Teamsters and Participating Employers of Ontario Pension Plan

Member's Booklet

June 2021

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1. Introduction

In 1962, the Canadian Brotherhood of Teamsters and the Motor Transport Industrial Relations Bureau of Ontario created the Teamsters and Motor Transport Industrial Relations Bureau of Ontario Pension Plan. The Plan was established to provide you with a measure of financial security upon your retirement.

Effective May 29, 2001, the Plan's name was changed to the Teamsters and Participating Employers of Ontario Pension Plan (the "Plan") and references to the Motor Transport Industrial Relations Bureau of Ontario were removed because the Motor Transport Industrial Relations Bureau of Ontario ceased to exist as from that date.

The appointed union and employer trustees (the "Trustees") act as a Pension Committee, which oversees the administration and operation of the Plan and the pension trust fund associated with Plan.

All contributions to fund the Plan are remitted by your employer each month. Those contributions are then invested by independent pension fund managers, on behalf of the Plan. The Plan's custodian pays the required benefits to all members as they become due.

The Plan's assets have grown to nearly $536 million as of December 31, 2020. This Plan is well funded and well managed as a result of a disciplined and methodical approach to investing and a sound governance structure for decision-making by the Pension Committee. The funding position of the Plan may be affected by a number of factors including investment returns and changes in the number of members.

The Pension Committee's goal is to efficiently deliver pensions to the members. This goal will be achieved by ensuring the funds are properly invested and administrative and communication services to members are delivered in a timely manner.

The Pension Committee is ultimately responsible for the administration of benefits and the investment of assets of the Plan. An administrative agent, Benefit Plan Administrators Limited, along with qualified external experts, support the Pension Committee.

The Plan is registered under the *Income Tax Act* (Canada) with Canada Revenue Agency ("CRA"), registration number 0345587, and under the *Pension Benefits Standards Act, 1985* (Canada) with the Office of the Superintendent of Financial Institutions, registration number 55438.

This booklet provides you with a description of the benefits to which you and your beneficiaries may be entitled from the Plan, the rules covering eligibility for benefits and the procedures to follow in applying for benefits.

The Plan is governed by a pension trust agreement (the "Trust Agreement") which established the pension trust fund, the Plan text adopted by the Trustees under the Trust Agreement and applicable federal and provincial laws and regulations. Any issues concerning eligibility for, or the amount of or entitlement to, pension benefits under the Plan will be resolved by reference to the Trust Agreement and the Plan text and applicable legislation. This booklet is for explanatory purposes only and while every attempt has been made to ensure accuracy in those explanations, any disputes concerning particular rights or entitlements will be governed exclusively by the provisions of the Trust Agreement, the Plan text and applicable legislation.

If you should have any questions about the Plan at any time or if you wish to make application for any of the benefits provided by the Plan, please contact the Plan's Administrative Agent.

We trust you find this booklet helpful in understanding your benefits under the Teamsters and Participating Employers of Ontario Pension Plan.

THE PENSION COMMITTEE

2. Overview

This pension plan booklet will introduce you to the Teamsters and Participating Employers of Ontario Pension Plan and the benefits it offers.

Even if you have just started working and retirement seems still a long way off, there are some things you should know about your pension plan now. This booklet provides you with a general overview of the Plan's main features and how your pension will accrue while you are working for your employer.

The following terms are used throughout this booklet:

"**Contingent Annuitant**" means the Spouse of a Member at the time of retirement.

"**Former Member**" means a person who has terminated their membership in the Plan and who remains entitled to a retirement benefit under the Plan.

"**Member**" means an Employee who is employed by a participating employer on whose behalf employer contributions are made to the pension fund. For greater certainty, a "Member" does not include a "Former Member".

"Spouse" means the individual you have been cohabitating with in a conjugal relationship for at least a one-year period or if there is no such individual, the individual who is married to you including a person who is a party to a void marriage with you.

The first part of this booklet contains information regarding how you become a member of the Plan. This booklet also addresses rights and entitlements in the event that you terminate your employment prior to retirement, or you become disabled, or in the event of your death. Also highlighted is additional information you need to know about how a pension benefit is calculated and how to apply for your pension from the Plan, as well as other administrative details.

3. Eligibility

1. Am I eligible for membership?

If your employer is signatory to a collective agreement requiring contributions to be made to the Plan, you will automatically be included as a member of the Plan.

2. Can a person who is not a member of the Plan become entitled to any benefits under the Plan?

Yes, but only if that person is a Spouse, beneficiary or the estate of the member, as provided for under the Plan or under applicable legislation.

4. Contributions

1. Am I required or permitted to contribute to the Plan?

It depends on whether your collective agreement requires you to contribute or not.

Please note that you are **not** allowed to make "voluntary contributions" to the Plan.

The entire cost of your benefits and administration is financed by the contributions made to the Plan and the earnings on the invested contributions.

2. What does my employer pay?

Each employer makes contributions to the Plan according to the provisions of the relevant collective agreement.

3. Are the contributions made by my employer taxable to me?

No. These contributions are not added to your income and, therefore, are not taxable.

4. Is my personal RRSP affected?

Yes. Contributions made to any registered pension plan reduce personal RRSP room and are reported as a Pension Adjustment (PA) on your T4 slip issued by your Employer(s).

5. May I withdraw any of the contributions made to the Plan on my behalf?

No. You are not permitted to withdraw or have a refund of any contributions made to the Plan on your behalf.

6. Where do my employer's contributions go and who pays the benefits?

All contributions are paid into and all benefit payments are paid out of the pension trust fund of the Plan (the "Pension Trust Fund"). The Pension Committee has appointed CIBC Mellon Trust Company as custodian of the assets of the Pension Trust Fund. Leith Wheeler, Fiera Capital Corporation, Townsend, IFM, and Axium manage the investments of the Pension Trust Fund. The Pension Committee, in consultation with the Plan actuary, the investment consultant and the investment managers, have established an investment policy for the investment of the Pension Trust Fund.

5. Credited Service

1. What is Credited Service?

Credited Service means the total number of months during a calendar year to a maximum of twelve (12) months or hours worked in a calendar year for which contributions are made to the Plan by your Employer on your behalf.

2. What happens if I transfer to another job with my employer that is not covered by the collective agreement?

If you transfer to a job with your employer so that your employer no longer makes contributions to the Plan on your behalf, you will cease to be a Member of the Plan and will not accrue further Credited Service under the Plan after the date of your transfer.

6. Retirement Date

1. What is my normal retirement date?

You can retire on the first day of the month following the month in which you attain age 65 and receive a full pension.

2. What is the earliest date I can retire?

You may retire on the first day of the month following the month in which you attain age 55 and receive a reduced pension.

3. What is the latest date I can begin receiving my pension?

You must commence your pension no later than the 1st day of December in the calendar year in which you turn age 71.

4. When will my pension be paid?

Though your first payment will be effective from your requested retirement date, your first payment will actually be delayed approximately two months after the effective date to allow time for 1) remittance of final contributions made on your behalf by your employer, 2) for the Plan's Administrative Agent to factor the additional contributions into your chosen form of payment, 3) for the Plan's Administrative Agent to authorize the Plan's custodian to start your monthly pension and 4) for the custodian to coordinate the start of your pension.

Though the start of your pension will be delayed beyond your requested retirement date, you will receive payments retroactive to your requested retirement date.

Subsequent payments will be issued monthly thereafter.

5. What happens if I return to work with my employer or a different employer participating in the Plan after my pension has commenced?

Your pension benefit from the Plan will be suspended until you retire again and you will earn further pension credits under the Plan during the period you return to work.

When you ultimately retire, you will receive your original pension benefit, plus an additional pension benefit based on the period of service after you return to work.

7. Amount of Pension

1. How much pension will I receive?

At your normal retirement date you will receive a monthly pension benefit, which has been calculated using the following formula:

(a) $30.56 for each year and fractions thereof of Credited Service before January 1, 1982; plus

(b) $40.11 for each year and fractions thereof of Credited Service from January 1, 1982 to December 31, 1996; plus

(c) an amount equal to $1/12^{th}$ of 16.18% of the contributions made on your behalf on and after January 1, 1997.

2. How much will my pension be reduced by if I retire early?

If you have attained age 55 but not age 65, your immediate pension benefit will be reduced by ½ of 1% for each month your Early Retirement Date precedes your Normal Retirement Date.

Please contact the Plan's Administrative Agent if you would like more information on early retirement reductions.

8. Method of Pension Payment

1. In what form is the pension paid?

A pension is paid in either the normal form or an optional form.

2. What is the normal form of pension?

The normal form of pension benefit provides monthly payments to you payable for your retired lifetime ending on the first of the month in which your death occurs but guaranteed for a minimum of five years (i.e. 60 payments). This means that the pension benefit is payable as long as you live and, if your death occurs after you retire but before all the guaranteed payments have been made, then pension payments would continue to be paid to your beneficiary or estate for the remainder of the five year guarantee period.

However, if you have a Spouse at the time your pension benefit commences to be paid, both the Plan and the pension legislation require that the pension be paid in a joint and survivorship form which continues to your Spouse after your death, for the rest of your Spouse's life, in an amount not less than 60% of the pension you were receiving. The normal form of pension described above will be actuarially reduced to reflect this requirement.

A Spouse may waive their rights to this entitlement by completing a waiver form, in which case you may receive the pension in the normal form or in an optional form and your Spouse is not entitled to this survivor benefit.

3. What is an optional form of pension?

As mentioned above, if you have a Spouse at the time your pension benefit commences, your choice of the type of pension will be restricted, unless your Spouse completes a waiver form. If you do not have a Spouse at the time your pension benefit commences or if your Spouse completes a waiver form, you may choose any one of the optional forms of pension instead of the normal form. The full amount of pension is payable if you elect the normal form while, if you elect one of the optional forms, the amount of pension will be adjusted to reflect the value of the option chosen.

The amounts payable under these optional forms will be the actuarial equivalent of the amount payable in the normal form. This means that, for some options, the amount of pension benefit you are entitled to receive in the normal form may be reduced to reflect the fact that a benefit will continue to your Spouse, rather than ceasing on your death, or will continue to a beneficiary if you die before expiration of the guarantee period.

The options are:

- Lifetime Pension with a Guarantee Period

  A monthly pension benefit is payable as long as you live. However, should you die before the end of the guarantee period of 10 years, the monthly pension benefit will continue to your Spouse, beneficiary or estate for the balance of the guarantee period.

- Joint and Survivorship Pension Continuing in the Full Amount

  A monthly pension benefit is payable to you for your lifetime. After your death, a monthly pension benefit of the amount that you had been receiving will be paid to your surviving Spouse for as long as he or she lives.

- Joint and Survivorship Pension Continuing in the Full Amount with a Guarantee Period

  A monthly pension benefit is payable to you for your lifetime. After your death, a monthly pension benefit of the amount that you had been receiving will be paid to your surviving Spouse for as long as he or she lives. However, should you and your Spouse die before the end of the 10-year guarantee period, the monthly pension benefit will continue to the beneficiary or estate of the last survivor for the balance of the guarantee period.

- Integration with Old Age Security/Canada Pension Plan

  If your pension commences before age 65, your pension may be increased in the months before age 65 and decreased after age 65 when Old Age Security/Canada Pension Plan benefits typically start.

- Lifetime Pension without a Guarantee Period

  A monthly pension benefit is payable only during your lifetime and will cease on your death without any guarantee period.

Every reasonable effort will be made to have the optional types of pension explained to each eligible person upon application for retirement benefits.

4. Can I change the form of pension I have chosen?

Yes, provided you do so before your first pension payment has been made. Once your pension has started, you will not be allowed to change your option.

5. If I separate from my Spouse before I retire, what happens to my pension?

Your pension could be considered a family asset and, as such, the value or benefits could be divided under the provisions of the family law legislation of your province of residence, subject to the terms of the Plan.

6. If I separate from my Spouse after I retire, what happens to my pension?

Same answer as that to **Question 5**, except that if your Spouse is designated as contingent annuitant, you cannot change such designation.

7. Can I commute, surrender, assign, charge or create a security in my pension benefit or pension benefit credit?

No. You cannot commute or surrender a pension benefit under this Plan during your lifetime except in circumstances permitted by the Plan or the *Pension Benefits Standards Act, 1985* (Canada) (e.g. small pension and shortened life expectancy). You cannot assign, charge or create a security in your pension benefit or pension benefit credit except in circumstances permitted by the Plan or the *Pension Benefits Standards Act, 1985* (Canada) (e.g. on a marriage breakdown).

9. Government Pension Benefits

1. In addition to the pension paid from the Plan, what other pension benefits may I be eligible to receive?

In addition to the benefit payable under this Plan you may also be entitled to pension benefits from the Canada/Quebec Pension Plan and Old Age Security payments under the *Old Age Security Act*. These benefits normally begin at age 65 and, if you qualify for full benefits, based on the January 1, 2021 maximum levels, you would be entitled to the following monthly amount of pension:

Canada/Quebec Pension Plan	$ 1,203.75
Old Age Security	615.37
Total	$ 1,819.12

Note: The Canada/Quebec Pension Plan allows:

- Early retirement on a reduced benefit between the ages of 60 and 65; and
- Delayed retirement on an increased benefit after age 65 and prior to age 70.

The rates of pension benefits under the Canada/Quebec Pension Plan and the *Old Age Security Act* will be adjusted (annually for Canada/Quebec Pension Plan and quarterly for *Old Age Security Act*) to reflect increases in the cost of living as measured by the Consumer Price Index.

For more information on the Old Age Security Pension and the Canada Pension Plan please refer to **Section 17**.

10. Termination Benefits

1. When does my membership in the Plan terminate?

Your membership in the Plan will terminate on:

- 12 months after your last day of work or longer if certain conditions in the Plan are satisfied, e.g. your employment is not reinstated within 24 months after lay-off; or
- your death; or
- your retirement.

2. How do I apply for a termination benefit?

You must complete a **“PENSION PLAN BENEFIT APPLICATION AND PAYMENT AUTHORIZATION FORM”** which is available from the Plan’s Administrative Agent and submit it to the Plan’s Administrative Agent. Please refer to **Section 18**.

3. What benefits am I entitled to when my membership in the Plan terminates?

If your membership terminates for a reason other than death or retirement, you will be entitled to a pension benefit equal to the amount of pension benefit you have earned to your date of termination of membership.

You will be paid a single lump sum payment equal to the value of your deferred pension benefit if your pension benefit is below the small benefit threshold.

If your membership terminates prior to age 55 for a reason other than death, you may choose one of the following options by giving written notice to the Pension Committee before you reach age 55, subject to the *Pension Benefits Standards Act, 1985* (Canada):

(i) transfer the value of your deferred pension benefit to the registered pension plan of your new employer, if that plan permits such transfer; or

(ii) transfer the value of your deferred pension benefit to a prescribed retirement savings plan; or

(iii) use the value of your deferred pension benefit to purchase an immediate or a deferred life annuity from an insurance company as prescribed by the regulation made under the *Pension Benefits Standards Act, 1985* (Canada).

4. What if I terminate employment with one employer covered under the Plan and start working with another Plan employer?

If you move from one Plan employer to another Plan employer, your membership in the Plan will be continued, providing it has not terminated for any of the reasons listed under **Question 1** above.

11. Pre-Retirement Death Benefits

1. ***Will benefits be paid if I die before I retire?***

Yes, if you are a member of the Plan or if you are entitled to deferred pension benefit under the Plan at the date of your death.

2. ***Who will the benefits be paid to?***

The benefit will be paid to your Spouse (unless they have previously waived their rights in writing) as detailed in **Question 3** below.

If you do not have a Spouse, a pre-retirement death benefit is payable, and your designated beneficiary or estate, as the case may be, will receive a lump sum as detailed in **Question 3.**

3. ***How will the benefit be calculated?***

If you die before retirement and provided your membership in the Plan has not terminated, the death benefit payable will be a lump sum amount equal to the actuarial equivalent of your pension benefit earned to your date of death.

Your surviving Spouse may choose one of the following:

(i) transfer the value of the death benefit to the registered pension plan of your Spouse’s employer, if that plan permits, or

(ii) transfer the value of the death benefit to a prescribed retirement savings plan, or

(iii) use the value of the death benefit to purchase an immediate or a deferred life annuity from an insurance company as prescribed by the regulation made under the *Pension Benefits Standards Act, 1985* (Canada).

Alternatively, your surviving Spouse may instead choose an immediate monthly pension benefit payable equal to the value of the death benefit.

The immediate monthly pension benefit payable to your surviving Spouse will commence to be paid to your surviving Spouse on the first day of the month coincident with or next following the date of your death.

If your membership in the Plan terminates and then you die before retirement, your Spouse or beneficiary should contact the Plan's Administrative Agent for details regarding the death benefit payable.

Refer to **Section 10, Question 1** to determine when your membership in the Plan terminates.

4. What happens if I die after I retire?

In the event that you die after you have started to receive a monthly pension, your Spouse or designated beneficiary may receive the balance of any unpaid monthly instalments based on the form of pension you elected when you retired.

If the beneficiary is your estate, your estate <u>may</u> receive a lump sum equivalent to the unpaid instalments, if any.

12. Disability Pension

1. What happens to my pension if I become disabled?

If you become totally and permanently disabled after you have attained age 40 and completed 10 or more years of Credited Service in the Plan and have satisfied the Pension Committee that you have such disability, you will receive a monthly pension benefit based on your Credited Service to your date of disability, commencing on the later of the first day of the month following your disability, the date of receipt of your completed application by the Plan's Administrative Agent or approval of disability benefits under the Canada Pension Plan or Quebec Pension Plan, as applicable. Payment of your disability pension will terminate in the manner provided in the Plan.

You may elect a form of disability pension benefit as described in **Section 8**.

The Pension Committee may be satisfied that you have become totally and permanently disabled if you are so certified by a medical practitioner who is acceptable to the Pension Committee or if you are entitled to disability benefits under the Canada Pension Plan or if you are entitled to a benefit payable for long term or total and permanent disability under a health and welfare plan or a group insurance program.

If you apply for disability pension, the Pension Committee may require you to submit to an examination by an accredited diagnostic medical clinic. If you are receiving a disability pension, the Pension Committee may require you to submit to such re-examination from time to time.

2. What happens to my pension if I recover from my disability?

If you recover from your disability and become re-employed by a participating employer, your disability pension benefit will be suspended until your death or your subsequent retirement date and will be recalculated to reflect any additional Credited Service.

If you recover from your disability and you become re-employed elsewhere, your disability pension benefit will be suspended and recommence at your actual retirement date.

13. Applying for Your Pension

1. How do I apply for my pension?

You must complete an application and submit proof of your age. Depending on the option chosen, proof of age for your Spouse is also required.

A benefit cannot be paid until all required documentation has been received by the Plan's Administrative Agent.

Please see Section 17, Bullet point 4, for more information on applying for your pension from this Plan.

14. Administration

1. How is the Plan administered?

The Pension Committee has complete authority in administering the Plan.

The Pension Committee is responsible for the design, administration, and operation of the Plan, including the receipt of contributions, payment of benefits, and the investment and maintenance of the Pension Trust Fund.

In order to carry out these responsibilities, the Pension Committee has appointed a trust company which has custody of the pension fund assets, investment managers who direct investments, an investment consultant who monitors the investments, an actuary who advises on the design and operation of the Plan, an administrative agent to accept and record all information on contributions and Credited Service and to maintain clerical records pertaining to each member, and auditors to audit and prepare the financial statements.

The Pension Committee may appoint other professionals, such as legal advisors, whose services may be required from time to time. The Pension Committee may amend the Plan terms, appoint new advisors, and change the custodian of the Plan assets.

All contributions will be paid into the Pension Trust Fund, and all benefits and expenses of operating the Plan will be paid from the Pension Trust Fund.

2. Can the Plan be terminated?

The Plan may be terminated by the Pension Committee. On such termination, the Pension Trust Fund will be used to pay pension benefits according to the terms of the Plan and the remaining assets will be dealt with according to the terms of the Plan. If the Pension Trust Fund is insufficient to pay all of the pension and other benefits under the Plan, the amount of pension and other benefits payable to each person entitled thereto will be reduced on a pro rata basis in accordance with applicable pension legislation.

15. Beneficiaries

1. Who can I designate as my beneficiary?

Any person or persons, or your estate, can be a designated beneficiary.

However, if you have a Spouse at the relevant time, any benefits which become payable on your death are paid to your Spouse (unless they have previously waived their rights in writing). The payment of benefits to your Spouse is not affected if you fail to designate them as a beneficiary.

2. How do I designate or change my beneficiary?

You must complete and deliver to the Plan's Administrative Agent the appropriate form.

3. What happens if I do not designate a beneficiary?

If you do not have a Spouse and you do not designate a beneficiary, any benefits that become payable on your death will be paid to your estate.

4. What happens if my Spouse or beneficiary dies before I do?

If your Spouse or beneficiary predeceases you and you do not designate another beneficiary, any benefits that become payable on your death will be paid to your estate.

5. Can I change my beneficiary or Contingent Annuitant after I retire?

You can change your beneficiary except if you have elected a joint and survivor annuity. You can not change the Spouse designated as your Contingent Annuitant.

6. ***When I retired, I elected a Joint and Survivorship Pension. If the relationship with my Spouse ends, can I designate my new Spouse to receive any benefits due after my death?***

No. This change is not permitted under the Plan as the Spouse at the time of retirement will remain your Contingent Annuitant.

16. Additional Information

1. What information will I receive about the Plan?

You will receive this member booklet and explanation of applicable amendments to the Plan.

An annual pension statement showing a summary of the benefits that you have earned will be sent to you each year. In addition, you can access an annual newsletter, which updates you on the Plan's activity in the preceding year via www.tapeopp.com. Alternatively, you can request a copy from the Plan's Administrative Agent.

On your retirement, termination of membership in the Plan or death, you, or your Spouse or personal representative (in the case of your death), will receive a statement containing the information prescribed by the regulation made under the *Pension Benefits Standards Act, 1985 (Canada).*

You will also be entitled to inspect the Plan and its amendments and other documents prescribed by the regulation made under the *Pension Benefits Standard Act, 1985 (Canada)* once in each year of operation of the Plan.

2. How do I, or my beneficiary, apply for benefits?

A request for death, retirement or termination information form must be obtained from the Plan's Administrative Agent and completed and returned to the Plan's Administrative Agent.

3. Should I keep pay slips?

Yes, errors can occur in reporting. You should keep a record of:

- your employer(s);
- their address(es); and
- your earnings; and
- your hours worked (if available).

4. Should I notify the Plan's Administrative Agent if I move or change other contact information?

Yes. It is very important that while you have any benefits remaining to be paid under the Plan that you notify the Plan's Administrative Agent immediately if you change your address or change other contact information on file.

5. Do I pay any income tax?

All benefits paid out of the Plan are subject to income tax.

17. Planning for Your Retirement

Once you start planning for retirement, it is helpful to know what documents you will require and when you should submit the various application forms. The following is some general information to assist you in your planning.

1. *Proof of age for yourself and your Spouse*

   WHAT TO DO

   Each person applying for any pension benefit must provide proof of their age. A birth certificate or valid driver's licence is proof acceptable to the Pension Committee.

   Birth Certificate - If born in Canada, contact the Vital Statistics Offices in the capital city of the province where you were born and request a birth certificate. If you were not born in Canada, the consulate's office of your country of birth should be able to advise you on how to apply for your birth certificate.

   WHEN

   You should have this information on file now, no matter what age you are.

2. *Social Insurance Number (SIN)*

   WHAT TO DO

   Every Employee will already have a SIN. Your Spouse will also need one. If your Spouse does not have a SIN, obtain an application from the Post Office or Service Canada Office and take it to the nearest Service Canada Office with the required proof-of-identify documents.

   WHEN

   Every person should obtain their SIN as soon as possible if they do not have one.

3. *Applying for your pension from this Plan*

WHAT TO DO

You will be eligible to retire if you are at least age 55 and no longer intend to work for any of the participating employers.

Notify your Employer and the Plan's Administrative Agent of the date you wish to retire.

On receipt of your request for retirement information form, the Plan's Administrative Agent will supply you with a list of options for the payment of your pension, with a description of their terms and with the estimated monthly amounts payable under each option.

WHEN

You can apply for your pension up to six months in advance of your intended retirement date; however, your payment options will only be provided to you up to two (2) months prior to your requested retirement date since the calculations take into account mortality tables and interest rates.

For information on your first payment, please see Section 6, Question 4.

4. *Old Age Security Pension*

WHAT TO DO

You may receive an Old Age Security pension beginning any time after age 65.

If you can be automatically enrolled, Service Canada will send you a notification letter the month after you turn 64.

If you do not receive a letter from Service Canada informing you that you were selected for automatic enrolment, you must apply in writing for the OAS pension.

WHEN

You can apply for your OAS pension up to 11 months before you want your OAS to start. You can delay payment of your OAS pension up to 60 months from the date you are eligible; however, be advised this delay may impact payment of other government benefits for you (Guaranteed Income Supplement, if eligible) or your Spouse (Allowance, if eligible).

For more information please refer to www.servicecanada.gc.ca or contact your nearest Service Canada Office.

Please note that this pension is not part of your benefit under the Plan.

5. *Canada Pension Plan*

WHAT TO DO

You may receive a Canada Pension Plan pension beginning any time after age 60. Submit your application (by mail or in-person) to your nearest Service Canada Office with the required documents. You may also apply on-line.

WHEN

You can apply for your CPP pension up to 11 months before you want your CPP to start.

For more information, or to apply on-line, please refer to www.servicecanada.gc.ca or contact your nearest Service Canada Office.

Please note that this pension is not part of your benefit under the Plan.

6. *Government Health Service Plans*

WHAT TO DO

Information may be obtained on hospital, medical and pharmacare services from your nearest provincial government office.

WHEN

You should apply for coverage as soon as possible after your 65th birthday.

18. Contact Information

For further information, please contact the Plan's Administrative Agent:

Call, write, e-mail or fax:

TEAMSTERS AND PARTICIPATING EMPLOYERS OF ONTARIO PENSION PLAN

c/o Benefit Plan Administrators Limited
P.O. Box 3071, Station "A"
Mississauga, ON L5A 3A4

- Telephone: (905) 275-6466
- Fax: (905) 275-6462
- Toll Free: 1-800-867-5615
- E-mail: pensions@bpagroup.com

When writing to the Plan's Administrative Agent, please include the following information:

- Your name in full; and
- Your address; and
- Your telephone number; and
- Your date of birth.

When phoning, please provide:

- Your name in full; and
- Your address; and
- Your telephone number; and
- Your date of birth.

19. Examples of Pension Benefits

The following sample calculations are for illustration purposes only. They show you how the pension benefit is calculated and will assist you in estimating your own pension.

Example 1:

A member who joined the Plan on January 1, 1980

Assume:

- Date Joined Plan: January 1, 1980
- Member worked 12 months every year to retirement
- Employer contributions for each month of Credited Service from January 1, 1980: $400.00
- Member's age on January 1, 1980: 24
- Retirement age: 65
- Normal retirement date: January 1, 2021

Calculate the annual pension at age 65 on the normal form as follows:

Monthly Pension Benefit earned for service to December 31, 1981:

$30.56 x 2 years = $ 61.12

Monthly Pension Benefit earned for service from January 1, 1982 to December 31, 1996:

$40.11× 15 years = 601.65

Monthly Pension Benefit earned for service from January 1, 1997:

$400.00×16.18% x 24 years = 1,553.28

Total monthly pension benefit payable at age 65 from this Plan: = $2,216.05

Example 2:

A member becomes covered by the Plan on July 1, 2017

Assume:

- Date Joined Plan: July 1, 2017
- Employer contributions for each month of Credited Service: $200.00
- Member's age on July 1, 2017: 25
- Retirement age: 65
- Normal retirement date: July 1, 2057

Calculate the annual pension at age 65 on the normal form as follows:

Monthly Pension Benefit earned for service from January 1, 1997:

$200.00 × 16.18% x 40 years = $1,294.40

Total monthly pension benefit payable at age 65 from this Plan: = $1,294.40

Notes

Confidentiality of your Personal Information

The Pension Committee has adopted a Privacy Policy, which includes the ten fair information principles which includes the *Personal Information Protection and Electronic Documents Act* (Canada)'s ten fair information principles. All personal information (including financial information) collected in the course of the administration and operation of the Plan is kept confidential and will be used only for the purposes of administering Members' benefits under the Plan; including the determination of eligibility and the payment of benefits, and for routine activities such as audit, record-keeping and reporting.

In order to prevent unauthorized disclosure, the Pension Committee has directed that personal information be released only upon receipt of an authorization form signed by the Member.

For additional information or a copy of the Privacy Policy, please write to:

Privacy Officer
Teamsters and Participating Employers of Ontario Pension Plan
c/o Benefit Plan Administrators Limited
P.O. Box 3071, Station "A"
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