

ELIGIBILITY AND SERVICE RELATED TERMS

Break in Service – When no contributions are made to the Plan on behalf of a Participant for a period of eight (8) continuous months, a Participant incurs a Break in Service and his or her status as a Participant in the Plan terminates. If a Participant is on a WCB leave or a pregnancy or parenting leave or an approved leave of absence, the Participant may be excluded from this rule.

Participant (Member) – A Participant is an employee who has joined the Plan. Becoming a Participant is the first step in becoming eligible to receive a pension from the Plan.

Vesting Service – Once you have become a Participant in the Plan, you will automatically begin earning what is called Vesting Service. For every month you remain a Participant in the Plan, you will earn one month of Vesting Service. Vesting Service is used to determine your right to a pension.

Vested – Being Vested means you have earned the right to your pension. This is a right which cannot be taken away from you. To become Vested, you must become a Participant in the Plan and earn 24 months of Vesting Service (except Quebec, where it is immediate on becoming a Participant), or have reached the Normal Retirement Age of 65.

BENEFITS RELATED TERMS

Actuary – An Actuary is a person or firm which specializes in the calculation of pensions and their value at any given point in time. The Plan is required to have an Actuary.

Beneficiary – A Beneficiary is the person you have designated to receive, in the event of your death, any pension pay that may be owing to you from the Plan. It is important for you to inform the Fund Office of your Beneficiary and any changes of your intended Beneficiary.

Contributing Employer – This is an employer who is bound by a Collective Agreement and/or a Participation Agreement and who is accepted for participation in the Plan by the Trustees and make contributions to the Plan as required.

Commuted Value – The term is used to describe the current value of a pension benefit accumulated at the time of a Participant's termination of participation in the Plan. It is calculated according to the regulations of the Pension Benefits Act, Pension Plan and using a formula acceptable to Revenue and Customs Canada.

GENERAL TERMS

Past Service Credit – Past Service Credit refers to the service participants who were employed by a Contributing Employer have prior to the workplace joining the Pension Plan, to a maximum of seven years.

Normal Retirement Date – the first of the month coinciding with or the next month following the attainment of Normal Retirement Age (age 65).