



## CB Benefits News

An update on your pension and benefits plans

### Plan performance

While the end of 2018 had its challenges, 2019 has been a great year so far for the Canadian Baptist Pension Plan (CBPP), as you can see in our year-to-date investment returns below:

CBM Conservative Fund	CBM Moderate Fund	CBM Balanced Fund	CBM Aggressive Fund	CBM Retirement Fund
7.1%	8.7%	10.4%	12.0%	8.2%

As of June 30, 2019

The CBPP is a valuable part of your overall compensation, and it comes with some important advantages. You have access to exclusive funds available only to the CBPP, you pay much lower fees compared to retail investments, and your funds are managed by investment experts. Plus, your 6% contribution is matched by your employer, helping you save even more toward your future retirement.

### Planning your retirement

Retirement planning isn't a one-size-fits-all scenario. A lot of different factors – including your time horizon to retirement (early career, mid-career or late career) and your risk tolerance – will influence the investment choices you make.

As a CBPP member, you can choose from four different portfolios: **Conservative, Moderate, Balanced and Aggressive**.

If you're just starting out in your career, you typically have a long horizon to retirement (30 years or more). So, if you're comfortable with taking on some risk, you may want to invest your assets more aggressively.



### Did you know?

With more than \$240 million in assets, our plan placed #42 in *Benefits Canada's* 2018 ranking of the Top 50 DC Plans.

On the other hand, when you're nearing retirement, you may want to invest more conservatively, since you won't have as many years to make contributions and deal with market fluctuations.

Not sure how or where to invest? Sun Life, our pension administrator, has a tool on their website ([mysunlife.ca](https://mysunlife.ca)) that can help you determine your comfort with risk and decide which portfolio is best for you.

Keep in mind, it's a good idea to review your investment portfolio annually or after a major life change (e.g., getting married, having a baby, etc.) to ensure it still meets your needs.

### Maximizing your TFSA

In addition to your pension plan, you also have access to a **tax-free savings account (TFSA)**.

With a TFSA, you can save up to \$5,500 every year and, because your contributions are made with after-tax money, you won't pay tax on any investment returns. You can also carry over unused contribution room from year to year.

Knowing where you are in life, as well as your personal connection to risk and your investments, will help ensure you're on a smooth path to a secure retirement.



## Changes to the CB Benefits plan

On the health benefits side, we've made some enhancements to the CB Benefits plan (for active members). While they won't affect all employees, it's important that we keep you informed of any changes.

You may have noticed that we recently enhanced the Dependent Life coverage under the CB Benefits plan (formerly called Choices).

All three benefits options (Green Leaf, Orange Leaf and Blue Leaf) now have Dependent Life coverage of \$20,000 for a spouse and \$8,000 for a child.

As of July 1, 2019, we also added coverage for flash glucose monitors and continuous glucose monitors (CGMs) to the CB Benefits plan for active members (CBWC, CBM, CBOQ and FBU divisions).

Coverage is subject to reasonable and customary limits (as set by our insurer, Great-West Life), and CGMs have an annual maximum of \$4,000.

## Industry updates

In the federal budget earlier this year, the government announced two new types of annuities for certain registered plans, to be introduced in the 2020 tax year:

- **Advanced life deferred annuities (ALDAs)**, life annuities that allow you to defer income until the end of the year you reach age 85; and
- **Variable payment life annuities (VPLAs)**, which are to be provided directly to members from their pension plan, and provide varying payments based on the investment performance and mortality experience of the members who bought them.

Ontario also has a **new regulator of pension plans and financial services – the Financial Services Regulatory Authority (FSRA) of Ontario** – replacing the Financial Services Commission of Ontario (FSCO). This change is just administrative; it won't affect your pension in any way.

## RESOURCES AND CONTACTS

**Have questions about your health benefits or your pension plan?**

**Start by checking out the CB Benefits website:** [www.cbbenefits.ca](http://www.cbbenefits.ca). It's your go-to hub for information to support the health and wellbeing of you and your family, and help you save for a secure financial future. Whether you're new to CB Benefits, a current plan member or a retiree, the site's intuitive "life stage" design makes it easy to find information that's relevant to you.

On the site, you'll find a wealth of useful resources – including plan booklets and member newsletters, forms, links to retirement planning tools, and who to contact if you have questions. You can learn more about pension and benefits trends through the *Insights* blog and register for Ready to Retire – a free service to CBPP members that provides financial guidance when you're within 6 months of retirement.

**Still have questions?** For general inquiries about CB Benefits, email [info@cbbenefits.ca](mailto:info@cbbenefits.ca), and for information about the Ready to Retire Program, email the CBPP at [retire@cbbenefits.ca](mailto:retire@cbbenefits.ca).

### A final word

This bulletin has been prepared exclusively for Canadian Baptist Pension Plan and CB Benefits plan members. It is not intended to be comprehensive or to provide advice. If there are any differences between the information provided in this bulletin and any legal documents that govern the delivery of benefits, the legal documents will apply.