

In July of 2011, City Council approved a series of contribution rate increases for the Winnipeg Civic Employees' Benefits Program (WCEBP) spread out over a number of years. The contribution rate increase, which was also approved by a double majority of the Signatory Unions, was contingent on the Trustees addressing the remaining shortfall in the future service cost of the program. The Trustees addressed this remaining shortfall by reducing benefits provided to the plan members. As such, the contributions flowing into the plan now meet the liabilities of the plan, thus we now have a pension plan that is sustainable into the future.

Our members believe that they have paid a higher price for these changes to the pension plan than the participating employers of the plan. Plan members are paying the same contribution levels as the participating employers, while now receiving a reduced level of benefits, in some cases reduced below the level of benefits for someone who retired in 1999.

Even with the agreed to contribution rate increase, the participating employers and the plan members are still paying far less than other public sector pension plans across the country. It has to be noted that other pension plans only provide a pension plan to their plan members, while the WCEBP provides both a pension plan and a disability plan for this level of contributions.

In conclusion, this whole process has been a long and difficult one for all parties and has taken almost two years to achieve. This is the last step in that process. We hope that you can support the amendments to Trust Agreement, which reflect the agreed to changes to the Plan by the stakeholders in the spring and summer of 2011. These changes will now make this a sustainable and affordable pension plan for future generations of Civic employees.

Thank you for your time today.