IT'S YOUR PENSION

THE ASBESTOS WORKERS PENSION PLAN OF ALBERTA

JANUARY 1, 2020

How To Contact Us

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To ensure you have the most recent copy of this booklet, please go to our website, at **insulators110.com/pension**

This booklet is a summary description of the Rules and Regulations (the Rules) of the Asbestos Workers Pension Plan Of Alberta (the Plan). The Plan's Rules (which is also known as the Plan Text) contain provisions not addressed in this booklet, which may apply to you and defines how those Plan's Rules may apply to you. You are entitled to examine the complete Plan Rules at the Plan's Office, 9335-47 Street, Edmonton, Alberta, Canada, T6B 2R7. The information in this booklet is intended for individuals who are Plan participants as of January 1, 2020 and does not reflect any changes to the Plan's Rules made after that date. This booklet is not intended for anyone who ceased participating in the Plan before January 1, 2020 due to retirement, termination or death.

All reasonable efforts have been made to ensure that this booklet is accurate, taking into account what is set out in the above paragraph. In the event of any variance or conflict between this booklet and the Plan's Rules, the Plan's Rules will govern to the extent of such variance or contradiction. The Plan is administered by a Board of Trustees that has the right and obligation to administer the Plan in accordance with the Employment Pension Plans Act of Alberta (Act), the Act's Regulation and the Plan's Rules.

YOUR PENSION: TIME TO THINK ABOUT IT

If you're reading this booklet, you're probably employed as an insulator through the International Association of Heat and Frost Insulators and Allied Workers Local Union 110 (the Union), or a spouse, pension partner, beneficiary, friend, or financial advisor.

You may be wondering what it means to be a participant in the Asbestos Workers Pension Plan of Alberta (the Plan), and how the Plan helps participants retire.

This booklet has been written to answer those questions, and help you start thinking about retirement.

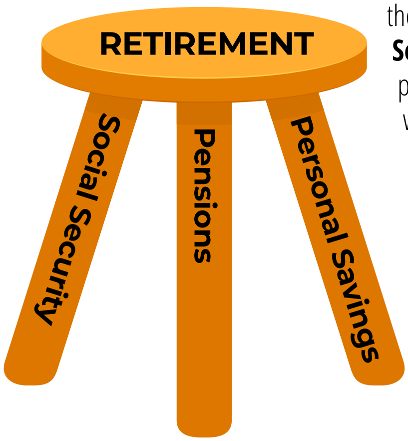
We have written this booklet as a summary, and so it does not contain every detail of the Plan Rules. If you want to read the complete Plan Rules, you can do that at our office, 9335 - 47 Street, Edmonton, Alberta, or you can submit a written request and, for a fee, we will print and mail a hard copy of the Plan Rules to you.

You can also call us at 780-426-2623 if you have any questions that are not answered in this booklet.

Planning for Your Retirement

It's never too early to start planning for your retirement.

When you decide to retire, you will need retirement income to replace the income you earned while working. There are three basic sources of retirement income.



Some of your retirement income will come from the **Canada Pension Plan (CPP)** and **Old Age Security (OAS)**, two government social security plans. You need to contact the Canadian government when you want to apply for those.

You may have some personal savings in a **Registered Retirement Savings Plan (RRSP)** and a **Tax Free Savings Account (TFSA)**. You can make withdrawals from those in the future to provide yourself with retirement income.

Retirement income can also come from a **pension plan**. This pension plan was set up to provide you with retirement income from your work in the Union insulating industry.

Having all three sources of income will help you enjoy a more comfortable retirement. You should begin thinking right now about how much money you need in retirement, and develop a retirement plan to make sure you have that money ready.

Doing some retirement planning now will help reduce stress and frustration later on.

Defined Contribution, Defined Benefit and Multi-Employer Plans

There are three different kinds of pension plans out there.

Some plans are **defined contribution**, which means a defined amount of money is placed in an account with your name on it. You decide how to invest that money. When you retire, you draw money from that account to provide yourself with a pension. Under that kind of plan, it is possible that you outlive the money in your account. Those plans are also more costly to administer, which reduces your investment returns.

Other plans are **defined benefit**, which means a defined monthly pension will be paid to you. The plan sponsor deposits money into one account, for everyone, and makes all the investment decisions. When you retire, the plan sponsor pays you a monthly pension for your lifetime. Defined benefit plans are less costly to administer, but the plan sponsor might fail to invest enough money over time to pay all of those pensions.

This Plan is a **collectively bargained multi-employer plan**. It's like a defined benefit plan, because you will receive a defined monthly pension for your life. But it's also like a defined contribution plan, because a defined amount of money is paid into the Plan on your behalf, based on the collective agreement. The Union membership elect Trustees who decide how to invest the money, and they constantly compare the money in the Plan with the pensions that members earned, to make sure the former can cover the latter.

ABOUT THIS PLAN

This Plan was created over 43 years ago. Back in 1976, the employers and the Union decided to create one pension plan for all Union members. That way, administration and investment fees could be minimized, the employers would have less paperwork to do, and, no matter which employer you worked for, your pension would be organized in one place, making it easier to collect at retirement.

The Employers

The employers report the number of hours you worked for them, and contribute money to the Plan based on those hours.

The Union

The Union membership elect people, called Trustees, to oversee the Plan. Those Trustees determine the Plan's Rules, such as how employees become Plan participants, when they can start their pensions, and the rate at which their pensions will grow. When the Trustees determine the Plan's Rules (and interpret them) they have a legal duty to make sure they treat all Plan participants fairly and evenhandedly.

The Collective Agreement

Money is paid to the Plan based on amounts in the collective agreement. If you want information about those amounts, you can ask your Union for a copy of the collective agreement.

Changing the Plan

The Trustees determine the Plan's Rules, and sometimes they make changes to them.

The Trustees make some changes because either the **Income Tax Act** or provincial pension laws change, and they need to comply with them.

Other times changes are made because there is enough money in the Plan to justify improvements, or rules or benefits require adjustments to make the Plan more financially secure.

The Trustees have the authority to make changes to the Plan. If the changes affect you, we will let you know.

Protecting Your Personal Information

In order to provide you with a pension, the Plan collects personal information about you. We get information from you, from your Union, and from your employers.

The personal information we collect includes your Union and work history, your spouse or **pension partner**, your beneficiary, your social insurance number, your date of birth, your gender, and how to contact you. The Trustees use the information to provide you with a pension and for other lawful purposes, and we will not share your information with others without your consent.

You can refuse to give us your personal information, but if you do that, we can't provide you with a pension.

If you have concerns about how we use of your personal information, let us know. You can send those concerns to the Plan's Privacy Officer, at the address on page 2. Or you can contact the Privacy Commissioner of Alberta.

Important Definitions

Even though this booklet is written in a straightforward manner, there are some words and phrases that have important meanings. We have included a list of commonly used terms and helpful definitions at the back of this booklet.

PENSION PLAN BASICS

The first few pages of this booklet have some very basic information about the Plan. There is more detail later on. That detail includes how you join and leave the Plan, how much pension you will get when you retire, when you can start your pension, what kinds of pensions you can choose from, what happens if you die, and what happens if you return to work after you retire.

Your Right to a Pension

To become a Plan participant, you must work in each of, and have at least 350 worked hours for Union employers, over a two consecutive calendar year period. At the start of the following year, you become a Plan participant and have a vested right to a pension.

In 2018, Marsha works 150 hours. In 2019, she works 325 hours. In total, Marsha worked 475 hours in those two calendar years. She has more than 350 hours in two years, so Marsha is a Plan participant, effective January 1, 2020.

In 2018, Lee works 945 hours. In 2019, he works no hours. As of January 1, 2020, Lee is NOT a Plan participant, as he did not work hours in the second calendar year.

In 2018, Susan works no hours. In 2019, she works 1,250 hours. As of January 1, 2020, Susan is NOT a Plan participant, as she did not work hours in the first calendar year.

In 2018, Geoff works 175 hours. In 2019, he works 100 hours. In total, Geoff worked 275 hours in those two calendar years. He has less than 350 hours in two years, so Geoff is NOT a Plan participant, effective January 1, 2020.

The Basic Features of Your Pension Plan

You can collect your pension at age 60. You can collect your pension earlier, as early as age 50, but it will be reduced.

Your pension is based on the number of standard hours you earn working for employers that pay money to the Plan on your behalf. The more standard hours you earn, the more pension you will receive at retirement. See page 14 for an explanation of standard hours.

Your pension is based on the standard hours you earned while a Plan participant, plus the standard hours you earned in the two calendar years before becoming a Plan participant.

Your pension amount also depends on which year you work. For hours worked in 2015 or later, you will get a pension of $70 for every 1,000 standard hours.

Marsha earned a combined 475 standard hours in 2018 and 2019. She became a Plan participant on January 1, 2020. As of that date, her pension at age 60 is $33.25 (475 hours x $70 / 1000 hours = $33.25).

If you became a Plan participant before 2018, your pension amount will depend on when you worked your hours, as outlined on the table below.

For every 1,000 standard hours earned...	... You will get a monthly pension of:
After 2014	$70
From 2008 to 2014	$65
In 2007	$55
From 1999 to 2006	$45
Before 1999	$28

*Drew began working **16 years ago**, in 2004. He earned 1,000 standard hours each year, from 2004 to 2019. His pension at age 60 would be equal to $995 per month, as shown below:*

Work Period	Hours	Pension Rate	Pension
2015–2019	5,000 x	$70 / 1,000	$350
2008–2014	7,000 x	$65 / 1,000	$455
2007	1,000 x	$55 / 1,000	$55
2004–2006	3,000 x	$45 / 1,000	$135
			$ 995

Whenever the Trustees start to pay a monthly pension, they round up the amount to the next whole dollar.

Marsha is entitled to a monthly pension of $33.25. She turns 60 on March 27, 2020 and applies for her pension. The Trustees round up her monthly pension to $34.

If you are a Plan participant and decide to stop working for Union employers for **two** calendar years, we will send you a transfer statement giving you the option to move and invest your pension elsewhere, as long as you are under age 50. If you are under 50, and don't work for Union employers in the last **three** calendar years, we will automatically send you that option at your last known address.

If you die before your pension starts, we will pay a pension to your pension partner. If you don't have a pension partner, we will pay a benefit to your beneficiary or to your estate if there is no beneficiary.

WHO PAYS FOR YOUR PENSION

The Plan receives money to pay for your pension. The Plan gets money from three different sources:

1. Employer Contributions

For every hour that you work, your Union employer pays some money to the Plan. The amount of money your employer pays is in your collective agreement. The Trustees pool all the money paid to the Plan, and invest it for all Plan participants.

2. Employee Self-Payments

As long as you earn at least 350 hours in a year, Plan participants can make a self-payment to increase the prior year's benefit. You pay the same amount for each additional hour as your employers paid. If you want to do this, you must apply and pay by April 30. You can increase your hours to a maximum of 2,800 standard hours in a year (other than in the year you retire).

In 2020, Marsha earns 425 standard hours. On April 29, 2021, she applies and pays for 2,375 hours (2,800 – 425 = 2,375) to increase her 2020 pension hours to the maximum of 2,800 hours in that year.

Before taking advantage of this Plan provision, check your tax returns to make sure you have sufficient pension contribution room to make those self-payments.

3. Investment Gain And Income

The Trustees invest the employer contributions and your employee self-payments so that they can increase the amount of money available to provide pensions.

Wondering How Pension Contributions and Self-Payments Will Affect Your Taxes?

Money paid by your employer for your worked hours will appear on your employer's year-end T4 slip, and it will reduce your RRSP room.

We will send you a T4A for any self-payments you make in the prior calendar year.

PLAN PARTICIPATION

Before you can join the Plan, there are a couple things you need to do:

1. Qualifying to Join

In order to qualify to join the Plan, you must work for Union employers that pay money to the Plan for your hours. Those employers agree to pay money to the Plan for the hours you work, based either on the Union's collective agreement, or on an agreement the employer signs with the Trustees.

You need to work at least 350 hours for those employers in two consecutive calendar years to qualify to join. You must have some hours in each of the two calendar years that are used to qualify you.

2. Applying to Join

Before you are dispatched to work for Union employers, you are provided with a written application form to complete, providing us with your personal information, and allowing us to use that information to give you a pension.

You should submit your application promptly before commencing employment with your Union employers.

It is also important to let us know if anything changes in your life, such as your address or your marital status. We can't let you know about your pension if we can't find you, and if your marital status changes, that will affect who is eligible for your benefits.

Your Plan Participation Date

Once you have qualified to become a Plan participant, your Plan participation date is the first day of the calendar year after your two year qualification period.

Your Plan participation date is important, because that is the date that you become eligible for a future pension from the Plan. We also call that date your vesting date.

Identifying Your Pension Partner and Beneficiary

When you become a Plan participant, we will ask you for information about your pension partner and beneficiary.

By law, if you have a pension partner, then you and your pension partner are jointly entitled to collect a pension when you retire. And if something happens to you before your pension begins, we need to know who your pension partner is and how to contact them to provide a benefit.

For our purposes, your pension partner is the person you are married to, and, if you are separated, have been separated from for a continuous period of less than three years. Otherwise, your pension partner is the person with whom you have been living with in a marriage-like relationship for at least three years, or are in a relationship of some permanence with, if there is a child of the relationship by birth or adoption.

We also need to know who your beneficiary is. A beneficiary is a person that is eligible for a benefit, if you die before you retire. You can name one or more beneficiaries, and can name anyone you want, but if you have a pension partner, then your pension partner has first claim on your pension if something should happen to you.

Changes to Your Marital Status or Beneficiary

If there are changes to your marital status, like a marriage, separation, or divorce, or you want to change your beneficiary, you need to advise us immediately. We will provide you with the forms you need to confirm those changes.

There are laws that give rights and benefits to pension partners you are in a relationship with while you are a Plan participant. Those include the right to information from the Plan about pension partner benefits and the right to split a pension when a valid Matrimonial Property Order or similar order is filed with us. We will charge a fee of $1,000 to comply with a request for information related to a marriage breakdown, to transfer your pension partner's entitlements, and to make the required changes to your records.

You should review the annual benefit statement we send you each year, to make sure your pension partner and beneficiary information is up to date.

How the Plan Stays in Touch

The Plan sends you a copy of this booklet when you become a Plan participant. We will also send you a new booklet, or a Plan announcement, if we change the Plan in a way that affects you.

Each year we send you an annual benefit statement. That statement tells you how much pension you will get when you retire.

If you are a pensioner, we will send you a T4A, and an annual pension statement each year, confirming your monthly pension, and asking you to verify your contact information, residency status and receipt of pension payments.

CALCULATING YOUR PENSION

Your pension is based on the number of standard hours you earn working for Union employers who pay money to the Plan. The more standard hours you earn, the more pension you will receive at retirement.

Standard Hours Versus Worked Hours

Standard hours are different than worked hours. When you work an hour, your employer pays money to the Plan for that hour. Usually, employers pay at the standard rate, which is the normal contribution rate in the collective agreement. But if the employer pays more or less than the standard rate for your worked hours, then those worked hours are converted to standard hours to account for the difference.

Jack works for an employer that pays $7.00 to the Plan for every worked hour. If the standard rate is $5.00 for each worked hour, then Jack will earn 1.40 standard hours towards his pension for each worked hour ($7.00 / $5.00 = 1.40 standard hours).

Strom works for an employer that pays $4.00 to the Plan for every worked hour. If the standard rate is $5.00 for each worked hour, then Strom will earn 0.80 standard hours towards his pension for each worked hour ($4.00 / $5.00 = 0.80 standard hours).

Your Pension Amount

Your pension is based on the standard hours you earned while a Plan participant, plus the standard hours you earned in the two calendar years before you became a Plan participant.

Your pension amount also depends on which year your hours were worked. For hours worked in 2015 or later, you will get a pension of $70 for every 1,000 standard hours.

If you worked before 2015, your pension amount will depend on the year you worked your hours, as outlined on the table below.

For every 1,000 standard hours earned...	... You will get a monthly pension of:
After 2014	$70
From 2008 to 2014	$65
In 2007	$55
From 1999 to 2006	$45
Before 1999	$28

Mitch began working 31 years ago, in 1989. He earned 1,400 standard hours each year. His pension, at age 60, would be equal to $2,100 per month, as shown below:

Work Period	Hours	Pension Rate	Pension
2015–2019	7,000 x	$70 / 1,000	$490
2008–2014	9,800 x	$65 / 1,000	$637
2007	1,400 x	$55 / 1,000	$77
1999–2006	11,200 x	$45 / 1,000	$504
1989–1998	14,000 x	$28 / 1,000	$392
			$ 2,100

Whenever the Trustees pay a monthly pension, they round it up to the next whole dollar.

Marsha is entitled to a monthly pension of $33.25. She turns 60 and applies for her pension. The Trustees round up her pension to $34.

Working As an Apprentice

When you work as an apprentice, the money your employer pays for each hour you work under the collective agreement is lower than the standard rate. The apprentice rate is 50% of the standard rate for first-year apprentices, 65% for second-year apprentices, and 80% for third-year apprentices. The standard hours recorded for you will be based on the money paid for the hours you worked.

Jim is a first-year apprentice. He works 100 hours, but the employer only pays 50% of the regular amount towards the pension. Jim gets 50 standard hours (100 worked hours x 50% = 50 standard hours) towards his pension.

LEAVING THE PLAN EARLY

The Plan was designed to pay you a pension when you retire. But sometimes people change careers, move away, become ill, or stop working for Union employers. If that happens to you, you have some options related to your pension.

If You Are Under Age 50

Statutory Break In Service

If you are under 50, and you have worked less than 350 hours for Union employers in the last two calendar years, you can choose to either leave your pension where it is and collect it when you retire, or move and invest it elsewhere.

In 2020, Kyle turns 44. In 2018, he worked 250 hours. In 2019, he worked 65 hours. In total, Kyle worked 315 hours in two calendar years. Since that is less than 350 hours, he can choose to move and invest his pension elsewhere.

If you want to move and invest your pension elsewhere, you must complete the transfer statement we send you. Once we send you that transfer statement, you have 90 days to decide if you want to move your pension. If you move your pension, you will cease to be a Plan participant. If you don't move your pension within 90 days, you become a deferred pensioner, meaning you are deferring the start of your pension until age 60, or an early pension after age 50.

You will be deemed to have received your transfer statement 90 days after we send it to you, unless it is returned to us as not having been delivered to you or claimed by you within that period.

It is important to let us know if your address changes. We can't let you know about your options if we can't find you.

Permanent Break in Service

If you are under 50, and have worked less than 350 hours for employers in the last three calendar years, you will cease to be a Plan participant. At that time, we will automatically send a transfer statement, to your last known address, asking you to either leave your pension where it is, and collect it when you retire, or move and invest it elsewhere.

In 2020, Candice turns 27. In 2017, she worked 325 hours. In 2018 she worked no hours. In 2019 she worked no hours. In total, Candice worked 325 hours in three calendar years. Since that is less than 350 hours, she ceases to be a Plan participant and a transfer statement is automatically sent to her last known address.

If you want to move and invest your pension elsewhere, you must decide within 90 days after we send that transfer statement. If you don't move your money by then, you won't have another chance to move it, and you become a deferred pensioner. You can start your pension at age 60, or an early pension after age 50.

You will be deemed to have received your transfer statement 105 days after we send it to you, unless it is returned to us as not having been delivered to you or claimed by you within that period.

If you change your address, it is your responsibility to notify us. We will send a transfer statement to your last known address. If you fail to advise us when you change addresses, you will not receive the statement and will lose the option to move and invest your pension elsewhere.

How Much Money Will I Be Moving?

If you move your pension, you will be moving the commuted value of your pension. A commuted value is an amount of money you would need to invest, today, to pay yourself the pension you earned, when you retire. We calculate that amount using a formula based on the amount of pension you earned, your age, and an assumed rate of investment return that we are required to use, by law.

Where You Can Move Your Money

The commuted value of your pension must be used to pay yourself a pension. You can move the commuted value to a Locked-In Retirement Account (LIRA), which is similar to an RRSP but the money is locked in until you retire, or you can move the money to another pension plan, if that plan will accept the transfer.

Small Pensions

If we send you a transfer statement and your commuted value is very small, you can take it as cash or transfer it to an RRSP instead of paying yourself a pension. The commuted value considered a small pension changes every year, but in 2019, it is $11,480. We will tell you if this rule applies to you.

If You Are Age 50 or Older

If you are 50 or older, you are not eligible to move and invest your pension elsewhere. You are only eligible to commence a pension. You can choose to start your pension at any time after age 50.

> *In 2020, Harold turns 51. In 2017, he worked 800 hours. In 2018, he worked 300 hours. In 2019, he worked no hours. Harold was 50 at the end of 2019, so he cannot move his money. He can start an early pension any time after age 50 or a normal pension at age 60.*

Small Pensions

If you ask us to start your pension, and the commuted value is very small, you can take it as cash or transfer it to an RRSP instead of a monthly pension. The commuted value considered a small pension changes every year, but in 2019, it is $11,480. We will tell you if this applies to you.

Joining Another Insulators Union Local

If you join another insulators union local, you can move your pension from this Plan to their Plan, provided you are under age 50, there is a break in service with this Plan, and there is an agreement between the two Plans to permit it. You must let us know if you intend to do this, and we will make the necessary arrangements with the other union local's Plan.

Shortened Life Expectancy

We hope that none of our Plan participants are ever diagnosed with a serious illness. If you are, and a doctor certifies it is terminal or likely to considerably shorten your life, you can immediately take the commuted value of your pension as cash or as a series of payments for a fixed period. We should be contacted so the necessary documents can be sent to you.

Permanently Leaving the Country

If you have a break in service and have the option to transfer your pension, and you are permanently leaving the country, and you supply us with the necessary proof from the Canada Revenue Agency, you can receive your commuted value as cash or as a transfer to an RRSP. We should be contacted so the necessary documents can be sent to you.

Financial Hardship

The Plan was designed to pay you a pension when you retire. However, sometimes Plan participants encounter financial hardships, and ask if they can take their pension out of the Plan to deal with those.

You cannot use your pension to deal with financial hardships, as long as the pension is in the Plan, but if you are under age 50 and have not worked at least 350 hours for Union employers in the last two calendar years, we will send you a transfer statement. Once you move and invest your pension elsewhere, you can apply to that financial institution to unlock your commuted value and use it to deal with a financial hardship.

Your Employee Self-Payments

Once you become a Plan participant, you can start making employee self-payments to increase your prior year's pension. If you leave the plan before your pension starts, the hours you purchased are included in our calculation of your commuted value.

RETIRING

Retirement is a big step. The information below should help you understand the pension process, but if you have questions, let us know and we will meet with you.

Applying For Your Pension

Before your pension can start, you need to give us a completed pension application form. You must give us that form a complete calendar month before the month you want your pension to start.

Grace's completed pension application form arrives at the Plan office on July 3. Since that is less than a complete calendar month prior to August 1, the earliest day Grace's pension can start is September 1.

There are several ways you can get the pension application form:

- Phone us at 780-426-2623
- Come to the Plan office and ask for one

The application form will ask you to confirm your retirement date, pension partner, beneficiary, and personal information, so we can ensure that our records are correct.

Pension Partner Waivers

If you have a pension partner on the day your pension starts, that person must, by law, also receive a pension in the event that you die before your pension partner.

Your pension partner can waive their right to a pension, but if they want to do that, your pension partner must complete and sign a special government waiver form, in the 90-day period before your pension starts, declaring that they understand their rights to a pension and choose to waive them. Your pension partner must have this form signed and witnessed outside of your presence.

Age 60 — Normal Pension

Although you can start your pension any time after age 50, you can start a normal pension at age 60. A normal pension is a pension that is not subject to any reductions due to early retirement. If you want to choose a normal pension, you can start it on the first day of a month after you turn age 60. We call that date your normal pension date.

Bill is turning 60 on July 24, 2020. His normal pension date is August 1, 2020.

Retiring Early

You can retire and start collecting an early pension any time after you turn age 50.

If you choose an early pension, your monthly pension is reduced by 0.45% for every month that your pension starts before your normal pension date. The pension is reduced because you will receive more payments over your lifetime, assuming you would have lived to the same age, whether you retired at your normal pension date or an early pension date.

Bill has a normal pension of $1,000 per month and decides to start an early pension on January 1, 2019, 19 months before his normal pension date. His early pension reduction is 8.55% (19 months x 0.45%). His early pension on January 1, 2019, is $915 per month ($1,000 x 91.45% = $914.50, rounded up to $915).

Retiring Late

You can delay your retirement past age 60. You can keep working and have your pension grow even larger from additional money paid to the Plan by your Union employers, or there may be tax-related or other reasons to delay your pension.

If you are age 60 or older and no longer working for Union employers, there is no Plan benefit to delaying your pension. Your pension will not increase because you delayed starting it.

Bill stops working for Union employers at age 59. He is eligible for a normal pension of $1,000 per month at age 60. He applies for and starts a late pension of $1,000 per month at age 63.

Your pension must start by December of the year you turn age 71.

Disability Pension

If you become totally and permanently disabled, you can apply for a disability pension, paid to you from the fourth month of disability, until you recover, die, or reach age 60. You must apply no later than 60 days after your third month of disability if you want to avoid delays in the start of your disability pension.

The amount of the disability pension is your current normal pension amount, plus the amount you would have earned if you had kept working at your current pace, subject to a maximum number of hours specified in the Plan Rules, to a maximum of twice your current normal pension.

Disability pension eligibility is based on special pension credit requirements in the Plan Rules, and on ongoing medical evidence that you cannot perform any work for which you are reasonably suited by virtue of your education, training and experience. We should be advised as soon as possible after you become disabled, so we can determine whether you qualify for a disability pension.

Small Pensions

If you ask us to start your pension and the commuted value is very small, you can take it as cash or transfer it to an RRSP instead of a monthly pension. The commuted value considered a small pension changes every year, but in 2019, it is $11,480. We will tell you if this applies to you.

CHOOSING YOUR TYPE OF PENSION

We will provide you an Option Election Package and an Election Form to complete in order to choose your type of pension. The Option Election Package will tell you how much your pension will be on your retirement date, and what your pension options are.

The Types of Pensions You Can Choose From

The types of pensions you can choose from depend on your marital status, and whether your pension partner has waived his or her right to a pension.

There are normal or standard forms of pension, but if you are single, or your pension partner has waived his or her rights, you can also choose from optional forms that don't provide a pension partner benefit. The amount of your pension will vary depending on which form you choose.

Pensions for Married and Single Members

Married Members

If you are **married** when you retire, **the standard pension** provides a pension for your lifetime. If you die before your pension partner, he or she will receive a partner's pension in the amount of 60% of your pension for his or her lifetime. This is called a Joint and Survivor 60% pension (J&S60), since the pension is jointly for both of you, and your surviving pension partner receives 60% of your pension on your death. You must choose this standard form, or the J&S75 or J&S100 optional forms (see Pensions with Partner Benefits, below), unless your pension partner waives his or her right to a pension.

Single Members

If you are **single** when you retire, **the normal pension** is a pension for your lifetime, and if you die before receiving 60 payments, we will pay your beneficiary or estate the balance of the remaining 60 payments. This is called a 5-Year

Guarantee pension, since the pension is for your lifetime but if you die within 5 years of your pension starting, we pay your beneficiary or estate the remaining payments in the guarantee period.

Optional - Life Only Pension

If you choose the optional Life Only pension, the pension is paid for your lifetime, and when you die, your pension stops. This pension will be higher than other pensions, because there is no joint pensioner or guarantee period attached to the pension.

Optional - Pensions with Guarantee Periods

The optional 10-Year Guarantee pension is a pension for your lifetime, and if you die before receiving 120 payments, we will pay your beneficiary or estate the balance of the remaining 120 payments. Your pension will be lower than the 5-Year Guarantee.

The optional 15-Year Guarantee and Age 80 pension is like the others, but if you die before receiving 180 payments or reaching age 80, we will pay your beneficiary or estate the balance of the remaining 180 payments or payments to age 80, whichever is less. Your pension will be lower than the 10-Year Guarantee.

Optional - Pensions with Partner Benefits

If you have a pension partner when you retire, you can choose an optional form of pension that pays a pension of 75% or 100% of your pension if you die before your pension partner.

Those pensions will be lower than the J&S60 pension, since a higher pension is provided to your surviving pension partner. You cannot choose a J&S pension if you are single.

Optional - Pensions Integrated with the Canada Pension Plan (Level Income Option)

If you retire before age 65, you can choose an optional pension integrated with the Canada Pension Plan. This “Level Income Option” is designed to help you level your income before and after you start collecting Canada Pension Plan (CPP) benefits. This pension pays you a higher amount before age 65 and lower amount after age 65.

> *Amanda retires at age 60 and chooses a monthly pension integrated with CPP. Her normal pension is $845 per month. In 2019, the maximum monthly CPP benefit at age 65 is $1,155. By choosing the level income option, instead of receiving $845, she receives a higher pension of $1,600 per month from age 60 to age 65. At age 65 her pension reduces to $445 per month and she collects the maximum CPP of $1,155, for a total monthly income, before and after CPP commencement, of $1,600.*

We will use the maximum CPP benefit when we calculate this option for you. If your actual CPP benefits at age 65 are higher or lower than we estimated, we will still pay you the reduced amount we originally quoted.

If, on your death, the total of your monthly payments received from the Plan is less than the normal pension equivalent of 60 guaranteed payments, we will pay your beneficiary or estate the difference.

Making Your Decision

There are lots of things to think about when considering retiring. What age you should retire? Which option should you choose? What will you do after your retirement? What other income can you rely on?

You should consult with your pension partner and/or financial and tax advisors before making a retirement decision. We cannot provide you with advice on what retirement age and pension form is right for you, but we can sit down with you and explain what the options are. Please use the contact information found at the beginning of this booklet to get in touch with us and discuss any questions you have.

WORKING AFTER RETIREMENT

If you return to work with a Union employer after you retire and you are under age 71, you must notify us within 15 days of your re-employment. Depending on your age, you will have different options.

Options Before Age 60

If you return to work with a Union employer before age 60, once you have worked 350 hours you will have two choices:

1. You can continue receiving your pension. You will receive no credit for the additional hours worked.

   Or...

2. You can apply to have your pension suspended. In this case, you will get credit for the additional hours worked after the initial 350 hours, and when your employment ends, your pension will start again with the additional pension hours and other adjustments added.

You must make an application for the second option. If you do not apply, we will assume you chose the first option.

Options After Age 60

If you return to work with a Union employer after age 60 you will have three choices:

1. You can continue receiving your pension and apply to have 80% of the pension contributions added to your wages.

   Or...

2. You can continue receiving your pension and have 100% of the pension contributions deposited into a post-retirement savings account in your name.

   Or...

3. You can apply to have your pension suspended. In that case you will get credit for the additional hours worked after the initial 350 hours and when your employment ends, your pension will start again, with the additional pension hours and other adjustments added.

You will automatically receive an application to choose one of these three options when you retire. If you do not choose an option, we will assume you chose the second option.

Closing Your Post-Retirement Savings Account

You may close your savings account and transfer your money to a Locked-In Retirement Account (LIRA) at any time. Once you close your savings account you cannot establish a new one, in which case you can only choose the first or third options on the previous page. You must close your post-retirement savings account by the end of the year in which you reach age 71.

Options After Age 71

After age 71, your only option is to apply to have 80% of the pension contributions added to your wages.

WHAT HAPPENS IF YOU DIE

Nobody wants to think about an untimely death, but it's important to understand what happens if you should die before you start your pension.

If You Die Before Retirement

If you are a Plan participant or were eligible for a deferred pension, and die before retirement, we will pay a death benefit to your pension partner, or your named beneficiary, or if there are neither, to your estate.

Identifying Your Pension Partner and Beneficiary

The Plan will have the pension partner and beneficiary information you supplied on file. If you die, we will rely on those records, along with any evidence provided by affected parties. For example, you may have married since you last updated your records, and if so, your pension partner would have priority over any beneficiary you previously named.

It is important that you provide us with up-to-date information while you are living about your pension partner and beneficiaries. That way, if something were to happen to you, we know who to pay and can avoid unnecessary delays and costly legal action.

Paying a Pre-Retirement Death Benefit

Plan Participant with a Pension Partner

If you are a Plan participant with a pension partner and worked at least 350 hours in the last three years, we will pay your pension partner a pension that is the greater of:

a) the pension your pension partner would have been eligible for if you had retired at age 50 (or the age you died, if later) and chose the J&S60 pension option;

Or...

b) a monthly pension equivalent to 100% of the commuted value of your pension at your death.

Deferred Pensioner with a Pension Partner

If you are a deferred pensioner with a pension partner we will pay your pension partner a monthly pension equivalent to 100% of the commuted value of your pension at your death.

Taking the Commuted Value

A pension partner can choose to transfer the commuted value of the pre-retirement death benefit to a LIRA rather than receiving monthly pension payments.

Single Member, or Your Pension Partner Waived His or Her Rights

If you are a single member or your pension partner waived his or her right to a pension, we will pay your beneficiary or estate a lump sum payment equivalent to 100% of the commuted value of your pension at your death.

If You Die After Retirement

If you die after retirement, your pension will be paid to your pension partner, beneficiary, or estate based on the pension option you chose at retirement.

Notification of Death

We must be notified if a Plan participant, deferred pensioner or retiree dies. We will ask for the death certificate and other information so we can pay any death benefit payable to the pension partner or beneficiary.

COMMONLY USED TERMS

Beneficiary: someone you name to receive benefits if you die.

Break In Service: the end of a multiple-calendar-year period in which you worked a total of less than 350 hours.

Canada Pension Plan: a federal government-sponsored pension.

Collective Agreement: an agreement between the Union and the Employers, specifying wages, Plan contributions and so on.

Commuted Value: an amount of money you would need to invest, today, to pay yourself the pension you earned, when you retire.

Deferred Pensioner: someone who will start a future pension.

Disabled: unable to do any work.

Early Pension: a pension that starts between ages 50 and 59.

Employee Self-Payments: payments you make to the Plan to increase the pension you will receive when you retire.

Employee: a person that works for an Employer.

Employer: a company that is required to pay money to the Plan for each hour that an employee works for them.

Guarantee Period: if you die before a guarantee period ends, payments for the remaining months in that period will be paid to your beneficiary.

Income Tax Act: a government law that specifies how taxes are determined and paid.

Joint & Survivor: a type of pension that is for the lifetimes of both you and your pension partner.

Late Pension: a pension that starts after age 60.

Level Income Option: a pension that attempts to level the amount of combined pension from this Plan and the Canada Pension Plan.

Locked In Retirement Account (LIRA): an account that lets you save for retirement on a tax-free basis, and you can draw money from it after age 55 and pay the related taxes.

Normal Pension: a pension that is paid to an unmarried Plan participant for their lifetime, and guaranteed to be paid for 60 months from the start of the pension in any event.

Normal Retirement: starting your pension at age 60.

Old Age Security: a federal government-sponsored benefit.

Pension Partner: the person you are: married to, and not separated from for more than three years; or, living with, and there is a child of the relationship; or, living with for at least three years in a marriage-like relationship.

Pensioner: a person who is receiving their monthly pension.

Plan Participant: a vested member of the Plan.

Plan Participation Date: the first day of the calendar year after you have met the qualifying conditions to become a Plan participant.

Post-Retirement Savings Account: an account set up by the Plan after you retire, to collect any money paid by Employers to the Plan on your behalf.

Registered Retirement Savings Plan (RRSP): an account that lets you save for retirement on a tax-free basis, and you can draw money from it at any time and pay the related taxes

Standard Hours: credits that are used to calculate the amount of pension you will receive. See page 14 for an explanation of how standard hours are calculated.

Standard Pension: a pension that will be paid to a married Plan participant for their lifetime, with 60% of that pension paid to their surviving Pension Partner.

Tax Free Savings Account (TFSA): an account that lets you to earn tax-free returns on the money within it.

Totally and Permanently Disabled: a medical status used to determine if you are eligible to receive a disability pension from the Plan.

Transfer Statement: a report sent to you after a break in service, telling you the amount of pension you earned, and what you can do with it.

Trustees: the people elected by the Union membership to manage the Plan.

Union: the Insulators Union Local 110.

Vested: being entitled to a pension.

Vesting Date: the date that you become entitled to a pension.

Worked Hours: hours that you work for your Employers.

YOUR BOARD OF TRUSTEES

REG GRAVEL has been a Union member since 1978, and has served as a Trustee since 2003. Over the last 17 years, Reg has participated in many educational conferences to further his knowledge of pension plan management, and holds a certificate in Advanced Trust Management Standards.

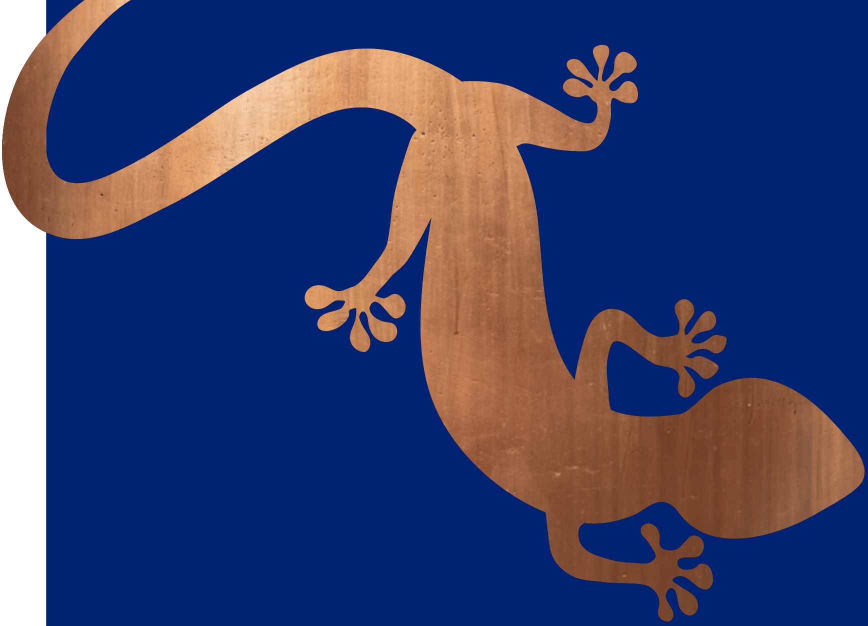
NEIL HOLATKO has been a Union member since 2015, and has served as a Trustee since January 2019. Neil holds a certificate in Foundations of Trust Management Standards.

KEVIN LECHT is a third-generation Union member, joining the Union in 2000. He is the Union Business Manager, and has served as a Trustee since January 2015. Kevin holds a certificate in Advanced Trust Management Standards.

DYLAN PERCHER has been a Union member since 2008, has served as Trustee since January 2019, and is currently the Co-Chair of the Board. Dylan holds a certificate in Advanced Trust Management Standards.

BILL SPRING has been a Union member since 1976, is a former Union Business Manager, and has served the Union in many capacities, including Trust Administrator and Trustee, since 1981. Over the last 38 years, Bill has participated in many educational conferences to further his knowledge of plan management, and holds a certificate in Advanced Trust Management Standards.

DEREK STOCK is a third-generation Union member, joining the Union in 2001. He is the Union's southern Business Agent, has served as a Trustee since January 2017, and is currently Chair of the Board. Derek holds a certificate in Advanced Trust Management Standards.



THE ASBESTOS WORKERS PENSION PLAN OF ALBERTA

We have written this booklet as a summary, and so it does not contain every detail of the Plan's Rules. If you want to read the complete Plan's Rules, you can do that at our office, 9335 - 47 Street, Edmonton, Alberta, or you can submit a written request and, for a fee, we will print and mail a hard copy of the Plan's Rules to you.

You can also call us at 780-426-2623 if you have any questions that are not answered in this booklet.