



This is an important notice. Please have it translated.

这是一份重要通知，请找人帮您翻译。

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More information about changes to the BCGEU pension plan

After July 1, 2016, the BCGEU Pension Plan will be a **target benefit plan** that will pay monthly retirement pensions. Members who terminate employment before age 55 will be able to choose to receive a deferred retirement pension or to transfer a lump sum out of the plan. The plan will also provide survivor benefits, as described below.

Your monthly target benefit retirement pension can come from up to three sources:

	Sources of Pension	Summary
1	Pension from your June 30, 2016 account balance	You can choose to convert your June 30, 2016 account balance into a target benefit pension. The monthly pension amount that your account balance will convert to will be included in your April package. Alternatively, you can transfer your June 30, 2016 account balance out of the Plan.
2	Pension from contributions you and your employer make after July 1, 2016	There is a formula used to determine this portion of your pension. It is calculated based on the Target Benefit Percentage that is in effect when you retire, multiplied by the required contributions made by you and your employer after July 1, 2016. The initial Target Benefit Percentage will be included in your April package.
3	Pension from any voluntary contributions you make after July 1, 2016	If you make voluntary contributions after July 1, 2016, or leave voluntary contributions you made before July 1, 2016 in the Plan, they will receive the rate of return of the investments in the Plan at the end of each full year that they are in the Plan. You will not be allowed to withdraw them before you terminate employment or retire. When you terminate employment or retire, you can convert your voluntary account balance to a target benefit pension or withdraw it in a lump sum.

Other important information about how the Plan will work after July 1, 2016:

Pre-retirement survivor benefits	If you die before you begin receiving your monthly pension from the Plan, a lump sum is payable to your spouse, beneficiary or estate. The benefit recipient(s) and payment options will be further explained in your April package.
Post-retirement survivor benefits	When you retire, you choose what survivor benefits, if any, will be payable after you die. These range from nothing to a guarantee period to a lifetime survivor pension for your spouse. The payment options will be further explained in your April package.
Post-retirement inflation indexing	Once it starts, your retirement pension will receive annual increases equal to 0% to 100% of inflation, depending on the Plan's financial position. Indexing adjustments will never reduce your pension.
Adjustments based on the Plan's financial position	Your target benefit pension amount could be adjusted up or down before or during your retirement, depending on the Plan's financial position.

Additional Bulletins will follow in March and April. You will receive your personalized package in April. Questions? Call 1-888-267-6774 (toll free #) or send an email to BCGEU.pensionplan@bcgeu.ca.