



SHEET METAL WORKERS LOCAL UNION 30 BENEFIT AND PENSION TRUST FUNDS

PLAN ADMINISTRATION: EMPLOYEE BENEFIT PLAN SERVICES

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December 2023

IMPORTANT NOTICE TO MEMBERS ABOUT IMPROVEMENTS TO YOUR BENEFIT PLAN AND OTHER IMPORTANT NEWS

The Trustees are pleased to announce the following benefit improvements and other news:

DENTAL BENEFIT

Eligible dental expenses incurred on and after January 1, 2024, will be reimbursed on the basis of the 2023 Ontario Dental Association (ODA) Suggested Fee Guide for General Practitioners.

CANADIAN DENTAL CARE PLAN

As you may know, the Federal Government is introducing the Canadian Dental Care Plan (CDCP) in 2024. To facilitate access to this benefit, the Canada Revenue Agency (CRA) requires new reporting for 2023 with respect to coverage under a private dental plan.

The Benefit Plan will be reporting on its T4A issued to members for 2023, whether the person was covered under the Benefit Plan's dental benefit at December 31, 2023.

FINDING A FAMILY DOCTOR

There are many people who currently do not have a family doctor. If you are searching for a family doctor, the Ontario government provides a service through Health Care Connect to assist with finding a family doctor. Below is a link to assist with finding a family doctor:

- <https://www.ontario.ca/page/find-family-doctor-or-nurse-practitioner>

MEMBER ANNUAL MEETING

The Plan Membership's Annual Meeting is currently scheduled for Saturday, May 4, 2024, at the Union Hall. More information will be provided with the 2023 Annual Report, which will be sent out in April 2024.

2024 ALLOCATION OF \$400 TO HEALTH CARE SPENDING ACCOUNTS (HCSA)

The Trustees are happy to report that the HCSA will continue for 2024.

On January 1, 2024, an allocation of **\$400** will be deposited to the HCSA of:

- all active Plan members in Good Standing with the Union who are covered under the Benefit Plan as of January 1, 2024; and
- all retired Plan members in Good Standing with the Union who are covered under Plan A or Plan B as of January 1, 2024.

Expenses that can be paid from your HCSA are:

- Those that qualify for the medical expense tax credit under Canada Revenue Agency (CRA) Income Tax guidelines.
- The portion of medical expenses not paid by the Benefit Plan, such as Ontario Drug Benefit (ODB) and other deductibles, co-insurance amounts and dispensing fees.

If you qualify, the 2024 allocation of \$400 will be added to your HCSA in January 2024. The January 2024 allocation will be available for you to use until December 31, 2025. Any money left over from 2024's \$400 allocation at the end of 2025 is forfeited and returned to the Benefit Fund in compliance with the Income Tax Act.

IMPORTANT NOTE: based on the formula for calculating the HCSA allocation, the 2024 allocation should have been \$80 but the Trustees allocated \$400.

The table below shows how the HCSA works:

Year of Allocation to the Health Care Spending Account	Health Care Spending Account Allocation	Last Day the Health Care Spending Account Allocation for the year is available
2022	\$500	December 31, 2023
2023	\$500	December 31, 2024
2024	\$400	December 31, 2025

While the Trustees anticipate the HCSA benefit will continue, it is important that members understand this may not be a permanent benefit. On a regular basis, the Trustees determine if future allocations can be made to the HCSA. Their decision is based on the Benefit Fund's financial results, overall claims experience and the expected future cost of benefits. The long-term financial stability and sustainability of the Benefit Plan are of primary importance.

You should submit your HCSA claims online to reduce the time it takes to process your claim.

ONLINE BENEFIT ACCESS

The NETimeBenefits portal has now been replaced by the MemberXG portal to show your eligibility status, contribution history, beneficiaries, etc.

IMPORTANT NOTE: Every member needs to register for MemberXG, regardless if you had access to the previous portal.

Below is a link to a tutorial for registering for the new portal access:

- <https://lu30plan.com/wp-content/uploads/2023/12/Sheet-Metal-Member-XG-Registration.pdf>

Below is a link to register for the new portal access:

- <https://ca-member.gobasys.com/NJJM/main/#!/account/login?profile=SMW>

This newsletter includes a tutorial for registering for the new portal access.

MONTHLY DOLLAR BANK DRAWDOWN FOR ACTIVE MEMBERS

The amount of the monthly dollar bank drawdown for Benefit Plan coverage will increase to \$456.96 per month effective with the **January 1, 2024, work month**. Please note that \$0.1702 per hour previously allocated to the Extended Benefits reserve will now be allocated to the Active Members' dollar bank. The number of hours an Active Member must work per month to maintain coverage in the Benefit Plan increases to 112 hours per month effective January 1, 2024.

RETIRED MEMBER BENEFIT PLAN PAY DIRECT

The amount retired members pay for health benefits is:

Effective Date	January 1, 2022	January 1, 2023	January 1, 2024
Plan A	\$109.64	\$110.96	\$118.71
Plan B	\$68.87	\$64.51	\$70.42
Plan C	\$2.40	\$2.05	\$2.00

Please note that retired members pay the applicable premium or retail sales tax assessed by the government on the above amounts. In Ontario, this is 8%.

MEMBER ASSISTANCE PROGRAM (MAP)

fseap Now we're talking.

The Plan's Member Assistance Program is administered by Family Services Employee Assistance Programs (FSEAP). FSEAP provides 24/7 free, confidential counselling services for crisis support, advice and information by telephone, face-to-face or online. FSEAP assists with a broad range of personal and work-related issues, including personal/job stress, relationship

issues, depression/anxiety, eldercare/childcare, additions, teen hotline, divorce, parenting, financial/legal issues, nutritional counselling, smoking cessation, life coaching and much more.

FSEAP has updated its website to provide more information on services and how to access services. The FSEAP website is www.myfseap.ca.

Groupname: tosmwiamap

Password: myfseap1

The toll-free number is 1-800-668-9920.

MENTAL HEALTH BENEFITS - REMINDER

Effective January 1, 2020, the Plan enhanced its mental health support benefits.

Registered psychologists, registered psychotherapists, psychiatrists and registered social workers (Master of Social Work) are covered. The Plan pays 100% of reasonable and customary (R&C) charges for the listed practitioners up to a maximum of \$200 per hour and subject to a combined \$2,000 maximum benefit per covered person per calendar year.

If applicable, additional costs may be paid through the Plan's Health Care Spending Account (HCSA).

To make the most of your Plan's mental health benefit, members are urged to fully utilize the Plan's FSEAP benefit (see above) first because that service is free to members and is not included as part of the annual maximum benefit for mental health services. If additional mental health treatment is required after utilizing the services of FSEAP, the mental health benefit coverage of the Plan could be utilized.

FILING CLAIMS ELECTRONICALLY

Claims must be filed by your medical/dental services provider at the point of sale (i.e., at the pharmacy, dental office, medical clinic). Your providers can easily register for e-filing with the Plan. Most providers will e-file a claim for you to save you time. The Plan may return paper claims to your provider so they can be filed electronically.

If your provider won't provide an e-filing service, you must file your claim electronically. Filing claims electronically provides for fast payment of your claims. If you need help with your electronic submission or have not registered for electronic payment with the Plan's electronic claims payment provider, please contact the payment support team for complete assistance at 1-888-711-1119.

If you have any questions about your benefits, please contact the Plan Administration Office at 1-800-263-3564.

CLAIM PAYMENTS BY DIRECT DEPOSIT

When you file your claim electronically, your payment will be made by direct deposit. Direct deposit is now the only payment method used by the Plan. Direct deposit enhances the security of payments, shortens processing time, and reduces the cost of processing claims, including mail costs. If you have not enrolled for direct deposit, please contact the Plan Administration Office for the necessary form or download it (from the Benefit Plan Documents section of the member website – www.lu30plan.com. Direct Deposit and E-Notification Request Form).

BENEFIT QUESTIONS?

If you have any questions about your benefits, benefit coverage or any questions about claims you have submitted, please contact the Plan Administration Office at 1-800-263-3564. Please do not contact GreenShield Canada.

PENSION PLAN ACTUARIAL VALUATION AS AT DECEMBER 31, 2021

The Pension Plan filed an actuarial valuation report as at December 31, 2021, with the Financial Services Regulatory Authority of Ontario (FSRA). The following are highlights from the report:

- The market value of assets as of January 1, 2020, was \$567,898,873; assets increased to \$706,032,568 as of December 31, 2021;
- The return before investment management fees for 2021 was 16.4%;
- The Plan was 102.5% funded as of December 31, 2021. This was an improvement from 96.8% funded as of December 31, 2019.

PENSION PLAN ELIGIBILITY RULES

The Trustees amended the Plan text in 2023 such that to become a Member of the pension plan, the following criteria must be met:

- An Employee becomes a Plan Member upon the attainment of 1400 hours of employment in a 24 consecutive month period, if the end of the 24 consecutive month period ends on or after January 1, 2019. This means that once an Employee works 1400 hours in any 24 consecutive month period, they become a Member on the 1st of the month of the 25th month.
- Previously an Employee became a Plan Member after working at least 700 hours in two consecutive calendar years. Once they met this criterion, they would become a Member on the 1st of the month of January in the 3rd year.

Please contact the Plan Administration Office if you have any questions or require further information.

SHORTENED LIFE EXPECTANCY

If because of a terminal illness or physical or mental disability, your life expectancy is less than two years, you may be able to terminate your membership in the Plan and receive the commuted value of your accrued pension. If you have an eligible Spouse, they must sign a written declaration consenting to you withdrawing your commuted value from the Plan. Please contact the Plan Administration Office if you have any questions or require further information.

NOTIFYING THE UNION OFFICE OF YOUR INTENT TO RETIRE

If you plan to retire and commence your pension from the Plan, **you must inform the Union Office of your intent before your retirement date.** Please note that if you continue to work past your Normal Retirement Date (age 63), you will not receive retroactive pension payments from your Normal Retirement Date.

RETIRED MEMBERS RETURNING TO WORK

Due to changes in the *Income Tax Act, Canada*, effective May 1, 2022, pension contributions paid in respect of a member who is retired and 63 or older will be returned to the employer to be paid to the retired member as wages. Please note that, due to pension regulations, there may be a delay in the refunding timeline.

ACTIVE MEMBERS CONTINUING TO WORK PAST AGE 71

Due to changes in the *Income Tax Act, Canada*, effective May 1, 2022, the Plan cannot accept pension contributions for persons over the age of 71. If the Plan receives contributions for members still working after December 1st of the year they turn 71, those monies will be returned to the employer to be paid to the member as wages. Please note that, due to pension regulations, there may be a delay in the refunding timeline.

We wish you the best of health for the coming winter season.

Sincerely,

The Board of Trustees

Fernando Canonico

Mike Dingman

Bowen LaFave

Martin Roberts

Art White

Bill Wilkinson