

Convention report 2017-2018

This Convention report provides an update on the CMAW Benefit Plan as at June 30, 2018, including a summary of changes since the last Convention in 2016.

Read on to learn more!

New retiree plan is now available

The Trustees of the CMAW Benefit Plan acknowledge that the cost of health and dental coverage for Canadian retirees is on the rise, and want to help retired union members access adequate health and dental protection at reasonable costs. With this in mind, the Trustees are pleased to introduce the new CMAW Retiree Benefit Plan.

The new benefit plan has been available to eligible members since March 1, 2018. Eligible retirees under the Carpentry Workers Pension Plan (CWPP) and eligible terminated members of the CMAW Defined Contribution (DC) Plan were invited to apply during an open enrolment period that took place from January 15, 2018, to February 28, 2018.

Health and dental care services

The CMAW Retiree Benefit Plan covers a wide variety of health and dental care services, though the coverage differs from the CMAW Benefit Plan. Members pay a monthly premium to participate in the plan.

For more details about coverage, please refer to the Retiree Benefit Plan booklet (you can find the booklet on the [Green Shield Member website](#)).

The Retiree Benefit Plan is not guaranteed to continue indefinitely. The level of premiums and the benefits provided will be assessed regularly by the Trustees.

Benefit plan updates effective January 1, 2018

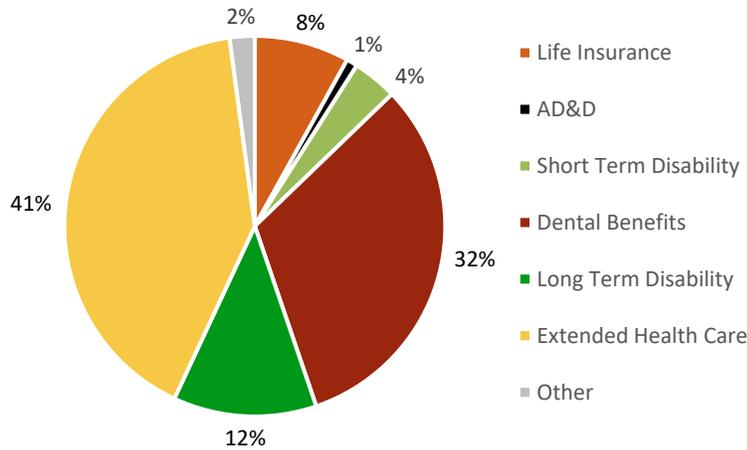
The Board of Trustees has improved benefit coverage for active members to ensure the plan remains valuable and competitive with comparable plans on January 1, 2018:

Added coverage for active members' extended health care plan:	New flat life insurance benefit and AD&D amounts for members age 66 and above:	Added coverage to the AD&D policy, which now includes:
<ul style="list-style-type: none"> Continuous glucose monitors are now eligible for coverage up to a maximum reimbursement of \$3,000 annually 	<ul style="list-style-type: none"> Age 66-70: Flat life insurance benefit of \$25,000 per year (previously, the benefit was reduced each year by 50% for members in this age group) Life insurance is covered by the plan, members do not pay a premium for this benefit Age 66-70: A new flat AD&D benefit of \$25,000 per year (previously, the benefit was reduced each year for members in this age group) 	<ul style="list-style-type: none"> An improvement to the loss schedule (i.e., the list of eligible conditions for which members can be paid an AD&D benefit) Additional ancillary benefits such as child education benefits, psychological therapy, and workplace modification An added Serious Illness benefit for a variety of listed diseases (for example, MS), which pays out 10% of the amount for which a member is insured

Plan performance

As of June 30, 2016, the plan had \$17.4 million in assets, and \$6.7 million in liabilities, resulting in a surplus of \$10.7 million. Over the July 1, 2017 – June 30, 2018 period, the total cost of benefits was \$7.1 million. See below for a breakdown of payments by benefit:

Distribution of Benefit Payments from July 1, 2017 to June 30, 2018



Total contributions received from employers to fund the plan for the same period equaled \$6.1 million, which means the fund had a deficit of \$1 million (excluding the cost of administering the plan and investment earnings on plan funds).

Plan's future outlook

The 2017 deficit was a result of decreased hours and contributions. However, Trustees expect the outlook to improve in 2018 and 2019 – with an anticipated increase to hours.

Coverage levels will be assessed to ensure that the plan continues to remain both competitive and sustainable.

BOARD OF TRUSTEES*					
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* Since the last report to Convention, Chris Wasilenchuk was assigned the position of Chair (the position was previously held by Fred Kuhn). Fred's position as a member of the Board of Trustees is now vacant and his replacement is yet to be determined.

The audited financial statement for the benefit plan for the year ended June 30, 2016 is provided with this report. The audit for the current period is still in progress.

?	Please contact the CMAW Benefit Plan administration office:	
	#1000 – 4445 Lougheed Hwy Burnaby, BC V5C 0E4 Canada	Toll Free Phone: 1-844-366-2629 Website: www.cwbp.ca Email: cmaw@bgbenefitsadmin.com