

LE LIEN DIRECT

Pour plus d'informations, contactez :

Glen Rankine
Steven Hadden
Annie Daigneault
Erin Zuchotzki



604-802-6006
514-526-8280
514-526-8280

DIRECT LINK

For more information, please contact:

glen.rankine@1976usw.ca
shadden@1976usw.ca
adaigneault@1976usw.ca
erin.zuchotzki@1976usw.ca

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1-866-925-5952

www.1976usw.ca

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REMINDER: LTD REFERENDUM

To all members (employees) at Canpar Express:

As you know, a referendum is currently underway to determine whether members at Canpar should continue to participate in the LTD plan. It is very important for you to vote in this referendum and make your voice heard.

If you have not received your voting package, please contact the office at the number above or by email to info@1976usw.ca.

Recent improvements have meant that the trustees of the plan have succeeded in **reducing your premium by approximately 44%**.

The Executive Council of TC Local 1976 USW recommends voting "Yes" to keep the LTD plan.

You will find attached a letter with further information on the LTD and the referendum.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Steven Hadden'.

Steven Hadden,
President, TC Local 1976 USW



July 2021

REFERENDUM VOTE ON CANPAR LTD PLAN

Recently, some members have requested to hold a referendum vote on whether to continue participation in the LTD plan. Enclosed with this letter you will find information on how to participate in this vote. A threshold of 66% 2/3 is required to change the status of the plan.

The Executive Council of TC Local 1976 USW recommends voting “Yes” to keep the LTD plan.

REDUCTION OF MORE THAN 40% OF THE PREMIUM

We are pleased to report that claims levels over the past four years are at a point where we have instructed the trustees to reduce the contribution rate to 1.08%, which will result in a ***reduction of approximately 44% of your premium***, effective August 1, 2021.

INFORMATION ON DISABILITY BENEFITS FOR CANPAR MEMBERS

Members at Canpar Express are part of the TC Local 1976 USW LTD plan.

Prior to 2013, members employed at Canpar were not covered at all for long-term disability (LTD). Recognizing the importance of income protection through a reputable trust fund run by qualified trustees, the members voted overwhelmingly in 2013 to join the TC Local 1976 USW LTD plan.

How it Works

When a member cannot work due to injury or serious illness, LTD benefits start immediately following short-term disability (STD) benefits and provide members and their families with a monthly *non-taxable* income of 50% of earnings, up to \$3,000 per month. Pension contributions are also continued through deductions from LTD payments.

Far more Canpar members benefited from the LTD benefits than originally anticipated - so much so that by 2017, the cost had increased to 3% of pensionable earnings (from the initial 1.08%). Therefore, in consultation with Canpar members, the trustees hired consultants to help redesign the plan in order to provide acceptably priced LTD benefits so that Canpar members could continue to be protected.

The plan redesign involved balancing the best benefits available with a cost that was acceptable to members. This was achieved by redesigning Canpar's disability benefits provided under the trust fund into two categories to follow STD benefits:

- 1) **Mid-Term Disability (MTD) that lasts up to 18 months** if the claimant is unable to perform the essential duties of their own occupation; and afterwards;
- 2) **Long-Term Disability that lasts up to five years** if the claimant is unable to perform the essential duties of any occupation for which they are reasonably suited by training, education or experience.

As of March 31, 2021, there are 26 members receiving either MTD or LTD benefits.

For more information, consult your Member Booklet or contact the Plan Administrator,
Manion Wilkins & Associates Ltd. at 416-234-5044 or 1-800 263-5621

Note: *The members of the Board of Trustees are volunteers who provide their knowledge and experience in managing the plan on behalf of the members and are not paid by the LTD Trust Fund.*