



## USC Group Pension Plan Update

### 1. Opportunity to Increase Contributions

As per the new Collective Bargaining Agreement, **effective January 1, 2016**, you will have the opportunity to contribute a maximum of **4.5%** of their salaries to your Group Pension Plan. The USC will match these contributions by 1.5 times up to a maximum of **6.75%** of your salary. Contribution increase forms will be distributed at the meeting on December 1<sup>st</sup>, 2015. **Please return them to Human Resources no later than December 11<sup>th</sup>, 2015.** The contribution increase will be applied starting with the January 10<sup>th</sup> pay however you can request to increase your contribution anytime by contacting the HR department.

### 2. Waiver of Participation

If you do not wish to participate in the Group RRSP/Pension Plan, you are required to sign a Waiver of Participation every year that you do not want to make a contribution.

### 3. Investment Management Fee Reduction

Great-West Life has passed along an Investment Management Fee Reduction to the USC. This means that the client fee normally paid by the USC will be removed and that money will instead be built into the Investment Management Fees, reducing the cost to individual members and translating into more money back to you.

### 4. Fund Mapping

In an effort to ensure variety in our plan and due to fund performance or management flags, the following fund changes have been recommended by Great-West Life.

- 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)

If you have any of these funds in your portfolio, you will receive further information about these changes in mid-January.