

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/governmen t 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?

Inflation

Employer amalgamations

Governments who want to take away public sector pensions. Defined benefit pension plans at risk.

Stock market fluctuations

Solvency

climate change/environmenta l concerns

lack of raises

less employees are doing more work, therefore less contributions overall 2 tier systems = unfair employers are hiring people as terms or contracts, and they are not eligible to join the pension plan.

Plan administration local 5430 defending public sector pensions plans from government attacks - and "jealousy" from private sector employers

governance issues mergers of plans

aging of the workforce, need more new members. succession planning/etc



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.

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).

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

pension plans.

Pension education

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%

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

back, no

universal

longer

no longer allow for contribution holidays

OAS is clawed

lobby legislation enshrine more power on trustees/PAC members.

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

lessen govt intervention to allow increased member's contribution

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