

Understanding Your Employee Statement of Pension Benefits

The following information is being provided to assist you in better understanding your annual employee statement of pension benefits under the Shared Risk Plan for CUPE Employees of NB Hospitals (CUPE Hospitals SRP).

Important Information for 2022- Interest Credited During Statement Period

As a result of the significant market volatility experienced internationally during 2022, the interest rate applied to CUPE Hospitals SRP employee contributions for the statement period is negative (-5.74%).

It is important to understand that CUPE Hospitals SRP employee contribution amounts and the interest applicable to them:

- **Do not impact your CUPE Hospitals SRP pension benefit.** Employee contribution amounts and the interest rates applied to them are not used in calculating your CUPE Hospitals SRP pension benefit at retirement – this is the case no matter whether you plan on retiring sooner or later;
- **Will only potentially apply to you if you terminate your employment and choose a refund** of your employee contributions plus interest or the Termination Value, as applicable; and
- **Is not an indication of the Plan's financial health.** The CUPE Hospitals SRP's long-term returns remain positive, and the Plan is in a surplus position. In addition, the impact of this market volatility on the Plan was much lower than that of many peer Canadian pension plans, and is an example of how the CUPE Hospitals SRP's low-risk approach is effective in protecting its members assets long-term.

Learn more about the financial health of your Plan by visiting cupeh.ca; there you can refer to the CUPE Hospitals SRP semi-annual newsletters.

Personal Information

This section outlines your basic personal and employment information. Also included is your date of membership – this is the earliest date from which you became a member of the CUPE Hospitals SRP (*includes, if applicable, membership date in the Pension Plan for Part-Time and Seasonal Employees of the Province of New Brunswick (PT&S Plan)*).

Pensionable Service (years)

The years of service used to calculate your pension benefit. If you have elected to purchase any past service or have transferred service from another pension plan through a reciprocal transfer agreement, this pensionable service will be displayed within the "Purchased/Transferred service" row.

Employee Contributions

This section breaks down your contributions to the pension plan as follows:

Your contributions with interest as at December 31, 2021 - The total of your contributions plus interest earned as of December 31, 2021.

Your contributions in 2022 - The contributions you made to the plan in 2022.

Interest credited in 2022 - The interest credited in 2022.

Adjustment following a division of assets due to a marriage/common law breakdown - this reflects the applicable adjustment to employee contributions as a result of a transfer of CUPE Hospitals SRP funds during 2022 resulting from the division of assets due to a marriage/common law breakdown.

Your contributions with interest as at December 31, 2022 - The total of your contributions plus interest earned as of December 31, 2022.

Annual rate of interest credited in 2022 - The annual rate at which interest was credited on employee contributions during 2022.

Vesting Status

This section indicates whether or not you are eligible to receive a pension benefit from the CUPE Hospitals SRP upon your retirement.

How do I become “vested”?

Vesting refers to whether or not you are eligible to receive a pension under the CUPE Hospitals SRP. You are “vested” upon the completion of the earlier of: five years of continuous employment; two years of pensionable service in the CUPE Hospitals SRP; or two years of membership in the CUPE Hospitals SRP (*includes, if applicable, membership in the PT&S Plan*).

Retirement Dates

If you are vested as at December 31, 2022, this section reflects the date of your earliest possible retirement date with a reduced pension as at December 31, 2022 (the later of January 1, 2023 and the month following your 55th birthday or the month of your 55th birthday if it falls on the 1st of the month) as well as your Normal Retirement Date (the later of January 1, 2023 and the month following your 65th birthday or the month of your 65th birthday if it falls on the 1st of the month).

Pension Benefit Estimates

The estimates shown are calculated using all service earned up to December 31, 2022. The estimates take into account the 2.74% Cost of Living Adjustment (COLA) that was awarded on January 1, 2023.

The following estimates are provided:

- Your earliest retirement date with a reduced pension (if you are under age 65 as at December 31, 2022); and
- Your earliest retirement date with an unreduced pension.

Please note, these estimates are gross amounts before taxes and deductions.

As there is a bridge benefit pension component under the plan payable up to age 65, two rows of pension amounts (“Monthly benefit payable until age 65” and “Monthly benefit payable from age 65”) will be provided (if you are under age 65 at the end of the statement period) to show the pension amounts payable with and without the bridge benefit.

Online Calculator Tool Benefit Information

The information provided in this section is intended to be used when calculating pension estimates using the Online Calculator Tool. The calculator allows you to calculate a pension estimate with projected service to your desired retirement date. Visit vestcor.org/calculators to access the online calculator tool.

Beneficiary Information

Any designated beneficiary or beneficiaries will appear in this section. Please verify that this information is correct and if any changes are required, contact your Human Resource/Pay and Benefits office or visit vestcor.org to obtain a “Designation/Change of Beneficiary” form.

If this section indicates “beneficiary not found on file”, you may designate a beneficiary or beneficiaries to receive any benefit which may be payable to a beneficiary or beneficiaries under the terms of the plan upon your death. Please reference your CUPE Hospitals SRP Member Booklet available online at

Questions?

For any inquiries related to your personal information (name, address, date of birth, etc.), please contact your Human Resource/Pay and Benefits office within your organization. Inquiries related to other information on your statement or any questions about your pension plan should be directed to Vestcor in writing, by phone or by fax:

Email: info@vestcor.org Call: 1 (800) 561-4012 or (506) 453-2296 Fax: (506) 457-7388