

Group RRSP/Pension Update

Tuesday, December 1st, 2015

15 Minute Agenda

1. Group RRSP Contribution Increase
2. Waiver of Participation
3. Investment Management Fee Reduction
4. Fund Mapping Changes
5. Dental Premium Increases
6. Attendance Reports
7. Flu Season Protocol

Group RRSP Contribution Increase

- Effective January 1st, USC employees have the option to increase their Group RRSP contributions from the current maximum of 4% to 4.5%
- The new maximum will attract a 6.75% pension contribution from the USC
- Forms available to increase current contributions within same fund options
- Forms must be submitted by December 11th to qualify for changes to take effect on the January 10th payroll

Example:

At an annual salary of \$50,000, the increased group RRSP (employee) contribution of 0.5% would be an additional \$10 per year which would attract 0.75% to the pension (USC paid) for a total of an extra investment of \$25 annually.

Waiver of Participation

USC Employees who do not wish to participate in the Group RRSP/Pension plan will be required to sign a waiver on an annual basis as part of the governance process for the plan.

Investment Management Fee Reduction

- Good news for our plan! Our Group RRSP/Pension provider has passed along an IMF reduction for the USC's plan
- This translates into the removal of the USC's client fee as well a reduction for participating individuals that is equivalent to 18 basis points per member.
- This equates to more money in your pocket over time
- This savings is as a result of our growing plan and strong relationship with Great West Life

Fund Mapping Changes

○ Fund Mapping Suggestions

Great West Life has recommended the following fund changes:

- 1) Deleting Cadence 2010 RF (CAD10)
- 2) Mapping Trimark Income Growth (TRIG) to Fiera Capital Balanced Core (PSB)
- 3) Adding Beutel Goodman Cdn Equity (LNABG)
- 4) Adding GWLIM Dividend (LDVDG)
- 5) Mapping CC&L Bond (CCLB) to Portico Bond (LLBON)
- 6) Adding Jarislowsky Fraser U.S. Equity (USEJF) and map MFS American Equity (AEMB) to USEJF
- 7) Adding GWLRA Real Estate (LREG)

*These changes are as a result of fund performance/management and ensuring variety in our fund selections

Employees will receive further information regarding the mapping of these funds in the coming months and these changes will be automatic.

Dental Premium Increases

- As recommended in CBA negotiations, employees will be required to pay for increases in health and dental premiums as agreed to by Union and Management on an annual basis up to a maximum of 2%
- These increases are determined as per the recommendations of our benefit administrator – PBAS
- There is a recommendation to increase dental premiums by 2% effective January 1st, 2016 due to poor performance by the dental plan over time.
- Employees will see this deduction on their January 10th pay.
- There is no recommendation to increase premiums on the Health Plan side

Dental Premium Increases

INDIVIDUAL BENEFIT PREMIUMS		
	PER PAY	ANNUAL COST
HEALTH PREMIUM	\$73.74	\$884.88
DENTAL PREMIUM	\$32.70	\$392.40
TOTAL	\$106.44	\$1277.28
Dental Premium Increase (2%)	\$0.65	\$7.80

FAMILY BENEFIT PREMIUMS		
	PER PAY	ANNUAL COST
HEALTH PREMIUM	\$91.55	\$2197.20
DENTAL PREMIUM	\$41.56	\$997.44
TOTAL	\$133.11	\$3194.64
Dental Premium Increase	\$0.83	\$9.96

Annual Attendance Reports

- All USC Staff will receive up to date attendance reports as of December 4th including carry over from 2015, newly accrued vacation for 2016 and lieu time balance.
- Managers will receive detailed reports for all staff within their department
- Staff will be required to sign off on attendance reports and return to HR
- Attendance Reports will be distributed during the week of December 7th

Flu Season Reminder

<https://www.youtube.com/watch?v=7nJk>

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