



# Employee Pension Committee

April 30, 2010

## Committee Members

### Marg Imrie

Chairperson

Board of Trustees Representative  
Area 3, Falcon Beach

Email: [mimrie@frontiersd.mb.ca](mailto:mimrie@frontiersd.mb.ca)

### Hilbert Mosiondz

Board of Trustees Representative  
Area 1, Wabowden

Email: [hmosio@frontiersd.mb.ca](mailto:hmosio@frontiersd.mb.ca)

### Marion Pearson

Board of Trustees Representative  
Area 4, Cranberry Portage

Email: [mpears@frontiersd.mb.ca](mailto:mpears@frontiersd.mb.ca)

### Elizabeth Sanderson

Support Staff Liaison Committee  
Chairperson Representative

Skownan School

Ph: (204) 628-3315

Fax: (204) 628-3568

Waterhen School

Ph: (204) 628-3443

Fax: (204) 628-3571

Email: [esande@frontiersd.mb.ca](mailto:esande@frontiersd.mb.ca)

### Marc Jackson

USW Representative

Joseph H. Kerr School

Ph: (204) 358-2281

Fax: (204) 3582116

Email: [mjackson@frontiersd.mb.ca](mailto:mjackson@frontiersd.mb.ca)

### Keven Van Camp

Retiree Representative

Phone: (204) 864-2069

Email: [windance@skyweb.ca](mailto:windance@skyweb.ca)

### Gerald Cattani

Secretary-Treasurer

Division Office

Ph: (204) 775-9741

Fax: (204) 694-5580

Email: [gcatta@frontiersd.mb.ca](mailto:gcatta@frontiersd.mb.ca)

### Lena McAlinden

Director, Human Resources

Division Office

Ph: (204) 775-9741

Fax: (204) 694-5580

Email: [lmcali@frontiersd.mb.ca](mailto:lmcali@frontiersd.mb.ca)

The following are the highlights of the Employee Pension Committee's (EPC) April 30, 2010 meeting.

The newsletter is sent to all support staff employees and retirees to provide information on their pension plan. The newsletter is also available on the Division's website.

If you have any questions regarding your pension plan, please email or phone a committee member listed on the side bar of this page.

## Meeting Highlights

### Performance to Objectives to March 31, 2010

	First Quarter	1 Year	4 Years
Benchmark Return	1.6%	18.2%	3.3%
Premium	<u>0.2</u>	<u>0.8</u>	<u>0.8</u>
	1.8%	19.0%	4.1%
Frontier Return	<b>1.4</b>	<b>17.1</b>	<b>1.8</b>
Variance	-0.4%	-1.9%	-2.3%

### First Quarter, 2010 Investment Performance Update: Presented by L. Ellement of Ellement and Ellement Consulting

The last complete valuation of the Pension Plan was made as at December 31, 2007. That valuation revealed a surplus. Like virtually all pension plans, there was poor investment experience in 2008 (-18.6%) which was largely offset by positive investment experience in 2009 (13.7%). The Pension Plan needs another year of favourable investment experience similar to 2009 to restore it to a surplus assets position.

### *The Pension Benefits Amendment Act*

The committee reviewed and discussed amendments to *The Pension Benefits Amendment Act* which comes into effect May 1, 2010.

Amendments to *The Pension Benefits Act* will be incorporated into the "Retirement Plan for Employees of Frontier School Division" Plan Text. A draft of the Plan Text will be reviewed at the next meeting.

Once changes to the Plan Text have been approved, the employee handbook for support staff will be updated and forwarded to employees.

## Retirement Plan For Employees of Frontier School Division - Plan Information

### Do you understand the retirement options and how they affect you?

To find out more about your pension plan, please contact Human Resources, Director Lena McAlinden to schedule an informational workshop.

This section of the meeting highlights is dedicated to providing information to employees with respect to the Retirement Plan for Employees of Frontier School Division.

### When Can You Retire?

#### You may receive an Unreduced Pension at:

- Age 65
- Age 60 to 64 and with more than 10 years of service
- “Magic 80” which means your age plus years of service equal 80

#### You may receive a Reduced Pension at:

- Age 55 to 59 and with more than 10 years service (1/4% reduction)
- Age 55 to 64 and with less than 10 years service (actuarial reduction)
- Age 50 to 54 and with more than 10 years of service (special reduction)

#### Examples of Reductions are calculated as follows:

Age 55 to 59 and with more than 10 years of service (1/4% reduction)  
(1/4% reduction for each month that retirement age precedes age 60)

#### Example:

Employee age 55 at retirement with 12 years of service and \$1,000 monthly pension in the normal form:

$$\begin{aligned} \text{Age 60} - \text{Age 55} &= 5 \text{ years} \\ 5 \text{ years} \times 12 \times 1/4\% &= 15\% \\ \text{Reduction is } \$1,000 \times 15\% &= \$150 \\ \text{Reduced pension is } \$1,000 - \$150 &= \$850 \end{aligned}$$

Age 55 to 64 and with less than 10 years of service (actuarial reduction)  
(Approximately 1/2% reduction for each month that retirement precedes age 65)

#### Example:

Employee age 55 at retirement with 8 years of service and \$1,000 monthly pension in the normal form:

$$\begin{aligned} \text{Age 65} - \text{Age 55} &= 10 \text{ years} \\ 10 \text{ years} \times 12 \times 1/2\% &= 60\% \\ \text{Reduction is } \$1,000 \times 60\% &= \$600 \\ \text{Reduced pension is } \$1,000 - \$600 &= \$400 \end{aligned}$$

### Retirement Options

Normal form:

- a) Life pension guaranteed 10 years
- b) Joint a 2/3 survivor pension (actuarial reduction)

Note: This is a general summary of the principal features of the pension plan. Every effort has been made to ensure the accuracy of the information shown. The provision of the Plan Text, however, shall govern in all cases.

2010/11  
Meeting Dates

**October 1, 2010,  
January 28, 2011,  
and April 29, 2011.**

Division Office,  
Winnipeg



Employees will receive their  
**Pension Statements  
July, 2010.**