



## MANITOBA HOME CARE EMPLOYEES PENSION PLAN (MHCEPP) WIND-UP UPDATE

### **UPDATE:**

The Manitoba Home Care Employees' Pension Plan (MHCEPP) has received formal approval from the provincial regulator to wind up the Plan. As a result, pension option packages will be sent to members shortly.

To assist plan members with navigating next steps, please refer to the Frequently Asked Questions section below.

### **FREQUENTLY ASKED QUESTIONS**

#### **Who is receiving a pension wind-up options package?**

All Plan Members who have an active pension account, a deferred account or a Variable Benefit account with the MHCEPP.

#### **When will the pension wind-up options packages be sent?**

We are committed to ensuring the wind-up options packages are sent to Plan Members promptly and in an orderly manner. Packages will be sent over the next several weeks. Please wait to receive your wind-up option package before contacting our office with any specific inquiry relating to your options.

If you have not received your wind-up options package by July 31<sup>st</sup>, 2026, **please contact Ellement. Toll-free 1.844.521.1716 or via email: [mbhomecarebenefits@ellement.ca](mailto:mbhomecarebenefits@ellement.ca)**

#### **Is there a deadline to make an option?**

You will have 90 days from the statement date (listed in your wind-up options package) to return the required document to the Plan administrator (Ellement). The required documents can be sent either via mail, email or fax to Ellement.

#### **What options are available if the value of my pension is considered a Small Pension Benefit?**

If your pension account balance is less than 1/12th of 4% of the Year's Maximum Pensionable Earnings (YMPE) or the value of the benefit is less than 20% of the YMPE at your date of termination or retirement or the windup date, then your pension account balance is considered a Small Pension Benefit. In 2025, the YMPE was \$71,300. If you are an active member and the value of your account balance at September 30, 2025 was less than \$14,260, you are entitled to a Small Pension Benefit. If you are an active member and the value of your pension account balance at September 30, 2025 was greater than \$14,260, you are not entitled to a Small Pension Benefit.

You have the following options for a Small Pension Benefit:

- Receive as a taxable lump-sum cash payment; **or**

- transfer to a Registered Retirement Savings Plan (RRSP)

### **What options are available if I am still working (and under age 55) but do not want to transfer my pension account to HEPP?**

If you are still actively working and do not wish to transfer your pension account to HEPP. You have the following transfer options for your pension account:

- Locked In Retirement Account (LIRA); **or**
- Deferred Annuity; **or**
- Transfer to another Registered Pension Plan (RPP).

### **What options are available if I am still working (and age 55 and up) but do not want to transfer my pension account to HEPP?**

If you are still actively working and do not wish to transfer your pension account to HEPP. You have the following options for your pension account:

- Life Income Fund (LIF); **or**
- Locked In Retirement Account (LIRA); **or**
- Annuity; **or**
- Transfer to another Registered Pension Plan (RPP)

### **What forms do I complete in the pension wind-up options package if I am still working and would like to transfer my pension funds to HEPP**

As part of your wind-up options package, you will receive a HEPP Commuted Value Transfer Package. Please complete the documentation as requested by HEPP. If you should have any questions regarding the HEPP Commuted Value Transfer Package, **please contact HEB Manitoba directly: phone: 204.942.6591 or toll-free 1.888.842.4233 or via email: [info@hebmanitoba.ca](mailto:info@hebmanitoba.ca)**

### **What happens to my pension funds until I complete my pension wind-up options package?**

Your MHCEPP pension is secure, and you do not lose your pension in this process. Your pension account continues to be invested. MHCEPP is invested in a well-diversified portfolio of asset classes and professional investment managers.

### **Where can I access my pension account details and balance?**

You can access your pension account details and balance on the Member Portal on the Manitoba Home Care Employees Benefits website: <https://www.mbhomecarebenefits.ca/> As the Pension Plan is being wound up, the semi-annual pension benefits statements are no longer issued as of October 1, 2025.

### **What actions must I take now with my pension?**

Once you receive your wind-up options package, please follow the instructions provided in your package. Make the selection that is most appropriate for you and once the documentation is completed, please return the required documentation to Ellement to process your selection.

Please note: Depending on your selection, the processing time of your option may vary.  
**\*\*However, it is important that your contact information is up to date with Ellement** to ensure that Ellement is able to process your option in a timely manner.

### **Who can I contact if I have questions about my pension wind-up options package with MHCEPP?**

Please contact Ellement with any questions relating to Small Benefit Pensions or transferring options (LIF, LIRA, Annuity) that do not include HEPP Commuted Value Transfer process. For any inquiries regarding HEPP Commuted Value Transfers, **please contact HEB Manitoba. Phone: 204.942.6591 or Toll-free 1.888.842.4233 or via Email: info@hebmanitoba.ca**

### **What happens to my pension benefits account balance if I should pass away before my pension payment is processed?**

If you pass away before your pension payment is processed, your Spouse/ Common-Law Partner or your designated Plan Beneficiary or estate would be entitled to receive a benefit equal to your value of pension account balance.

### **What if I have experienced a relationship or marriage breakdown on or before September 30, 2025?**

Please contact Ellement Consulting to discuss your situation. Members with outstanding RBD (Relationship Breakdown) with a separation date before October 1, 2025, should contact Ellement immediately, as RBD must be resolved before any transfer of pension benefits can be completed.

### **What if I am receiving a Variable Benefit (VB) payment from the Pension Plan?**

If you are receiving a Variable Benefit payment from MHCEPP, you have the following options for your pension account:

- Transfer to a Life Income Fund (LIF); **or**
- Purchase of an Annuity

### **Who can I consult for financial advice?**

For financial advice, you may wish to consult a properly accredited financial professional, such as a Certified Financial Planner (CFP®). You can find a qualified advisor through FP Canada's "Find a Planner" directory: <https://www.fpcanada.ca/findaplanner>.

You may also contact the Ellement Individual Financial Services (IFS) team for guidance and support relating to your pension and retirement planning options at email: [ifs@ellement.ca](mailto:ifs@ellement.ca) or phone: 204.954.7300 or toll free: 888.840.1045. **Note:** *The Trustees of the Manitoba Home Care Employees Pension Plan are not endorsing or encouraging you to obtain advice from Ellement's advisors. You have the option to obtain advice from another advisor of your choice and should carefully consider any advice received to ensure it helps you meet your retirement goals.*

## **IMPORTANT - WHAT DO I NEED TO DO?**

It is important for Plan Members to keep their personal information (such as your address, phone number and email) up to date with the Plan administrator, Ellement to ensure you receive a pension wind-up options package.

### **Ellement Consulting Group LP**

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