



U.A. LOCAL 787 BENEFIT PLANS

BENEFITS AT A GLANCE

Updated January 1, 2020

VACATION AND STATUTORY HOLIDAY PAY PLAN

Contributions	<ul style="list-style-type: none">10% of your wages for Vacation Pay and Statutory Holiday Pay is paid into the Fund
Automatic Benefit Payments	<ul style="list-style-type: none">Two Automatic Benefit Payments will be made to you as follows:<ul style="list-style-type: none">By May 15, a payment is made (usually Vacation Pay earned from October 1 to March 31); andBy November 15, a payment is made (usually Vacation Pay earned from April 1 to September 30).A payment is made to Retired Members with respect to Vacation Pay Benefits earned prior to retirementA payment is made to a Designated Beneficiary if there is unpaid Vacation Pay at the time of a Member's death
Optional Benefit Payments	<ul style="list-style-type: none">You may apply in writing for one optional benefit payment each calendar year (for specified reasons only)An additional optional benefit payment may be applied for in writing (for specified reasons only) and will be reviewed by the Board of Trustees at the next regularly scheduled Board meeting following receipt of your applicationAn administration fee will be deducted from all optional benefit payments
Special Benefit Payments	<ul style="list-style-type: none">If Fund reserves permit, payments may be made to Members for contributions due from bankrupt / insolvent employers

PENSION PLAN

Eligibility & Vesting	You become a Plan Member and are vested (you have the right to the pension earned under the Plan) on the first day of the month after you had 700 hours of contributions remitted to the Pension Plan on your behalf provided no two contributions are separated by more than 18 months.
Benefit Payments	<p>Pension Plan contributions made on your behalf are deposited into your Pension Plan Account, which also includes a prorated portion of the Pension Fund's interest, dividends, net realized and unrealized capital gains and losses, and after a deduction for a prorated share of the Pension Fund's operational costs, Benefits are paid at:</p> <ul style="list-style-type: none">Retirement – If you are a Plan Member, and If you retire between the ages of 55 and 71. Pension Plan Accounts are used to purchase a lifetime monthly pension or transfer to another requested accountTermination - If you are a Plan Member, and if no Pension Plan contributions have been made for a consecutive period of 18 months, you will be eligible for a Termination benefit. Your Termination benefit may be transferred to an acceptable registered plan; orDeath - If you are a Plan Member, your Pension Plan Account balance is paid to your Designated Beneficiary, which will be your Spouse in certain circumstances.

This Benefits at a Glance document has been prepared as a quick and easy reference tool and is a supplement to the U.A Local 787 Member Information Booklet. It is an informal guide providing general information summarizing the benefits of the U.A Local 787 Benefit Plans, which are available to qualified Plan Members and their eligible dependants. All benefits described in this document are governed by the provisions of the Plans' Official Documents, the insurance company contract(s), and applicable law, including the rules for eligibility, benefit exclusions and limitations, and benefit termination provisions. Every effort has been made to ensure that the information provided in the Benefits at a Glance and the Summary of Benefits is accurate and up to date at the time these documents were prepared. However, if there is ever any discrepancy between this document and the Plans' Official Documents, including the insurance company contract(s), the Plans' Official Documents will govern in all cases.

Plan Members can also obtain general information about the Benefit Plans at any time by accessing the Plans' website at: <http://www.ualocal787.org/Site/Benefits.html>
Plan Members may also download many of the Plans' forms from the Plans' website.

Administrator:

Employee Benefit Plan Services Limited (EBPS)
45 McIntosh Drive
Markham, ON L3R 8C7
Phone: (905) 946-2220
Toll Free: 1 (866) 946-2220
Fax: (905) 946-2535
Email: info@787benefits.ca

Insurance Companies

The Manufacturers Life Insurance Company (Manulife Financial) Policy Number 901437
CHUBB (AD&D Insurance) - Policy Number AB10423401

Emergency Travel Assistance Provider

Green Shield Canada Travel Assistance Group - ID# 4932
In Canada and U.S. call toll-free: 1-800-936-6226, Elsewhere call collect: 1-519-742-3556

All-In-One Benefit Card Provider

Green Shield Canada – Customer Service 1-866-946-2220, Plan ID# 787



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