

This Convention report provides an update on the CMAW Benefit Plan, including a summary of changes since the last Convention in 2014. The information in this report is as at June 30, 2016, the last year end for the plan.

Read on to find out more!

CMAW Benefit Plan

Plan updates

The CMAW Benefit Plan and the Carpentry Workers' Benefit Plan merged effective July 1, 2015, and adopted the name CMAW Benefit Plan. As a result of this merger, the plan will have greater buying power with insurance carriers and reduced administration, governance and investment costs. Enhancements to coverage levels were also made at the time of the merger in order to harmonize the two benefit plan designs. For more details on your coverage, please refer to your CMAW Benefit Plan booklet.

Increases to paramedical services coverage effective January 1, 2017

The Board of Trustees has continued to maximize the plan's value for the members through enhanced benefit coverage to ensure it stays competitive with comparable plans. We're pleased to report that the Board of Trustees has decided to increase the annual maximums for the following paramedical services:

- Massage/Physiotherapy/Chiropractor
 - Maximum increased from \$1,200 to \$2,400
- Acupuncture/Speech Therapy/Podiatrist/Naturopath
 - Maximum increased from \$600 to \$1,200
- Psychologist (including registered clinical counsellors and social workers)
 - Maximum increased from \$300 to \$1,200

Currently all extended health claims including paramedical payments are included in the determination of the 80% percent of the first \$1,250 / 100% percent thereafter reimbursement calculation. Effective January 1, 2017, Massage/Physiotherapy/Chiropractor fees will be reimbursed at 85% and will be excluded from this calculation.

Benefit coverage eligibility

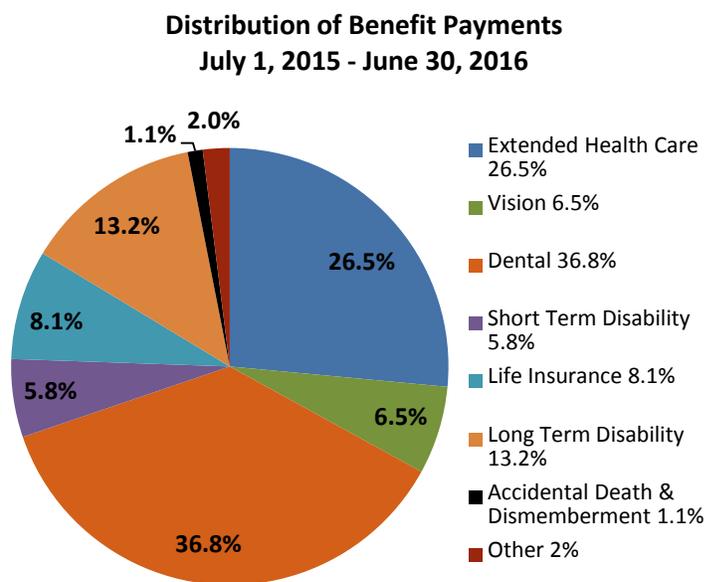
Union members need a minimum of 220 hours within a period of 12 consecutive months to be eligible for benefit coverage. Members can accumulate up to a maximum of 1,320 banked hours (12 months of coverage) which will be drawn upon during periods of unemployment. Following the plan merger, the draw down rate for the new plan is 110 hours per month.

Retiree benefit plan

The Board of Trustees is currently exploring the option to introduce a self-pay retiree benefit plan. If introduced, the plan would be available to retirees who can provide proof of current coverage, and to new retirees who meet certain criteria. Enrollment for current retirees would start in early 2017 with coverage effective July 1, 2017. Note that no decision has been made yet with regards to whether a retiree benefit plan would be right for CMAW Benefit Plan, but the Trustees are assessing the impact of this option. A final decision will be made in late 2016.

Plan performance

Over the July 1, 2015 – June 30, 2016 period, the total cost of benefits (including cost of claims administration) was \$5.7 million. Following is a breakdown of payments by benefit:



Total contributions received from employers to fund the plan for the same period equaled \$7.0 million, which means the fund had an in-year surplus of \$1.3 million.

Plan's future outlook

The plan is on sound financial footing, and based on the plan's first year of experience since the merger, the outlook for the plan is positive. The Board of Trustees will continue to monitor plan experience and look for ways to maximize the plan's value. As the new merged plan matures, coverage levels will be reassessed to ensure that the plan continues to remain both competitive and sustainable.

Plan administrator update

D.A. Townley is the current plan administrator

Plan administration moved from in-house to D.A. Townley effective January, 2015. In 2016, a formal request for proposal for the administration of both Carpentry Workers' Pension Plan and CMAW Benefit Plan was issued to the following firms: D.A. Townley, Bilstrand Griffith, FAS and Morneau Shepell. As a result, Bilstrand Griffith was chosen as the plan administrator effective spring 2017.

Board of Trustees

Fred Kuhn (Chair) Vancouver Island (Cell: 250 480-9202)	Peter Cail Central	Jessie Gregory Kootenay	Chris MacLeod Alberta	Paul Nedelec Vancouver & Lower Mainland	Jan Noster Vancouver & Lower Mainland	Chris Wasilenchuk Vancouver & Lower Mainland
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The audited financial statements for the year ended June 30, 2015 are provided with this report for the pension plan and for both benefit plans (prior to the benefit plan merger).