

A Brief Review Of The Defined Benefit Hourly Pension Plan

The Defined Benefit Hourly Pension Plan was formed in 1979 for the hourly workers by S.E.I.U. Local 532, the workers' union at that time. This new contributory plan picked up and incorporated a non-contributory plan, which had been in place for a number of years, and it enhanced the pensions from that earlier plan to some degree. The pensions from the 1979 plan were still at a very low rate, however, so it was upgraded again in 1986 to the present plan. The 1986 plan was closed to new employees in the 2002-2003 time frame and incoming employees after that date were offered a defined contribution (Group RRSP) plan as a substitute.

The 1986 Defined Benefits Plan will continue until the last of its members, within the plan, are retired. There are approximately 250 retirees and surviving spouses in the 1986 plan, and about 150 active employees.

The pension payable from the 1986 plan can be calculated on the hourly pension web site, but this is a fairly long process due to the incorporation of the various old plans, the changing rates of payments negotiated by the plan members, and years of service. Employees getting close to retirement might want to have Human Resources give them an estimate.

Cliff Andrews