



*Participating
Employers
of the Plan*

November 2014 Bulletin from the H&W Trustees

The Trustees of the PPWC – Employer Trusteed Health & Welfare Plan met on October 9th and would like to update you on a number of items relating to your group benefit coverage.

Life, Long Term Disability and Weekly Indemnity Premium Holiday

Although recent experience under the weekly indemnity benefit has not been positive, the overall historical performance of the Plan (including basic life, long term disability and weekly indemnity benefits) has experienced favourable historical results. The Trustees would like to share this surplus with the mills and employees by allowing each mill to take a premium holiday for **both the employee and employer portion** of the life, long term disability (LTD), and weekly indemnity (WI) benefits with Desjardins.

The premium holiday will be in effect for the **three month period** beginning **January 2015** and ending at the end of **March 2015**. Please be sure to check your pay cheque stub beginning in January to ensure that you are not being deducted for your portion of the cost of the WI and LTD benefits.

Financial Position of the Plan

PricewaterhouseCoopers has completed their audit of the PPWC - Employer Trusteed Health and Welfare Plan's 2013 financial statements. The Plan continues to be fully funded and the statements will be shared with the local unions and participating employers when finalized.

Tax T4A Issuance

If you were disabled in 2014 and received a disability benefit, this income needs to be reported as part of your income tax. T4A tax receipts will be mailed to you directly from Desjardins by the end of February 2015. If you do not receive your tax receipt, please contact Heather Pigeau at Desjardins (1-877-360-5720).

If you received disability benefits in 2014 and did not receive a summary of your portion of the premium contributions, we would suggest you contact your payroll department as it could be tax deductible.

Canada Revenue Agency (CRA) Change effective January 1, 2015

CRA has announced new requirements effective January 1, 2015 that benefits paid from taxable disability plans will need to be taxed at the source using payroll tax tables and basic personal exemption amounts. Previously, you could select on your disability claim form application other options for withholding tax such as a specific amount or percentage, or defer taxes until annual taxes are filed. Those currently receiving WI or LTD benefits will receive communication directly from Desjardins advising them that effective January 1, 2015 taxes will be deducted from their benefit payments.



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Maternity, Parental or Adoption Leave

The Trustees would like to remind you that BC Employment Standards allows you the right to continue benefits during maternity / parental leave provided you pay the required premiums in advance of each month. Note that the premium cost sharing basis during a maternity/parental leave will be on the same basis as if you were actively at work.

Your coverage may be maintained for the period outlined in the BC *Employment Standards Act* or other applicable legislation.

Life Events

The Trustees would like to remind you to notify your Plan Administrator within 30 days of experiencing any life event (i.e. marriage/new common-law partner, divorce, birth/adoption of a child, death of a dependent, spouse no longer has coverage elsewhere, etc.), in order to update your list of eligible dependents for extended health and dental benefits under the Plan as well as your beneficiary information.

To add or remove a dependent, you must complete the Carrier's Employee Change Form and return it to the Plan Administrator at the mill. Remember to also review the list of your eligible dependents under the BC Medical Services Plan, as well as consider if changes should be made to your beneficiary designations for life and accidental death and dismemberment benefits. Electronic versions of these forms can be obtained from your Plan Administrator.

Great Participation for Modified Return to Work Programs

Desjardins recently provided reporting to the Trustees that demonstrated the mills' high level of participation for modified return to work duties while receiving disability benefits. The Trust has 100% participation in modified return to work duty programs whereas Desjardins advised that their typical group only has approximately 50% participation. Modified job duties are temporary alternative work tasks which fit with a disabled member's current physical limitations. It is an opportunity for disabled members to do productive work while recovering until they can return to full job duties.

We commend the mills and members in their active participation in these programs and their continued focus and commitment on helping disabled members return to work.

Trustee Meeting Dates 2015

The Trustees established their 2015 meeting dates as follows:

February 16, 2015

June 22, 2015

October 5, 2015

The next Trustee meeting will take place on February 16, 2015.