

This is an important notice. Please have it translated.

这是一份重要通知，请找人帮您翻译。

此乃重要通知，請找人翻譯。

More about the change that is coming to the BCGEU pension plan on July 1, 2016

Your current Plan is a **defined contribution plan**. After July 1, 2016, the Plan will become a **target benefit plan** and all of the contributions to the BCGEU Pension Plan made by you and your employer on your behalf will build your monthly target benefit for retirement. For the funds you have in the BCGEU Pension Plan up to June 30, 2016, **you will decide** whether you want to take your money out of the Plan and invest it or convert this money to a monthly target benefit which you will begin to receive when you retire. You will decide this between May 1, 2016 and June 30, 2016 based on information we will send you in April 2016.

To help you start thinking about the decision you will make, here is a summary of how the current defined contribution plan works and how the future target benefit plan will work.

	Current: defined contribution plan	Future: target benefit plan
Summary	Benefit is retirement savings in your account	Benefit is a monthly payment
If you leave employment with your employer before age 55	You take your money out of the Plan, keep investing it and manage how quickly you withdraw it over your lifetime	<p>You either:</p> <ul style="list-style-type: none"> take a lump sum out of the Plan and invest it yourself, or leave your entitlement in the Plan and ask the Plan to start paying you a monthly lifetime pension when you get to retirement age (which is any age you choose between 55 and 71)
If you reach retirement age while working for your employer	<p>You take your money out of the Plan, and either:</p> <ul style="list-style-type: none"> keep investing it and manage how quickly you withdraw it over your lifetime, or buy an annuity from an insurance company 	<p>You ask the Plan to start paying you a monthly lifetime pension.</p> <p><i>You will not have the option to take a lump sum out of the Plan after age 55 if you are still working for a contributing employer.</i></p>
How do you know how much pension you're earning?	Your annual statement shows you how much you've accumulated in your personal retirement savings account.	<p>Your annual statement will show you how much annual target benefit lifetime pension you've earned and how this amount was calculated.</p> <p><i>This amount could be adjusted up or down before and during your retirement, depending on the Plan's financial condition.</i></p>

Additional Bulletins will follow in February, March and April, 2016.

Questions? Call 1-888-267-6774 (toll free #) or send an email to BCGEU.pensionplan@bcgeu.ca.