



TC LOCAL 1976 USW

CANPAR BARGAINING UNIT MEMBERS

We're Listening!

August 21, 2020

Greetings,

Last week, all Canpar Unit Chairpersons of TC Local 1976 USW met via Zoom with USW National Director Ken Neumann and the three USW Canadian District Directors. The Chairpersons and Directors agreed to take a hard look at the concerns expressed by some Canpar members. They also agreed to jointly develop a **plan of action to improve communications and more** for members at all Canpar terminals/hubs across Canada. Watch for details about these changes soon.

One part of better communication is our membership survey. It's available online at www.usw.ca/canpar and has been mailed to you. Take a few minutes to fill it out online or email it to uswcanpar@usw.ca. Give us your feedback. We are listening.

Raid Attempt by NOWU:

We want to ensure that you are informed about possible impacts on your pension. A switch in unions would mean several different possible impacts on **Canpar workers' pension assets and pension rights**, all of which amount to more risk, higher fees and less security for Canpar workers. Take the time to read the pension material on page 2.

NOWU's promise to bargain a new collective agreement **cannot provide a guarantee** that the terms of your current and renewed collective agreement would exist in a new NOWU agreement.

Canpar's legal duty to bargain in good faith, as set out in the Canada Labour Code, **does not legally require Canpar** to agree to specific terms other than provisions such as a basic grievance and arbitration procedure and a union security/dues check-off. Gains that USW members at Canpar have won over years of negotiations could be at serious risk.

SOME MEMBERS HAVE ASKED:

What was the ratification vote for the renewal contract?

Despite voting taking place during the start of the pandemic, **more members participated than ever** in the history of the Canpar unit. The vote result: **53% support** for the **new contract and its improvements**.

What will happen with my pension, if we leave USW and join NOWU?

The Pension Plan is part of the current collective agreement, as negotiated by TC Local 1976 USW. If Canpar bargaining unit members leave the USW to join NOWU, they will no longer be participants in the USW Pension Plan. There are several different scenarios that

could happen – all of which amount to more risk, higher fees and less security for Canpar workers.

They include:

1. Canpar members may opt to keep their assets in the Pension Plan, but no further contributions will be made.

OR

2. A Canpar member's assets could leave the Pension Plan and be transferred to a locked-in individual RRSP, after approval by the pension regulator. All fees and risk associated with the RRSP would now be the sole responsibility of the Canpar worker. Canpar cannot contribute directly to such RRSPs.

AND

3. With the discontinued participation in the USW Plan, NOWU could try to negotiate a new pension plan. From there, NOWU or Canpar would then have to establish the new plan, which is both costly and time-consuming. We have found no record of NOWU ever establishing a new pension plan from scratch.

The process includes creating a new trust fund document, establishing a Trust Fund, and registering it with the necessary regulatory authorities – the Canada Revenue Agency (CRA) and the Office of the Superintendent of Financial Institutions (OSFI). Until the plan is registered, no pension contributions can be made, as there is no legal pension plan in existence for you. During this interim period, there is also the loss of investment income, which can take up to a year.

Don't take the risk with your retirement savings.

Contact TC Local 1976 USW:

- Sign up for text messages by texting 'Canpar' to 32323
- Email updates – sign up by emailing: uswcanpar@usw.ca with subject 'Canpar'
- Website updates – <http://usw.to/3cL>

If you have any questions, comments or information that you would like to share, contact us at: 416-243-8792 ext.1227 or by email: uswcanpar@usw.ca

In solidarity, TC Local 1976 USW