



# CUPE Employees' Pension Plan Report to Members 2022

## Mission Statement

“Our Mission is to ensure the timely and accurate delivery of benefits to CEPP members and their beneficiaries in accordance with the CEPP terms and conditions by ensuring the proper funding and investment of the Pension Fund and the implementation of effective administrative procedures.”

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[www.cepp.ca](http://www.cepp.ca)

Ce rapport est aussi disponible en français

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# Trustees' Message

In some respects, 2022 was reminiscent of the 2008 global markets meltdown. However, while 2022 was a challenging year for the global economy, we are pleased to report on behalf of the Joint Board of Trustees (JBT) that the Plan remained resilient and strong despite the economic storm. As always, we continue and will continue to monitor market conditions and manage plan risks to maintain benefit security for all plan members.

With equities and fixed income struggling throughout the year, the CEPP Fund recorded its lowest annual return since the 2008 financial crisis, with a gross rate of return of -7.11% and net assets declining to \$862M. Although a negative rate of return is never desirable, the work done by the Board over the past few years to better diversify the investment Fund and achieve greater added value enabled the CEPP Fund to outperform its benchmark by 0.37% through active management.

In terms of assessing the pension plan's financial health, this year's poor asset performance was fortunately offset by a significant increase in interest rates, which led to a reduction in plan liabilities. As a result, the CEPP remains fully funded on a going-concern basis and has considerably strengthened its solvency position. As at January 1, 2023, the CEPP's funding ratio was 112.1%, which corresponds to a surplus of \$101M when evaluating the pension plan on a long-term basis. As for the Plan's solvency valuation, it resulted in an increase of the solvency ratio from 86.7% as at January 1, 2022, to 93.6% after indexation as at January 1, 2023, thus reducing the solvency deficiency by \$87M. The JBT opted to file the January 1, 2023 actuarial valuation to secure these results.

In accordance with the provisions of the Plan, pension benefit payments were indexed from January to August 2023 by 4.44% for all members that retired on or before January 1, 2022, and proportionally for those who retired during 2022. Effective September 1, 2023, this indexation rate was changed to 4.43% (or proportionally). This adjustment is due to a revision of the final results of the Actuarial Valuation as at January 1, 2023 received by the Joint Board of Trustees on June 28, 2023. The September 1, 2023 pension benefits payment and subsequent payments for the year 2023 will reflect this change, without seeking recuperation of the overpaid indexation for the period between January to August 2023.

On another note, we wish to express our gratitude once again to Sylvie Ouellet who retired earlier this year and served as the Pension Administrative Officer for several years. She was involved with the JBT for over 16 years and her dedication and contribution to the Plan was substantial. We wish her a healthy, long and enjoyable retirement!

Finally, we thank all the trustees who left the board in 2022 and we welcome new faces to the Board as trustees. Joining us in 2022 were: Faiz Ahmed, Alison Davidson, Brian Edgecombe, Trent Snickers and Marnie Thorp.

On behalf of the Joint Board of Trustees,



Emily Niles, Chair

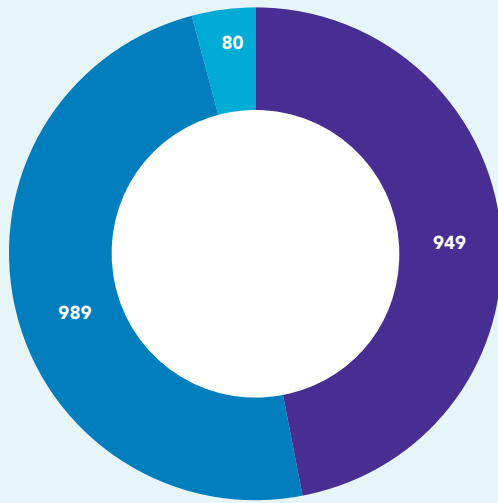


Candace Rennick, Vice-Chair



# At a Glance

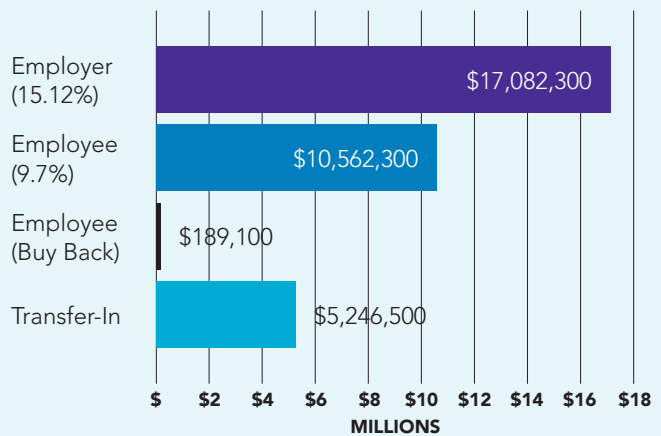
## MEMBERSHIP ON JANUARY 1, 2023



- Active
- Retiree
- Differed

**Total of 2,018 members**

## 2022 EMPLOYEE AND EMPLOYER CONTRIBUTIONS AND TRANSFER-IN

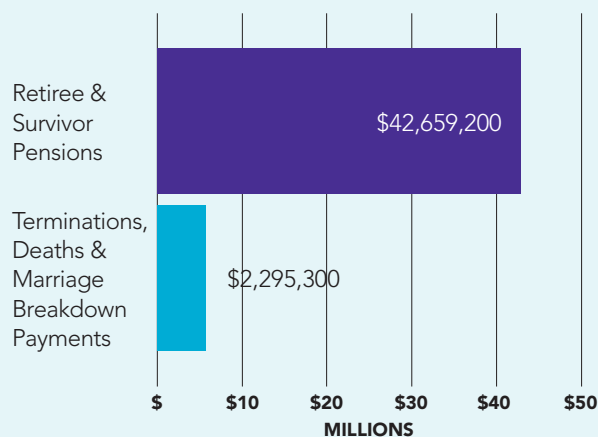


According to the CEPP provisions, the employer is required to contribute to the CEPP Fund based on the last filed actuarial valuation. Based on the actuarial valuation filed as of January 1, 2022, this represents employer contributions of 14.02% of members' pensionable salary for 2022. This rate is higher than the minimum employer contribution rate of 12.2% of members' pensionable earnings, plus applicable expenses, as set out in the collective agreements between CUPE and the staff unions.

In addition, since the Plan's going concern funded ratio is less than 130% at its latest measurement date, the required employer contribution rate or the minimum employer contribution rate is increased by 1%. An allowance of 0.10% is also added for expenses.

For 2022, the employer's contribution rate was therefore 15.12%, an increase from its previous value of 14.92% for 2021. The employee contribution rate for 2022 remained unchanged at 9.7%.

## 2022 PENSION PAYMENTS



In 2022, the CEPP paid a total of \$45M in pension benefits. Of this amount, 95% was paid in monthly pensions to retirees and surviving spouses (\$42.7M), and 5% was paid in terminations from the Plan, deaths and marriage breakdown pension benefits (\$2.3M).

## 2022 PLAN EXPENSES

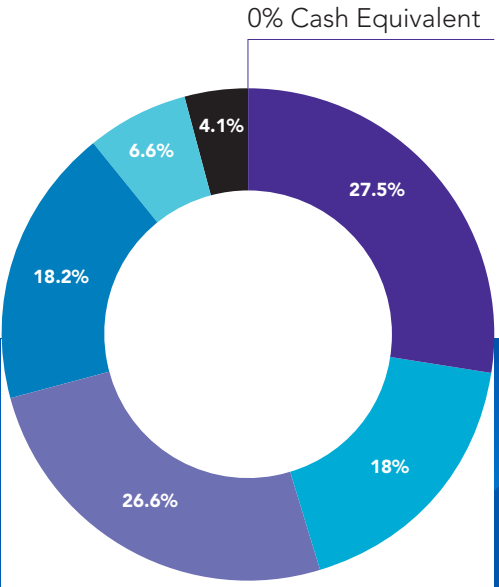
All data in the following table is as at December 31<sup>st</sup>.

	2022	2021
<b>TRANSACTION COSTS</b>	<b>\$52,494</b>	<b>\$60,048</b>
<b>ADMINISTRATION EXPENSES</b>		
Investment management fees	4,259,716	4,369,624
Actuarial, consulting and administration fees	788,282	790,911
Administrative agent fees	585,048	615,786
Custodian fees	165,978	189,248
Board of Trustees	175,000	25,000
Consulting fees	114,428	139,904
Legal fees	90,240	118,143
Auditing and other professional fees	63,342	59,421
Seminars	12,967	36,023
Proxy and engagement fees	90,205	98,914
Performance management fees	33,868	40,069
Fiduciary insurance	30,740	30,740
Other services	12,681	949
Other consulting fees	68,727	11,518
Administration system fees	25,828	24,356
Net indirect tax recoveries	(222,424)	(195,687)
<b>TOTAL ADMINISTRATION EXPENSES</b>	<b>\$6,294,626</b>	<b>\$6,354,919</b>

**\$862M**  
Net Assets

**-7.11%**  
2022 Rate  
of Return

**+6.46%**  
10-Year Annualized  
Rate of Return



### Asset Allocation

- Fixed Income
- Real Estate
- Global Equity
- Canadian Equity
- Canadian Small Cap Equity
- Emerging Markets Equity

## Financial Overview

Going Concern

**112.1%**  
Funding Ratio

**\$100.9M**  
Funding Surplus

Solvency

**93.6%**  
Solvency Ratio

**\$58.6M**  
Solvency Deficiency



# Members' Profile



All data in the following tables is from the January 1, 2023 and the January 1, 2022 actuarial valuations.

## ACTIVE MEMBERS

	2023	2022
Total Active Members	949	939
Females	599	593
Males	350	346
Average Age	48.9	49.1
Average Salary	\$119,000	\$114,300
Average Current Service	11.6	11.7

## RETIREEES

	2023	2022
Total Retirees	989	944
Average Age	70.3	70.1
Average Annual Pension*	\$45,700	\$44,160
Average Annual Life Pension	\$42,768	\$41,004
Average Annual Bridge Benefit	\$11,940	\$12,192

\*The average annual bridge benefit does not take into account people who do not receive a bridge benefit, while the average total annual pension indirectly includes a \$0 bridge benefit for people who are over 65.

## DEFERRED MEMBERS

	2023	2022
Total Deferred Members	80	71
Average Annual Pension Liability	\$5,112	\$4,932

All data in the following table is as at December 31<sup>st</sup>.

## MEMBERSHIP CHANGES

	2022	2021
New Entrants	87	65
Terminations, Vested & Deferred	26	14
New Retirees	60	43
Deaths	21	20

In 2022, the average age of new members was 41.6 years old, while the average retirement age was 60.5. Sadly, 21 plan members passed away in 2022, including 2 active members and 19 retirees.

## RATIO OF ACTIVES/RETIREEES

	2023	2022
Ratio of Actives/Retirees	0.96	0.99

As of January 1, 2023, the ratio of active members to retirees continues to decrease gradually.



**Did you  
know?**

## **CANADA PENSION PLAN (CPP)**

The Canada Pension Plan (CPP) is a contributory, earnings-related social insurance program designed to provide a monthly retirement pension that replaces part of your income when you retire. The CPP retirement pension is considered taxable income.

CPP payments are adjusted annually in January to account for increases in the cost of living caused by inflation, using the Consumer Price Index (CPI). For reference, CPP payments were increased by 6.5% in January 2023.

## **OLD AGE SECURITY (OAS)**

The Old Age Security provides a monthly payment to residents who have lived in Canada for more than ten years and are older than 65. Income tax is also payable on OAS payments.

Unlike the CPP, OAS benefits are indexed quarterly instead of annually, to provide additional protection against any unexpected steep price increases during the year. From July 2022 to July 2023, OAS payments increased by a total of 4.8%.

## **A LITTLE HISTORY**

Public pensions in Canada have evolved quite significantly over the past century. Here are some interesting key changes:

- The *Old Age Pensions Act* and the *Old Age Security Act* came into effect in 1927 and 1952 respectively.
- The CPP and QPP were established on January 1, 1966.
- Annual indexation is introduced for the OAS in 1972, then changed to quarterly indexation in 1973.
- Full annual indexation was introduced for the CPP a year later in 1974.
- The OAS pension recovery tax, or clawback, was introduced in 1989. It essentially means that if your taxable income reaches a certain level, you will have to pay back some or all of your OAS income.



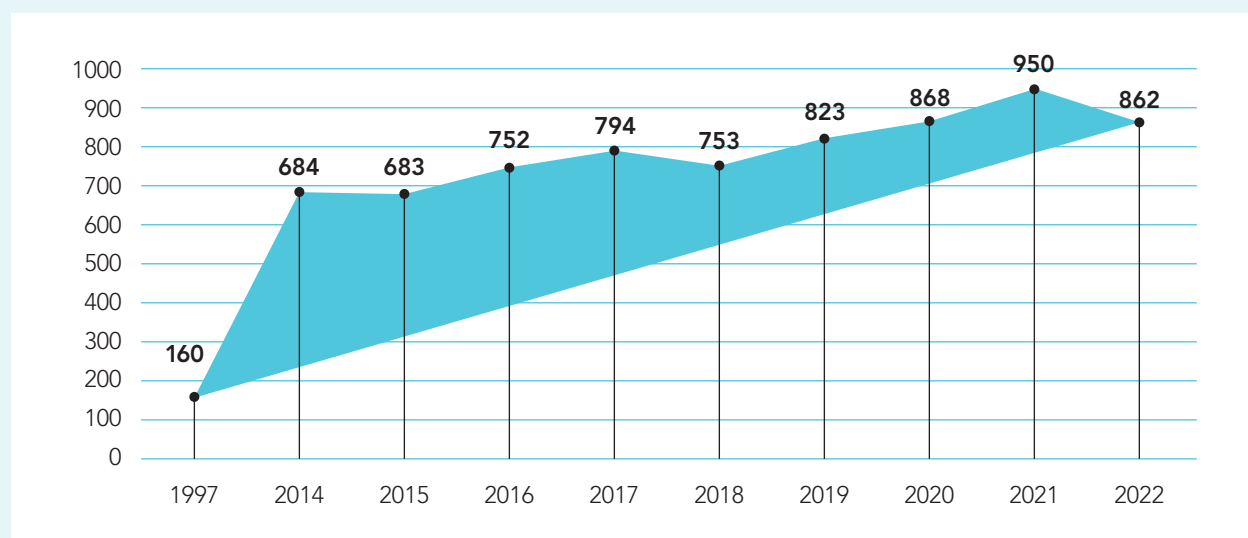
# Financial Status of the CEPP

## AUDITED FINANCIAL STATEMENTS (AS AT DECEMBER 31, 2022)

Pension plans with assets in excess of \$10 million at their plan year-end are required to file audited financial statements of the pension Fund annually with the Financial Services Regulatory Authority of Ontario (FSRA).

Over the past year, plan assets have fallen from \$950M as at December 31, 2021 to \$862M as at December 31, 2022. This represents a decrease of \$88M. Additional information on investment performance can be found in the following sections of this report.

## MARKET VALUE OF ASSETS AS AT DECEMBER 31<sup>ST</sup> (IN MILLION \$)



## OUR INVESTMENTS

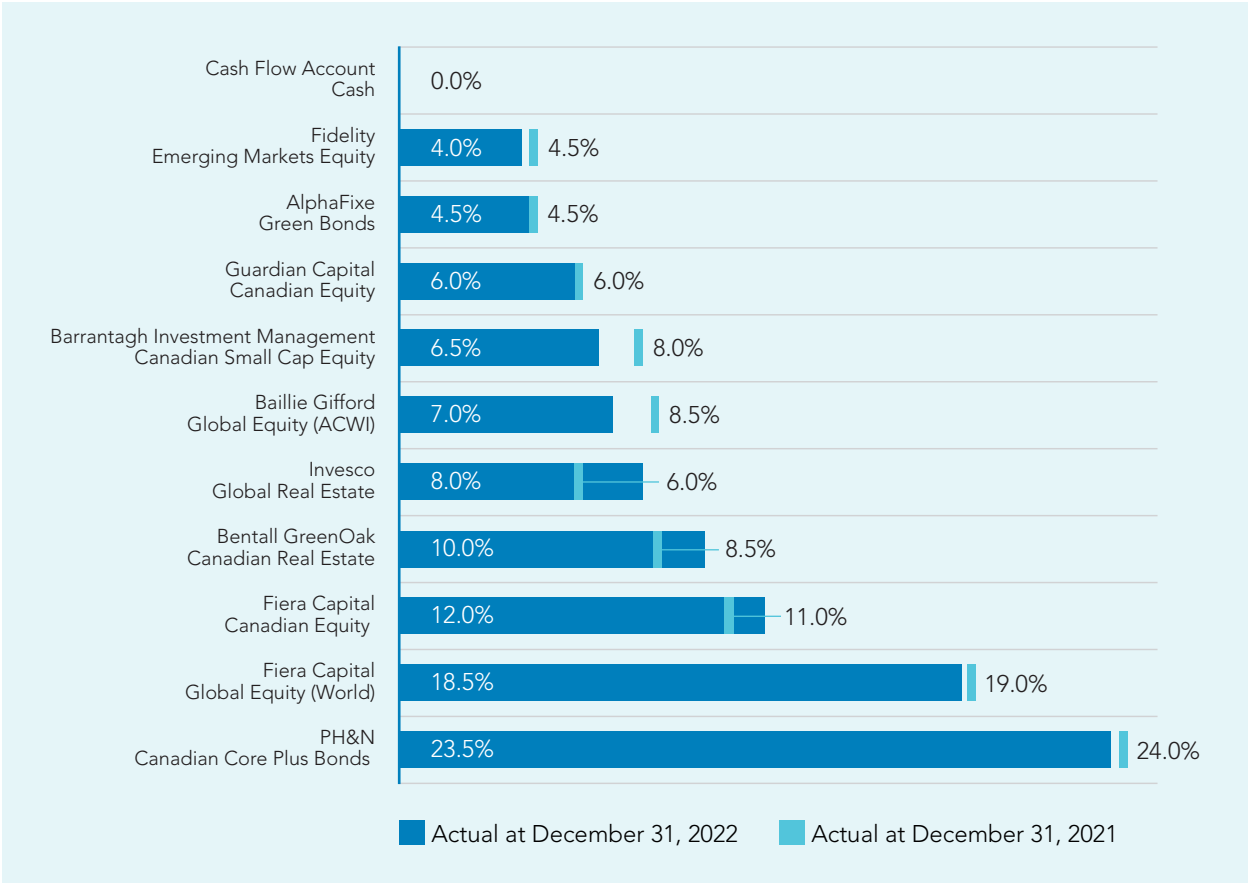
Following the addition of the Fidelity emerging markets mandate in 2021, the CEPP has completed the Plan transition from a “Balanced Manager” structure to a “Specialist” manager structure. A specialist manager structure provides numerous advantages including better manager diversification, higher expected added value through the use of “best in class” specialist managers along with streamlined ongoing decision making in evaluating each investment manager.

As the Plan continues to grow over time, further opportunities will become available to use the Plan’s scale to further diversify the asset allocation while also adding investment managers / strategies that are expected to provide further value to the Plan.

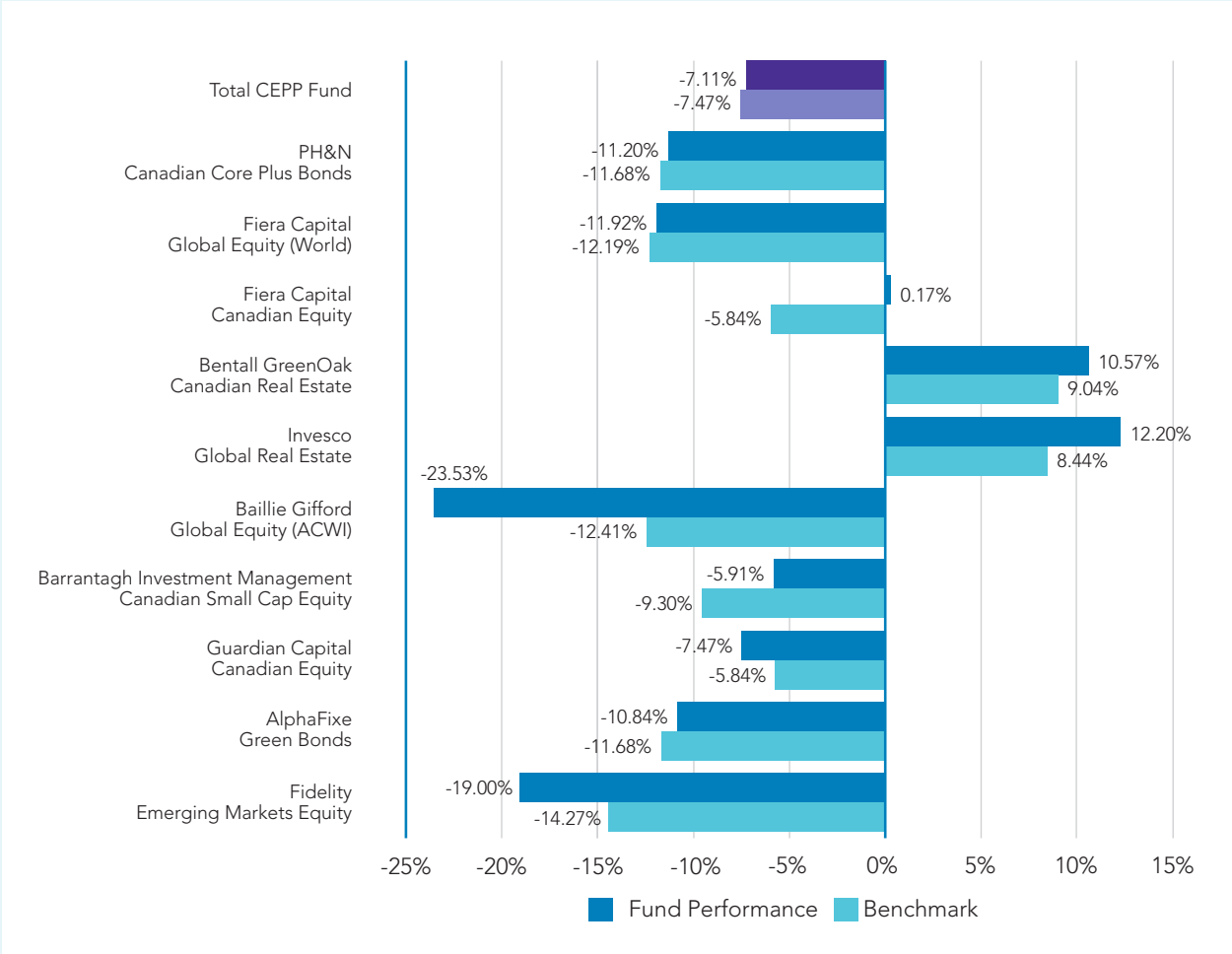
Although there were no changes made to the asset allocation in 2022, the Statement of Investment Policies and Procedures (SIP&P) has been updated with minor changes to strengthen the governance of the CEPP’s investments. A copy of the SIP&P can be found on the CEPP website.

The chart below illustrates the proportion invested with each Fund manager as at December 31, 2022 and December 31, 2021.

**INVESTMENT MANAGERS**



## INVESTMENT PERFORMANCE IN 2022



The chart above highlights the 2022 investment performance of the nine Fund managers making investments on behalf of the CEPP compared to their respective benchmarks.

2022 was a difficult year for most asset classes. Both equities and fixed income, which typically offset each other, incurred losses during this past year. Geopolitical uncertainty, soaring inflation and the imposition of restrictive monetary policies by central banks resulting in higher interest rates are factors that have contributed to the ongoing market volatility. Through it all, CEPP's real estate managers were the CEPP Fund's best performing asset class in 2022.

What's more, the year 2022 saw value stocks significantly outperform growth stocks. In fact, global all-country value equities posted an absolute return of -0.8% for the year 2022, while global all-country growth equities returned -23.4%. Baillie Gifford's management style was therefore not favoured in 2022, leading to the manager's significant underperformance versus its benchmark (-23.53% vs. -12.41%). However, the manager's performance was in line with the growth equity market, as represented by the MSCI World All Countries Growth index (-23.5% vs. -23.4%).

Overall, the total CEPP Fund delivered a gross rate of return of -7.11% in 2022, which represents a value added of 0.37% from active management. As at December 31, 2022, the CEPP's investment portfolio achieved an investment return of 6.46% net of investment fees, measured over a 10-year moving average period, compared to a performance objective of 6.11% (CPI + 3.75%) over the same period.

## ACTUARIAL VALUATION REPORTS RESULTS

An actuarial valuation is performed as at January 1 of each year to establish the financial position of the CEPP Fund. In addition, an Actuarial Valuation Report (AVR) must be filed with the Financial Services Regulatory Authority (FSRA) and the Canada Revenue Agency (CRA) at least once every three years.

The funded status of the Plan is determined by comparing the assets and liabilities of the pension Fund using a set of long-term assumptions. The valuation can be done on a going-concern basis, which assumes the pension plan will continue indefinitely, or on a solvency basis, which values the Plan assuming it will terminate on the valuation date.

The following tables show the results of the most recent actuarial valuation undertaken as of January 1, 2023, which will be filed later in 2023, and of the previously filed AVR as at January 1, 2022.

## FUNDING (GOING CONCERN) VALUATION

	FILED ACTUARIAL VALUATION REPORT JANUARY 1, 2023*	FILED ACTUARIAL VALUATION REPORT JANUARY 1, 2022
Actuarial Value of Assets	<b>\$935,604,500</b>	<b>\$926,698,100</b>
Funding Liabilities		
Active	\$318,659,100	\$306,258,000
Deferred	\$4,957,700	\$3,837,500
Pensioners	\$511,119,800	\$472,387,700
Total Funding Liabilities	<b>\$834,736,600</b>	<b>\$782,483,200</b>
Funding Surplus before PfAD**	<b>\$100,867,900</b>	<b>\$144,484,900</b>
Funding Ratio before PfAD**	<b>112.1%</b>	<b>118.5%</b>

\* Will be filed by September 30, 2023. The next required actuarial valuation to be filed with government authorities should be performed no later than January 1, 2026.

\*\* PfAD definition can be found on page 15

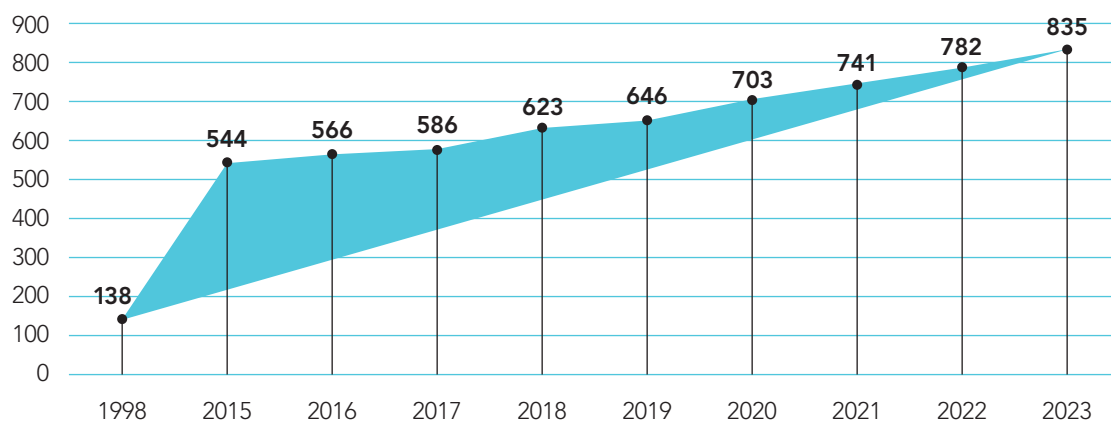


The funding (or going concern) valuation is used for determining:

- the overall on-going financial position of the pension plan;
- the current service cost (cost of benefits being accrued by active plan members in the upcoming year);
- the additional employer contribution depending on whether the Plan's going concern funded ratio (before PfAD) is greater than 130% or not;
- the negotiated minimum employer contribution rate, i.e. 13.2% or 12.2%; and
- the indexation level, if any.

As at January 1, 2023, the Plan had an actuarial surplus of \$101M on a going-concern basis and a funding ratio of 112.1%, which is above 100%, but below 130%. This means that the CEPP assets are currently sufficient to fund all pensions accrued or payable from the Plan and that the employer contribution rate for 2023 will include an additional 1% as per the Plan text provisions. This compares to a surplus of \$144M and a funding ratio of 118.5% as at January 1, 2022.

## FUNDING LIABILITIES AS AT JANUARY 1<sup>ST</sup> (IN MILLION \$)



The Provision for Adverse Deviation (PfAD) is a prescribed additional level of funding by which a pension plan will fund a reserve to protect the Plan against future adverse experiences, thereby providing greater benefit security to plan members. As at January 1, 2023, the required PfAD level on the funding liabilities decreased from 12.9% to 7.9% due to an increase in the benchmark discount rate, mainly from an increase in bond yields. No additional funding is required on a going concern basis as the CEPP has a funding ratio of 112.1%, which is above the required level of 107.9%.

Indexation must be sustainable for the future lifetime of all existing pensioners, deferred vested members and active members in respect of their accrued pensionable service as at the effective date of indexation. No increase shall be granted that would have the effect of reducing the going concern funded ratio below 100% plus the provision for adverse deviations.

Since the Plan's surplus on a going concern basis exceeds 100% plus the PfAD as at January 1, 2023, the sustainable indexation rate effective January 1, 2023 is determined to be 4.43%, which represents 70.1% of the 6.32% increase in the Consumer Price Index in 2022.

Due to discrepancies in custodial statements identified during the audit process, pensions payable from the CEPP between January 2023 and August 2023 were indexed by 4.44% for all members that retired on or before January 1, 2022, and proportionally for those who retired during 2022. The indexation rate was adjusted to 4.43% (or proportionally) starting with the September 1, 2023 payment.

## SOLVENCY VALUATION

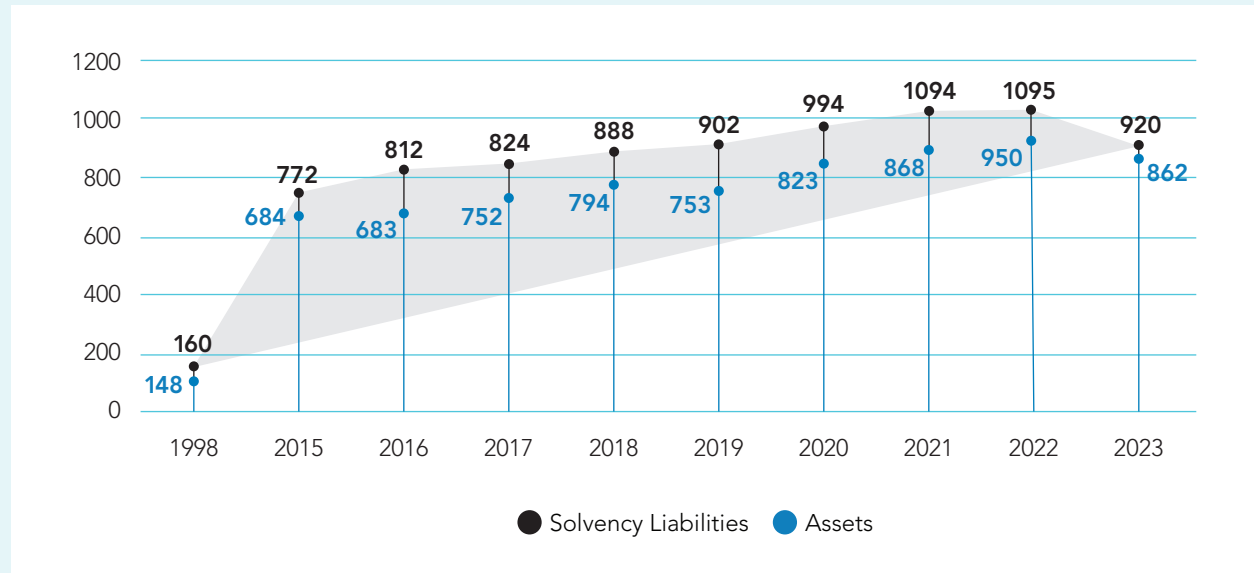
	FILED ACTUARIAL VALUATION REPORT JANUARY 1, 2023*	FILED ACTUARIAL VALUATION REPORT JANUARY 1, 2022
Assets (Market Value)	<b>\$861,186,600</b>	<b>\$949,460,700</b>
Liabilities (Market Value)		
Active	\$357,092,800	\$454,486,700
Deferred	\$5,651,100	\$5,880,200
Pensioners	\$557,034,200	\$634,560,800
Total Liabilities	<b>\$919,778,100</b>	<b>\$1,094,927,700</b>
Solvency Deficiency	<b>(\$58,591,500)</b>	<b>(\$145,467,000)</b>
Solvency Ratio	<b>93.6%</b>	<b>86.7%</b>

\* Will be filed by September 30, 2023.

The purpose of the solvency valuation is to determine the Plan's assets and liabilities and any additional funding requirements assuming that the Plan is terminated on the valuation date and all benefits are paid, regardless of how unlikely this event is.

From January 1, 2022 to January 1, 2023, the CEPP solvency liabilities decreased by approximately \$87M, benefiting from a rising interest rate environment.

## ASSETS (MARKET VALUE) VS SOLVENCY LIABILITIES AS AT JANUARY 1<sup>ST</sup> (IN MILLION \$)



In Ontario, pension funding rules require defined benefit plans to have a solvency ratio of at least 85%, or the employer must make additional contributions to the plan to bring it up to that level over a 5-year period. For 2022, solvency special payments are based on the January 1, 2022 actuarial valuation and are nil, as the plan's solvency ratio was certified to be above 85% (i.e. 86.7%).

To obtain a copy of the last filed actuarial valuation report and more details on the actuarial process, visit the CEPP website.



# 2022 Plan Amendments

No amendments were made to the CEPP plan text in 2022.



## Pre-Retirement Seminars

Members of the CEPP who are 45 years of age or older and have at least 5 years of total credited service under the CEPP are eligible to attend a Pre-Retirement Planning Seminar offered by the CEPP.

The following topics are covered during the seminar:

- Pension and benefit entitlements
- Financial planning
- Psychological preparation to retirement

The seminar is designed to help members make the most of their retirement preparation. Eligible members are strongly encouraged to attend a seminar as soon as they qualify. Partners are also invited.

Four pilot virtual pre-retirement seminars were held in 2022 to test several options for the delivery of these seminars via Zoom. In particular, SG.Coach was hired to deliver the “Psychological Preparation to Retirement” segment of these seminars. Feedback from participants has been very useful.

Eligible participants have been contacted for the sessions offered in 2023.

## Pre-Retirement Counselling

In addition to the Pre-Retirement Seminars, the CEPP offers plan members nearing retirement an individual counselling session, to which spouses are welcome. This one-on-one counselling session is highly informative and provides an opportunity to review retirement benefits for retiring members. In 2022, 47 CEPP members attended an individual counselling session via video conferencing, which is still high compared to pre-COVID numbers, but less than last year.

To obtain a copy of the policy and more details on Pre-Retirement Seminars and counselling sessions, please visit the CEPP website.



## 2022 Retirees

We congratulate the following participants who retired in 2022 and wish them a long and healthy retirement.

Jodi Andre  
Susan Arab  
Wendy Barry  
Peter Baxter  
Darlene Bergeron  
Denis Bolduc  
Gilles Bouffard  
Marjolaine Boutin  
Michael (Mike) Brady  
Virginia Brousseau  
Sylvie Brunet  
Nelson Campbell  
Susan Coen  
William (Bill) Cronin  
Raymond Dinelle  
Monique Diotte  
Daniel Dussault  
Lynn Falk  
Julie Farmakis  
Charles Fleury

May Fung  
Richard Gardner  
Amessan Gnawa  
Debra Grimaldi  
Laura (Michele) Hacker  
Robert (Rob) Hewitt  
Danielle Jennings  
Stephen (Steve) Kenney  
Renée LaFrance  
Danielle Lamy  
Cavelle Lane  
Christine Lang  
Judith Laramée  
Kelli Lawrence  
Steven (Steve) Leavitt  
Sandra Lenuik  
Joyce MacDonald  
Daniel Mackenzie  
Denise-Anne (Zoë) Magnus  
Hans Marotte

Lorelei Martin  
Joseph (Joe) Matasic  
Sharon McKenna  
Linda Mer kac  
Antonio (Tony) Miotti  
William (Lee) Mossman  
Sheena Murdoch  
Elizabeth (Lisa) Nisbet  
Victoria (Vicky) O'Dell  
Debora (Debbie) Oldfield  
William (Bill) Pegler  
Catherine Robinson  
Kari Rudd  
Martin Simard  
William (Jack) Simpson  
Lesley Swann  
Janet Szliske  
Kevin Wilson  
Ken Young  
Norma Zubickova



# 2022 Remembrance

In 2022, the JBT was saddened to hear of the passing of:

## **ACTIVE MEMBER:**

Kevin Rochon  
Vallie Stearns

## **SPOUSE OF ACTIVE MEMBER:**

Frank Soucé,  
spouse of Jessica Soucé

## **RETIRED MEMBERS:**

Emile Arsenault  
Guy Arseneault  
Susan Assaly  
Darcie Beggs  
Maurice Boisvert  
Robert Crockett  
Patrick Dickie  
Gloria Forward  
Réjean Gauthier  
Harold Johnson  
Georges Landry  
Selena Lashley  
Clifford Letendre  
Glenys MacDonald  
Nancy McNeil  
Terrance (Terry) O'Connor  
Anne Ravizza  
John Spence  
Beryl Zackon

## **SPOUSES OF RETIRED MEMBERS:**

Alexander Gordon,  
spouse of Jean Gordon  
Bernard Larmet,  
spouse of Lynne Larmet  
Gary Puckey,  
spouse of Heather Inglis  
Karen Tapp-Lalonde,  
spouse of Pierre Lalonde  
Dan Wilson,  
spouse of Candace Wilson



# The Joint Board of Trustees (JBT)



## JBT TRUSTEES

JBT members and their affiliations as at December 31, 2022 are listed below.

TRUSTEE	AFFILIATION
FAIZ AHMED	CSU ALTERNATE TRUSTEE
ALISON DAVIDSON	CUPE ALTERNATE TRUSTEE
TREVOR DAVIES	CUPE ALTERNATE TRUSTEE
HEATHER DILLABAUGH	COPE TRUSTEE
ISABELLE DOYON	UNIFOR LOCAL 2013 TRUSTEE
BRIAN EDGECOMBE	RETIREE ALTERNATE TRUSTEE
CHARLES FLEURY	CUPE TRUSTEE
PATRICK GLOUTNEY	CUPE ALTERNATE TRUSTEE
TAMMY GRIFFIN	CUPE TRUSTEE
JUDY HENLEY	CUPE TRUSTEE
SHERRY HILLIER	CUPE ALTERNATE TRUSTEE
ANNE KELLY	UNIFOR LOCAL 2023 ALTERNATE TRUSTEE
D'ARCY LANOVAZ	CUPE ALTERNATE TRUSTEE
JOHN LEPINE	CUPE TRUSTEE
LINDSAY MILLS	COPE ALTERNATE TRUSTEE
EMILY NILES	CSU TRUSTEE
NANCY PARKER	RETIREE TRUSTEE
CANDACE RENNICK	CUPE TRUSTEE
TRENT SNIKKERS	CSU TRUSTEE
MARNIE THORP	CSU ALTERNATE TRUSTEE

We would like to take this opportunity to thank all the Trustees who have left the Board in 2022 for their hard work and commitment to the CEPP. Their last affiliation and years on the Board are listed below:

Susan Arab	(CSU Trustee)	<i>Since 2016</i>
Amessan Gnawa	(CSU Trustee)	<i>Since 2014</i>
Cavelle Lane	(CUPE Alternate Trustee)	<i>Since 2020</i>
Barry Thorsteinson	(Retiree Alternate Trustee)	<i>Since 2013</i>
Gary Yee	(CSU Alternate Trustee)	<i>Since 2016</i>



# JBT Sub-Committee Members and Mandates

Over the years, the JBT has determined that the most efficient way to manage some of the tasks and workload that is done each and every year is to create a series of sub-committees. These sub-committees are not decision makers with some very controlled exceptions. Their job is to undertake preliminary work and bring it back to the JBT for decisions. The 2022 sub-committees are:

**Finance and Audit – Chair: Tammy Griffin**

Ensures that the JBT’s finances, accounting practices and staffing needs are reviewed and reported on annually.

**Benefits and Member Communications – Chair: Heather Dillabaugh**

Provides member education (i.e. pre-retirement seminars), communications with plan members (Report to Members, Website, Member Booklet, Pension Connection newsletter); monitors and reports to the JBT on benefit related issues as they arise.

**Investment – Chair: Isabelle Doyon**

Reviews and oversees the investment policies, performance of Fund managers, overall performance of the JBT investments, and oversees the performance of our proxy voting service as well as the responsible investing policy.

**Governance – Chair: Brian Edgecombe**

Undertakes annually a review of Trustee/Board performance; sub-committee structure including mandates and performance; governance policies of the JBT; performance of legal counsel. Reviews plan text amendments. Works with legal counsel and the actuary on legal and legislative issues or updates. Addresses pension plan administrative issues and recommends and arranges Trustees’ education.

Each Trustee and Alternate Trustee is assigned by the JBT to these sub-committees.



# Administration Team

CUPE is the Administrative Agent of the CEPP and has appointed Samtou Tchamdja and her team to provide pension services to members.

If you are a member and need help with any of these matters:

- Plan enrolment
- Past service transfers, buy-backs, etc.
- Pension retirement estimates
- Calculations for purposes of marriage breakdown
- Retirement, termination, death benefits
- Individual pre-retirement counseling session

*For active plan members in the provinces of Alberta, British Columbia, Manitoba, Newfoundland and Labrador, Nova Scotia, Ontario, Prince-Edward-Island and Saskatchewan contact:*

**Carole Lachance**

Senior Administrative Assistant  
clachance@cupe.ca

*For active plan members in the provinces of New Brunswick, Ontario (National Office and Ottawa Area Office only), Quebec and all retirees across Canada contact:*

**Nathalie Lavictoire**

Senior Administrative Assistant  
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*For Pre-Retirement Seminar registration contact:*

**Monique Parr**

Office Support Professional (Pension)  
mparr@cupe.ca

For questions about:

- Administration of pension Fund
- Negotiation and administration of Reciprocal Transfer Agreements (RTAs)
- Administration of policies and procedures
- Arrangement of pre-retirement seminars
- Preparation and filing of annual financial statements
- Preparation and filing of pension plan amendments
- Financial reconciliation of all pension plan transactions

Contact:

**Santou Tchamdja**

Pension Administrative Officer  
stchamdja@cupe.ca

or

**Myrienne Sellier**

Pension Analyst  
msellier@cupe.ca

*To contact the Joint Board of Trustees (JBT):*

**Caroline Perron**

Recording Secretary to the JBT  
pension-jbt@cupe.ca

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