

UFCW



United Food and Commercial Workers Union



for further information

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Pension Plan

Canada Safeway Division

i n t r o d u c t i o n

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The information in this booklet summarizes the main features of the UFCW Union Pension Plan (the Plan) for eligible Canada



Safeway employees only. It does not create nor confer any rights to benefits. Not every detail can be contained in a summary such as this. In the event of any discrepancy or misunderstanding, benefits will be determined and paid according to the official Plan documents and the applicable legislation.

The glossary at the back is provided to help you understand the pension terms used in this booklet.

In addition to this booklet, you will receive an annual statement from the Plan Administrator that provides a record of your benefit entitlements under the Plan. You should keep these statements for your own records.

If you have any questions or require further information, please contact the Plan Administrator.

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plan background

Before 1998, you may have been a member of the Retail Meat Industry Pension Plan, or the Retail Clerks Industry Pension Plan. In 1998, the Retail Meat and the Retail Clerks Industry Pension Plans merged and became the UFCW Union Pension Plan. UFCW members employed by Canada Safeway entered into the merged Plan around that same time.

The UFCW Union Pension Plan is a jointly trustee pension plan. This means that the Plan is jointly managed by Trustees appointed by the employers, by UFCW Local 2000 and by UFCW Local 1518. There is a Trust Agreement setting out the Trustees' duties and responsibilities. They include ensuring that:

- proper records are maintained
- the terms of the Plan are administered consistently and in accordance with the law, and
- the Plan funds are invested for the benefit of members and in accordance with the laws regulating pension plan investments.

One of the unique features of the Plan is that it has six separate divisions. The pension funds are combined for investment purposes, but a separate accounting for each division is maintained to ensure that the assets of one division are not used to support the benefits of another division. Each division has its own Retirement Committee made up of both employer and *union* appointees. The divisions include:

- Overwaitea Food Group
- Canada Safeway
- Loman Warehousing
- UFCW Local 1518
- UFCW Local 2000
- Tober Enterprises

The Retirement Committees make recommendations to the Trustees on such issues as:

- the development of benefit schedules for the divisions
- the creation of an investment policy applicable to the division
- subsequent changes to the investment policies of the divisions, and
- the development of communication and education programs for division members

changes to the plan effective january 1, 1998

Your pension plan was significantly amended after your collective bargaining agreement was negotiated in 1997.

The changes that will have the biggest impact on you, as a Plan member employed by Canada Safeway, include the following:

- 1. Introduction of a divisional structure** – This means that the contributions made to the Plan by Canada Safeway are only used to support the benefits of members in the Canada Safeway Division. Similarly, the contributions made by the employers in each of the Plan's other five Divisions are only used to support the benefits of members in those Divisions.
- 2. Increased benefit rate for service before 1998** – If you were a member of the former Retail Clerks Industry Pension Plan, and you were aged 45 on January 1, 1998, the benefit rate for your service before 1998 was increased to \$45 per month for each year of your *credited service*. Subsequently, the Trustees agreed to extend the \$45 benefit rate to former Retail Clerks Industry Pension Plan members aged 44 on January 1, 1998.
- 3. Extension of the bridge benefit** – If, on your retirement date, you meet the age and service requirements detailed on page 9, you will be entitled to receive a bridge benefit from the Plan until you reach age 65. (If you were a member of the former Retail Meat Industry Pension Plan, you were already entitled to this benefit).

plan membership and contributions

4. New benefit formula for service after 1997 – The pension you earn after 1997 is based on a percentage of your annual *earnings*; the percentage amount is gradually “phased in” and increases from 1.0% of your *earnings* in the first three years to 1.4% of your *earnings* in 2004. The benefit formula is explained in more detail on page 6.

The intention of the Trustees is ultimately to provide Plan members employed by Canada Safeway with a pension equal to 1.4% of earnings for each year after 1997. However, the constraints imposed by the phasing in of the increased employer contribution rates (see page 5) and the funding requirements of the Pension Benefits Standards Act mean that, initially, it is only possible to provide Plan members with the 1.4% of earnings formula in 2004.

5. Minimum benefit payable on retirement – In recognition of the fact that the benefit level does not reach 1.4% of your *earnings* until 2004, the Trustees established a minimum benefit payable on retirement for members retiring before 2003. You will find a detailed explanation of this minimum on page 8.

Becoming a Member

Canada Safeway makes a contribution for each Canada Safeway employee covered by a collective agreement between the company and either UFCW Local 1518 or UFCW Local 2000. Your Plan membership begins as soon as Canada Safeway makes a contribution to the pension fund on your behalf.

Contributions

Contributions are payable in accordance with the collective agreement. Canada Safeway makes contributions for all eligible employees. If you are age 30 or older, you and the employer make contributions to the Plan.

Employer Contributions

Canada Safeway makes monthly contributions to the pension fund on your behalf as follows:

Date	Amount of Employer Contributions
January 1, 1998	3% of your <i>earnings</i>
December 31, 2000	4% of your <i>earnings</i>
December 31, 2001	5% of your <i>earnings</i>
March 31, 2003	6% of your <i>earnings</i>

Canada Safeway will contribute an additional 1.7% of your earnings until 2007. These additional contributions were negotiated in order to finance the cost of the increased benefit rate for your service before 1998 (i.e., the \$45 benefit rate).

Employee Contributions

The amount of your employee contributions to the Plan is based on your age and is calculated as follows:

Age	Amount of Employee Contributions Deducted per Paycheque
30 - 39	1% of your <i>earnings</i>
40 - 49	2% of your <i>earnings</i>
50 and older	4% of your <i>earnings</i>

calculating your pension benefit

Your pension benefit under the Plan has three parts:

A

Former Retail Clerks Industry Pension Plan members

If you reached age 44 on January 1, 1998, the benefit you earned before January 1, 1998, which is equal to:

\$45 per month times each year of credited service up to December 31, 1997.

If you did not reach age 44 on January 1, 1998, the benefit you earned before January 1, 1998, which is equal to:

\$41 per month times each year of credited service between January 1, 1994 and December 31, 1997; and

\$38 per month times each year of credited service until December 31, 1993.

Former Retail Meat Industry Pension Plan members

The benefit you earned before January 1, 1998 which is equal to:

\$45 per month times each year of credited service up to December 31, 1997.

PLUS

B

The benefit you earn after 1997 is a percentage of your earnings during each period as follows:

Year	Monthly Pension Formula
Jan 1, 1998 - Dec 31, 2000	$1/12 \times 1.0\%$ of earnings
Jan 1, 2001 - Dec 31, 2001	$1/12 \times 1.1\%$ of earnings
Jan 1, 2002 - Dec 31, 2002	$1/12 \times 1.2\%$ of earnings
Jan 1, 2003 - Dec 31, 2003	$1/12 \times 1.3\%$ of earnings
Jan 1, 2004 and after	$1/12 \times 1.4\%$ of earnings

PLUS

C

The benefit after 1997 provided from the employee contributions you make to the Plan

Note: If you have past service credits as a result of your employment with Woodward's Food Ltd., the benefit rate in effect for this service will not be the one described in Box A. You should contact the Plan Administrator if you require more information.

retirement benefits

There are some benefits that apply only if you **retire** from the Plan:

- a **minimum pension benefit**
- an **additional minimum benefit payable in respect of your own contributions, and**
- a **temporary supplemental benefit, also known as a bridge benefit.**

Minimum Pension Benefit upon Retirement

If you retire between January 1, 1998 and December 31, 2002, you will receive a pension calculated in accordance with the formula described on page 7, except that Part B is equal to the greater of:

- 1.4% of your total earnings from January 1, 1998 until you retire ÷ 12
- OR
- \$45 per month per year of credited service

Benefit in Respect of your Contributions

With respect to the contributions you make to the Plan, upon retirement, you may decide to either:

- **transfer the amount in your *Employee Contribution Account* to an approved *locked-in vehicle*, such as another registered pension plan or an RRSP, or purchase a *life annuity* from a Canadian insurance company.**
- OR
- **receive the greater of:**

1. a monthly pension provided by multiplying the amount of your employee contributions without interest by 15% and dividing by 12, or
2. the monthly pension provided by your employee contributions with *credited interest* as calculated using annuity factors determined by the Plan *Actuary*.

Temporary Supplemental Retirement Pension

Based on your age and years of *credited service* at retirement, you may be entitled to a temporary supplemental pension. This benefit is added to your regular pension benefit if you retire between the ages of 55 and 65.

If you retire as an active member of the Plan after reaching age 55 and the sum of your *credited service* and age on your retirement date totals 80 or more, you will qualify for a temporary supplemental pension, if you are:

- **A Local 1518 member age 53 or older on January 1, 1998, or**
- **A Local 2000 member.**

It is the Trustees' intention to gradually extend this benefit to all Local 1518 members who retire from Canada Safeway and meet the age and *credited service* requirement. The extension will be phased in over time based on the Plan's financial condition.

If you qualify, you will receive a supplemental monthly benefit equal to:

- **\$200 per month between retirement and age 60, and**
- **\$100 per month between the ages of 60 (or your retirement date if later) and age 65.**

Payment of your temporary supplemental retirement pension benefit will stop at the end of the month in which you die or the end of the month in which you turn 65, whichever is earlier.

Retirement Pension Dates

Normal Retirement

Your *normal retirement date* under the Plan is the last day of the month in which you reach age 65.

Early Retirement

UNREDUCED EARLY RETIREMENT

If you retire on or after age 60, you may receive an unreduced pension with Trustee consent¹. If Trustee consent is not granted for any reason, you may still choose to retire early, however, your pension will be reduced.

REDUCED EARLY RETIREMENT

If you have *credited service* after age 50 and decide to start receiving your pension before age 60, your pension benefit will be reduced. The reduction factors from your *normal retirement date*, with Trustee consent, are as follows:

- ½% for each month (6% per year) from age 50 to 55, and
- ¼% for each month (3% per year) from age 55 to 60.

The table to the right illustrates the total early retirement reduction (with Trustee consent) from your *normal retirement date*.

For example, if you retire at age 57 and 4 months, with Trustee consent, your normal retirement pension will be reduced by 8% (i.e., ¼ of 1% for each month [32 months] until you reach age 60).

If you do not have credited service after age 50 and you retire before age 60, your pension will be reduced by 6% per year from age 50 to age 60.

Pension Starting At Age:	Early Retirement Reduction
60 - 69	0%
59	3%
58	6%
57	9%
56	12%
55	15%
54	21%
53	27%
52	33%
51	39%
50	45%

If Trustee consent is not granted for any reason, you may still choose to retire early. However, your pension will be calculated using reduction factors ranging from 6% to 7% per year from your *normal retirement date*. The *Actuary* will determine the exact amount of the reduction.

Postponed Retirement

You may receive a pension after your *normal retirement date* without reduction. According to Revenue Canada regulations, you cannot postpone receipt of your retirement pension beyond the end of the calendar year in which you turn age 69.

Retirement Pension Options

As required by law, all retirement pension options pay your pension for your lifetime. The only difference between the options is what happens to your pension payments after you die. All pension options have the same actuarial value, which is based on the normal pension option. However, with the options other than the normal option (except the life only option), the amount of pension you receive will be less – to account for the payments that continue following your death. The amount of pension you receive with the life only option will be more than the normal option as there are no payments made after your death.

Deciding which pension option to choose is an important personal decision that you must make after careful consideration of the alternatives. You must select a form of pension before your pension starts, and once it does start, you cannot change your mind. It is very important for you to discuss these options with the Plan Administrator before your retirement date.

Normal Pension Option

The normal pension option is paid for your lifetime with a minimum guarantee of 60 monthly payments (five years). This means that if you die before 60 monthly payments have been made, the payments for the balance of the five-year period will be paid to your *beneficiary* or estate.

¹Trustee consent is granted on a non-discriminatory basis. It is not the intention of the Trustees to withhold consent while the Plan is operational.

sample pension calculations

Joint and Survivor Option Required for Members With a Spouse

The *Pension Benefits Standard Act* requires that if you have a *spouse* when you retire, you **must** select a pension option providing at least 60% of your pension to your *spouse* for his or her lifetime after your death. However, your *spouse* may decline this coverage by completing a waiver form. Waiver forms are available from the Plan Administrator.

Your Options

You may select one of the following pension options; remember, each option is based on the normal form of pension described on page 11.

LIFE ONLY

In the Life Only Option, your pension is payable for as long as you live; there are no payments after your death even if it occurs directly after your retirement.

LIFE WITH GUARANTEE

In the Life With Guarantee Option, your pension is payable for as long as you live; however, you may choose to guarantee your pension payments for either 10 or 15 years. If you die before the end of the guaranteed period, the pension continues to be paid to your *beneficiary* or estate until the end of the guaranteed period. For example, if you select a life pension guaranteed for 10 years and you die before receiving 120 monthly pension payments (i.e., 10 years x 12 monthly payments), the payments for the balance of the 10-year period will be paid to your *beneficiary* or estate.

JOINT AND SURVIVOR

In the Joint and Survivor Option, your pension is payable for as long as you live; however, you may choose to provide 60%, 75% or 100% of your pension to your *spouse* after your death. Your *spouse* is referred to as your *joint pensioner*. A *joint pensioner* can only be the person who was your *spouse* on your retirement date.

1 Former Retail Clerks or Retail Meat Industry Pension Plan Member

Retirement Date December 31, 2002
 Age at Retirement 60
 Credited Service until January 1, 1998 25 years
 Credited Service from January 1, 1998 5 years

Year	Earnings	Employee Contributions
1998	\$ 41,600	\$ 1,664
1999	42,016	1,681
2000	42,436	1,697
2001	42,860	1,714
2002	44,146	1,766
TOTAL	\$ 213,058	\$ 8,522

PENSION CALCULATION

For service to 31/12/1997 (See page 6)	25 x \$45	\$ 1,125.00
For service after 31/12/1997 (See page 7)		
Greater of	$1.4\% \times 213,058$	= \$248.57
	12	
	OR	
	5 x \$45	\$225.00
		<u>248.57</u>
		\$ 1,373.57
Minimum Benefit from Employee Contributions (See page 8)		
	$15\% \times 8,522$	
	12	\$ 106.53

[NB – Member could have transferred amount in Employee Contribution Account to an approved locked-in vehicle in lieu of receiving additional monthly pension from the Plan.]

Total Pension at Age 60 \$ 1,480.10

Additionally, the Member will receive a bridge benefit of \$200 per month until age 65. See page 9 for more details.

termination of membership before retirement

2 Former Retail Clerks or Retail Meat Industry Pension Plan Member

Retirement Date September 30, 2001
 Age at Retirement 50
 Credited Service until January 1, 1998 27 years
 Credited Service from January 1, 1998 3.75 years

Year	Earnings	Employee Contributions
1998	\$ 41,600	\$ 832
1999	42,016	840
2000	42,436	849
2001	32,145	643
TOTAL	\$ 158,197	\$ 3,164

PENSION CALCULATION

For service to 31/12/1997 (See page 6) $27 \times \$45$ \$ 1,215.00

For service after 31/12/1997 (See page 7)

Greater of $\frac{1.4\% \times 158,197}{12} = \184.56

OR

$3.75 \times \$45$ \$168.75 184.56
 \$ 1,399.56

Minimum Benefit from Employee Contributions (See page 8)

$\frac{15\% \times 3,164}{12}$ \$ 39.55

[NB – Member could have transferred amount in Employee Contribution Account to an approved locked-in vehicle in lieu of receiving additional monthly pension from the Plan.]

Pension \$ 1,439.11

Reduced by 45% for Early Retirement < 647.60 >

Total Pension at Age 50 \$ 791.51

The Member will not receive an additional bridge benefit as he/she has not reached age 55 on his/her date of retirement. See page 9 for more details.

Your membership in the Plan terminates on the earliest of the following:

- your date of death;
- your retirement date;
- your break in service date, which occurs at the end of the second consecutive Plan year for which no earnings were reported to the Plan on your behalf; or
- the date following your termination of employment, when you transfer the commuted value of your pension out of the Plan.

You will have two or three options (dependent on your age on termination) to choose from with respect to your pension from the Plan if you terminate membership before you retire.

Your Age on Termination	Immediate Pension	Deferred Pension	Transfer to Locked-In Arrangement
55 and older	Yes	Yes	No
50 to 54-11 months	Yes	Yes	Yes
49 and younger	No	Yes	Yes

Immediate Pension

If you are age 50 or older, you can start your pension immediately on your termination of membership. Your pension would be calculated in accordance with the method described on page 6.

Deferred Pension

If you have not reached age 69 when you terminate membership, you may defer starting your pension to anytime between the ages of 50 and 69. Once you elect to commence your pension, it would be calculated in accordance with the method described on page 6.

Transfer to a Locked-In Arrangement

If you are less than age 55 when you terminate membership, you may elect to transfer the *commuted value* of your pension, including the amount in your *employee contribution account*, to:

- **an approved, locked-in vehicle, such as another registered pension plan or a locked-in RRSP, or**
- **purchase a deferred life annuity from a Canadian life insurance company.**

Please note that the *commuted value* of your pension is based on the amount of pension payable to you from the Plan at age 65; it does not take into account the early retirement subsidies which are offered under the Plan and described on page 10. There is no guarantee that the amount of money transferred out of the Plan will provide you with a pension equal to the pension you would have received had you not elected to transfer the *commuted value* of your pension out of the Plan. Whether the *commuted value* of your benefit will produce the benefits you would receive if you elected to receive a deferred pension from the Plan depends on several factors including:

- **the rate of interest earned on the transferred amount up to the date you retire**
- **your age at retirement, and**
- **annuity purchase rates in effect on the date you retire.**

in the event you receive wage loss benefits

If you are in receipt of *wage loss benefits* (as defined in this booklet) while you are an *actively employed* member at Canada Safeway, you will continue to earn pension credits under the Plan. Canada Safeway will report your *deemed earnings* to the Plan during the period of your disability; no employer or employee contributions are required nor permitted while you are in receipt of *wage loss benefits*.

If you are not receiving benefits from your long term disability plan (LTD) or Workers' Compensation and you meet the definition of *totally and permanently disabled* under the Pension Plan, you should contact your *Union* or the Plan Administrator to see if you are eligible for a disability pension from the Plan.

in the event of your death

If you die before retirement, the Plan provides a pre-retirement death benefit payable to your *spouse*. If you do not have a *spouse* or if your *spouse* has waived his/her right to a pre-retirement death benefit, the benefit is paid to your designated *beneficiary* or estate. Death benefits after retirement are determined by the pension option you choose.

Before Retirement

If you are an *actively employed* plan member and die **before retirement**, the Plan provides a benefit to be paid to your *spouse*, *beneficiary* or estate equal to:

If you die before age 60	If you die after age 60
One half of the <i>commuted value</i> of 60 monthly pension payments earned to date, but not more than the <i>commuted value</i> of your pension earned to your date of death and payable at age 60.	The <i>commuted value</i> of the amount of pension earned to date, assuming you retire at the end of the month preceding your death and selected a Lifetime Pension with a 10 Year Guarantee.

In accordance with the BC Pension Benefits Standards Act, the pre-retirement death benefit payable in the event of your death must be at least equal to:

- 60% of the *commuted value* of the monthly pension you have earned up to your death and payable at age 65 plus a refund of your employee contributions with interest.

Accordingly, if the formula described in the table above does not equal the minimum amount payable under the *Pension Benefits Standards Act*, the 60% *commuted value* formula will apply and your *spouse*, designated *beneficiary* or estate will be paid the higher amount.

Settlement of Spouse's Pension

Your *spouse* may choose to receive the pre-retirement death benefit from the Plan in the form of a monthly pension benefit, or he or she may choose to transfer the *commuted value* of the pre-retirement death benefit to:

- another registered pension Plan
- an RRSP or life income fund, or
- purchase a deferred annuity from a Canadian insurance company.

Who Receives Death Benefits

If you have a *spouse* when you die before retirement, your *spouse* receives the death benefit unless your *spouse* has waived the right to receive the benefit. If you do not have a *spouse* or your *spouse* waives the right to receive a death benefit, the death benefit is paid to your *beneficiary*. If you have no *spouse* and have not designated a *beneficiary*, a pre-retirement benefit will be paid to your estate.

You should complete the Spousal Information/Beneficiary Designation Form so that the Plan records are accurate and up to date. Please note that your *spouse* can waive the right to receive your pension benefit by completing the waiver section of this form.

After Retirement

Any benefits payable from the Plan on your death **after retirement** are determined by the pension option you elected when you retired and started your pension. Please see page 11 for descriptions of the different options of pension.

in the event of marital break-up

If your marriage breaks up, your former *spouse* may be entitled to a portion of the pension you earned under the Plan during the marriage – as determined by the Family Relations Act. The provisions of your court order or written separation agreement will determine how your pension will be shared.

In the event of marital break-up, the Plan Administrator will explain the Plan provisions and supply any required forms.

tax considerations

The contributions Canada Safeway makes to the Plan on your behalf are not a taxable benefit to you. Annually, Canada Safeway will report the contributions you make to the Plan as Registered Pension Plan contributions; this will reduce your taxable income. Additionally, Canada Safeway will report both your contributions to the Plan and the contributions that Canada Safeway makes to the Plan on your behalf as your Pension Adjustment (PA). Your PA determines the maximum amount you can contribute to your RRSP in the following year.

Each year, Revenue Canada advises you how much you are permitted to contribute to your RRSP under a specified multi-employer pension plan such as the UFCW Union Pension Plan. For instance, your eligible RRSP room for 1999 is equal to 18% of your income (to a maximum of \$13,500) less your PA amount.

Your retirement pension benefit is taxable income. After allowing for any exemptions available to you under the *Income Tax Act*, your retirement pension is subject to income tax.

plan registration and administration

Your pension plan is registered with both the Registered Plans Division of Revenue Canada and the British Columbia Pension Benefits Standard Branch.

The ultimate responsibility for the administration of the Plan lies with the joint Trustees. The Plan is administered in accordance with the terms of the Trust Agreement, the provisions of the *Pension Benefits Standards Act* and all provincial and federal legislation governing pension plans.

The joint Trustees are required to operate the Plan to provide benefits to the members, so that the Plan contributions will fund the Plan's benefits in accordance with the Trust Agreement, the *Pension Benefits Standards Act* and all regulations.

glossary of pension terms

Actively Employed A member who is covered by a collective agreement in the industry as defined in the Trust Agreement.

Actuary A person who is a Fellow of the Canadian Institute of Actuaries or a firm employing such a person, who is appointed by the Trustees as actuary of the Plan.

Beneficiary The person or entity you designate to receive your pension payments in the event of your death.

Commuted Value The lump sum present value of your accrued pension as determined by an *actuary*. It is the amount of money required to be set aside to pay for a pension benefit in the future.

Credited Interest Equals the annual fund rate of return and is credited at the end of each Plan Year.

Credited Service The total years of service used to calculate your pension benefit. After 1997, your annual credited service is equal to the hours (as defined by the Plan) reported on your behalf divided by 1400, to a maximum of one.

Current Service The total years of credited service earned after your group's entry into the Plan.

Deemed Earnings The earnings reported on your behalf by Canada Safeway while you are in receipt of wage loss benefits which are based on your average earnings for the previous 13 week period.

Earnings Total compensation paid to you by Canada Safeway and reported as earnings on your T4 form excluding any taxable benefits.

Employee Contribution Account The accumulated balance of a member's employee contributions, including credited interest.

Group Entry Date The date on which contributions to the Plan were first made by a participating employer or a Union local on your behalf. If you were a member of the former Retail Meat Industry Pension Plan, your Group Entry Date can be no earlier than January 1, 1963. If you were a member of the former Retail Clerks Industry Pension Plan, your Group Entry Date can be no earlier than January 1, 1970. Any service you had with an employer before your Group Entry Date may be eligible for Past Service, in which case you should contact the Plan Administrator.

Joint Pensioner Your spouse at the date of your retirement.

Life Annuity A pension you buy from a life insurance company that is guaranteed for your lifetime.

Locked-In Your benefit under the Plan cannot be withdrawn in cash; the value must be applied to provide you with a lifetime pension.

Normal Retirement Date The last day of the month in which you turn age 65.

Past Service The total years of credited service earned before your group's entry into the Plan.

Pension Benefits Standards Act (PBSA) The provincial legislation regulating the terms and the operations of this Plan.

Plan Year The calendar year ending on December 31st.

Spouse The person at your date of retirement (or at your date of death if you die before retiring) to whom you are legally married and with whom you are living, or the person with whom you have been living in a marriage-like relationship for a period of at least two years.

Terminated Vested Plan Member A member who has left employment covered by the Plan and who has not transferred the commuted value of their benefit out of the Plan.

Totally and Permanently Disabled Inability to work in any occupation for which you would be reasonably fitted by education, training or experience because of a medically determined impairment that is expected to be of long, continued and indefinite duration.

Union Is the UFCW Local 1518 and the UFCW Local 2000.

Vested You are entitled to the pension you have earned as calculated by the terms of the Plan.

Wage Loss Benefits Benefits you receive while absent from your employment including weekly indemnity, long term disability, Employment Insurance sickness, parental or maternity, and Workers' Compensation wage loss.

questions and answers

I would like to retire. What should I do?

Remember, the earliest age you can retire at is age 50. If you retire at age 50, your pension is subject to a reduction factor. If you choose to retire at age 60, your pension benefit is not reduced assuming that Trustee consent is granted. You should phone or visit the Plan Administrator to select a retirement date. Contact the Plan Administrator at least three to four months before you Plan to retire to discuss your options and complete the required paperwork.

Is my pension indexed?

No. In the past, the Trustees have granted benefit increases to retirees on an “ad hoc” basis. While they cannot guarantee that there will be similar increases in the future, it is the Trustees’ intention to grant future benefit increases if the financial conditions of the Plan support it.

What is the lump sum value of my pension?

Since the lump sum value of any pension is based on current interest rates and assumed retirement age, the lump sum value of a member’s pension is calculated only when you terminate from the Plan.

What happens if I start my retirement pension and return to work for Canada Safeway?

If you return to work in the industry and work less than 40 hours per month, you continue to receive your pension. If you work 40 hours or more per month, the Trustees have the right to suspend your pension and you would earn additional *credited service* and *pension benefits*. Once you stop working again, your retirement benefit would be recalculated based on your additional earnings. Regardless of the number of hours you work, employee contributions to the Plan will be deducted. These contributions with interest will be refunded to you once you stop work.

What happens if I move to another employer covered by this Plan?

If you move between Divisions of the Plan – for example, from Canada Safeway to Overwaita – your pension for service **after** the transfer will be calculated according to the provisions of the new Division. Your status under each Division will remain active, and you will be entitled to any benefit increases or improvements which may be granted.

What if I had service with Woodward’s?

If you have *past service* credited to you under the Plan as a result of your employment with Woodward’s Foods Ltd., you will receive a benefit under the Plan as determined in accordance with the Plan text. The amount of this benefit will be reflected annually on your statement and the Plan Administrator will provide you with additional details if requested.

Board of Trustees as at September 1, 1999

Mr. Brooke Sundin, <i>Chair</i>	Mr. Don Monk, <i>Secretary</i>
Mr. Jack Allard	Mr. Gavin Murray
Mr. Leif Hansen	Mr. Bryan Wall
Mr. Jim Mischook	Ms. Terry Taylor
Mr. Jim Garnier	Ms. Connie Smith
Mr. Ian Landles	Mr. Don Balletto
Mr. Glenn Toombs	