



Convention Report

2020-2021

This convention report provides an update on the CMAW Benefit Plan as of June 30, 2021, including a summary of changes since the last Convention in 2021.

Read on to learn more!

2021 in Review

This report outlines the following:

- Recent Benefit Plan Updates
 - Change to Hour Bank Draw
 - Self-Pay Rate Increase
- An update on the CMAW Retiree Benefit Plan
- Financial Performance of the CMAW Benefit Plan
- Future Outlook

Benefit Plan Updates

To ensure the long-term sustainability of the plan, the Board of Trustees, along with their benefit consultants, regularly review the financial performance of the plan. The last few years have been challenging for a number of reasons and expenditures from the plan have increased quickly. Based on recommendations by our consultants, the Trustees determined that certain changes to the plan were needed. The Trustees always balance providing the best coverage possible for members and their families with making sure the plan has enough money to keep providing coverage into the future.

The following changes were announced in Fall 2021:

Monthly Hour Bank Draw Increase

Member coverage is provided via an hour bank eligibility system. This means that you are credited hours for contributions received by the plan on your behalf. Previously, 110 hours were drawn from a member's bank for one month of coverage and members could bank up to a maximum of 1,320 hours. Effective January 1, 2022, the monthly draw increased to 120 hours per month, and the

hour bank maximum increased to 1,440. Qualification rules also changed from 110 to 120 hours for initial coverage, and 220 to 240 hours for self-pay.

Self-Pay Rate Increase

If a covered member's hour bank falls short of the monthly draw, members will receive a Self-Payment Notice indicating the number of hours they are short in the hour bank and the payment amount required to maintain coverage. In 2022 the following increase took place to the self-pay rate:

- \$274.80 (for 120 hours) effective January 1, 2022

At their Fall 2022 meeting, the Board of Trustees will be reviewing a further change in the self-pay rate based on actual costs, which is expected to be made effective January 1, 2023.

While these decisions were difficult to make, they are necessary to continue providing a high level of benefit coverage to our members and families and to support the ongoing health of our plan. The outlined changes will help to keep up with the rising costs of the plan and lessen the chance that further changes need to be made in the future.

Retiree Plan Update

At our 2018 convention, the Trustees introduced our Retiree Benefit Plan which was launched on March 1, 2018. We are proud to say that this program has been well received and has **84** participating members as of December 2021.

For more coverage details, visit:

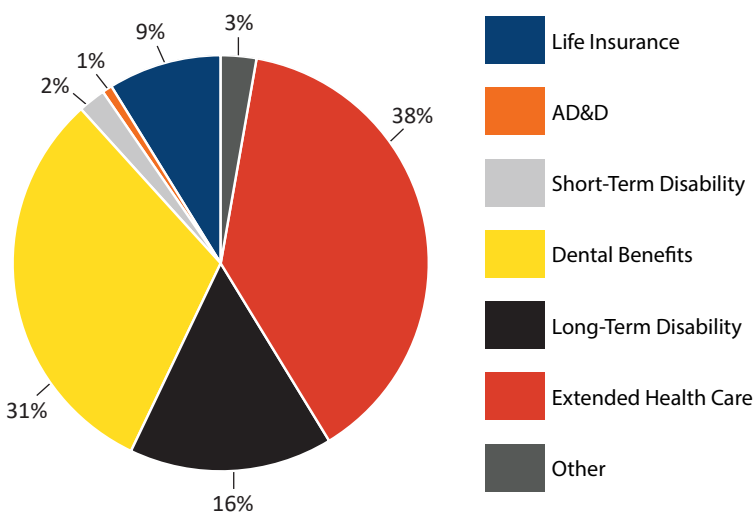
www.cmaw.ca

Plan Performance

The table below outlines the financial performance of the plan July 1, 2019, to June 30, 2021:

Plan Year	Revenue	Expenditures	Revenues Over Expenditures	Hour Bank Liabilities (Total Liabilities)	Net Assets Available for Benefits at End of Year
July 1, 2019 – June 30, 2020	\$10,262,635	\$10,606,522	(-\$343,887)	\$8,214,288	\$7,975,683
July 1, 2020 – June 30, 2021	\$10,159,548	\$11,533,152	(-\$1,373,604)	\$8,766,039	\$6,602,079

Distribution of Benefit Payments July 1, 2020 to June 30, 2021



For the most recent year, per the table above, total contributions received from employers equaled \$8.9 million. The Trust received additional investment income of \$1.3 million for a total of \$10.2 million. In the same year, the Trust paid \$11.5 million on benefit premiums, claims, expenses and increased actuarial liabilities. In total, there is \$15.4 million in assets available as of June 30, 2021. Please note: the financial statements are listed for review on www.cmaw.ca.

Future Outlook

The CMAW Benefit Plan delivers a comprehensive package of benefits, covering dental, health care, life insurance, disability, and more. Members should be proud of the quality of their benefit plan; it has supported member needs for many years. As the financial strength of the CMAW Benefit Plan is important for members and their families, the Trustees will continue to move forward with the long-term financial viability of the CMAW Benefit Plan in mind.

While the past two years have been challenging, the overall outlook has improved as projects established prior to the pandemic still moved forward as planned. Although there have been challenges with respect to labour shortages as well as higher costs due to inflation, there has been a demand in infrastructure projects. We anticipate this will lead to an increase in hours and contributions to the plan.

Your Trustees

Jessie Gregory (Chair)	Peter Cail	Henry Froste	Mikael Jensen	Paul Nedelec	Jason Pettigrew	Chris Wasilenchuk
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