



# 1. What are the pressures facing your pension plan?

meeting our obligations to fight against climate change - ethical investments

For those not in a defined benefit plan, the pressure employers/government impose to get rid of them.

Investment profiles. Make sure we are getting a good return on our investments.

Risk that if there is not enough money in the plan we have to reduce benefits.

Different contribution rates can be challenging to plan for.

Ensuring that our plan is ethically invested and balancing that with the pressure for big returns.

More member education is required so they understand the decisions of the committee.

limited transparency about investment decisions - where is the money going? who are the external managers?

Fiduciary responsibilities vs. ethical responsibilities- we need to take our union hats off when making decisions.

Growing the plan. We need new members to benefit from economies of scale.



## 2. What are the pressures facing the pension system?





### 3. What are the possibilities for protecting or improving your pension plan?

multiple employers - reciprocal transfers - or the same like NHRIPP

bargaining in a market supplement plan

younger member engagement.

Pension education

Improve the Hybrid pension plan for members hired after 2011. Ideally, avoid a two-tier pension plan and have only one defined benefit pension plan.

protect new employees that join, to be included in the defined benefit plan, with the original plan members. (No tiered approaches).

communications and education

improvement in the language for trust agreements, collective agreements, sponsor agreement to protect the plan.

Increase protection for inflation from 75% to 100%

Growing the plan can give us strength in numbers. Pools are better to manage the risks of pension plans.

Reducing pension holidays.

joint bargaining power when all unions in a plan bargain together.



## 4. What are the possibilities for protecting or improving the pension system?

**strengthen CA language**

**no longer allow for contribution holidays**

**lessen govt intervention to allow increased member's contribution**

**OAS is clawed back, no longer universal**

**lobby legislation**

**enshrine more power on trustees/ PAC members.**

**Removing the ability for unilateral decision-making on the part of employer or government**

**start a campaign to get public support behind DB pension plans**

**expanding the public pension plans like CPP - all employers would have to pay; all workers would benefit; helps when you change jobs frequently**