TEIBAS we're always looking towards the future and seeing what we can do to serve our members better. This year we're undertaking a few exciting modernization projects to serve you better. The first is we're launching a multi-year IT project to modernize our pension and benefit systems which includes your member portal, myteibas.com! This project will take a few years to complete but we'll keep communicating to you as we make progress on the project. Our goal with this long-term project is to improve efficiencies and make our service to you better. Speaking of IT, another exciting project we're launching later this year is a new refreshed teibas.com. Stay tuned for more details in the coming months. As always, if you have any questions, comments or suggestions, feel free to email us at members@teibas.com or give us a call at 416-637-6789 or toll-free 1-800-267-0602.

What's New

LifeWorks Becomes Telus Health

Telus Health has purchased LifeWorks, your Member Assistance Program (MAP). Lifeworks is beginning its transition to be known as TELUS Health. You will start seeing this change on their websites and in their communications when using their services towards the end of 2023. They will continue to provide the same support to you and no action is required on your part.

Web access, phone numbers and applications will not immediately change and TEIBAS will continue to provide updates to our membership during this change.

How to access your MAP: call the Care Access Centre toll-free at **1-866-289-6749** and indicate that you are a member of the IBEW Local 353. Or visit login.lifeworks.com

Username: **canadalife** | Password: **lifeworks**



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IBEW Local 353

This bulletin was prepared on behalf of the Trustees of the Local 353 IBEW Trust Funds. It provides summary information about the Local 353 Plans 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 transition, and the SUB Plan for active and retired members, and their survivors and dependants.



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