



# CMAW

## TARGET PENSION PLAN

NEWS | SPRING 2026



## 4.5% INCREASE FOR ALL PENSION PLAN MEMBERS

### ACCRUED PENSIONS INCREASING AGAIN THIS SUMMER

Your Trustees are pleased to announce that they have approved another increase. Effective June 30, 2026, a 4.5% increase will apply evenly to every member's accrued pension for all their years of service under the Plan. This increase applies to all members, including pensioners, survivors, and active and deferred members.

#### FOR PENSIONERS AND SURVIVORS

The 4.5% increase will first apply to your July 1, 2026, pension payment and continue for all subsequent monthly payments.

#### FOR ACTIVE AND DEFERRED MEMBERS

The 4.5% increase will be applied to your June 30th accrued pension value. This will be reflected on active members' pension statements mailed to active members in December 2026.

### CMAW TARGET PENSION PLAN UPDATE

## IN THIS NEWSLETTER

4.5% Pension Increase • P. 1

A New Way to Boost Your Pension • P. 2

Benefit Accrual Rates • P. 2

Is Your Information up to Date? • P. 4

Your Plan's Health • P. 3

Understanding Asset Classes P. 3 & 4

# A NEW WAY TO BOOST YOUR PENSION

## INCREASE YOUR PENSION WITH ADDITIONAL VOLUNTARY CONTRIBUTIONS

New this year, active members under the age of 71 can transfer funds from their other personal retirement accounts into the CMAW Target Pension Plan.

### THIS OPTIONS ALLOWS YOU TO:

- Grow your retirement income by converting existing savings into additional monthly pension income;
- Pool investment and longevity risk with other Plan members; and
- Benefit from the Plan's investment strategy while avoiding the higher fees often associated with personal investment accounts.

At retirement, you can use these savings to increase your monthly pension. Unlike your regular CMAW pension, any pension purchased with your voluntary contribution amounts will not be subject to benefit increases or reductions. At retirement or termination from the Plan, you may also choose to take this money out of the Plan as a lump sum, buy an annuity from a life insurance company, or transfer it to another registered retirement account.

### WHEN YOU CAN TRANSFER

Active members under age 71 can transfer funds into the Plan each year between March 1 and May 31. For 2026, the deadline has been extended to June 30, giving you extra time to take advantage of this new option.

### ELIGIBLE TRANSFERS MAY COME FROM:

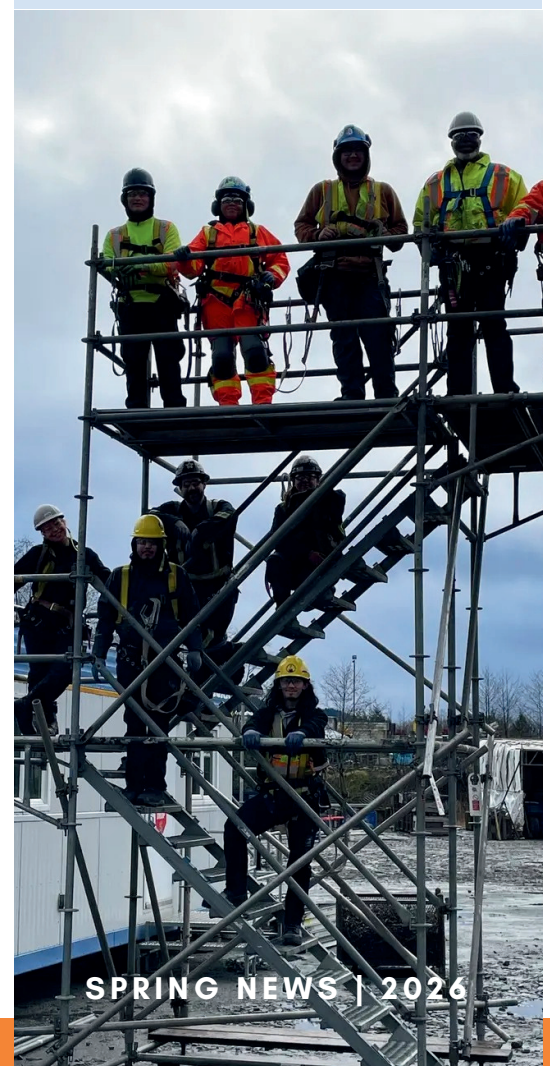
- another pension plan (if that plan allows it),
- an RRSP in your name,
- a LIRA in your name,
- a LIF in your name, or
- a RRIF in your name.

The minimum transfer amount is \$1,000, and there is no maximum limit. If you decide not to participate this year, you will have the option to do so in the future.

# BENEFIT ACCRUAL RATES

Benefit accrual rates are based on your employer's contribution rates. Your accrual rate is prorated if your contribution rate differs from the standard rate. The standard contribution rate is \$4.09, and the standard accrual rate is 5.40 cents.

	Contribution Rate (Hourly)	Accrual Rate (Hourly)
STANDARD RATE	\$2.36	3.12 cents
	<b>\$4.09</b>	<b>5.40 cents</b>
	4.29	5.66 cents
	4.34	5.73 cents
	4.44	5.86 cents
	4.49	5.93 cents
	4.54	5.99 cents



# YOUR PLAN'S HEALTH

## HOW DIVERSIFICATION PROTECTS MEMBERS

As of December 31, 2025, the CMAW Target Pension Plan had \$386 million in assets. The Plan's investments are structured to protect members' benefits while also growing assets over time. To achieve this, the Plan invests across a range of investments, with some focused on security and stability, and others aimed at generating long-term returns.

The Plan does not put all its eggs in one basket. By diversifying across many types of investments worldwide, the Plan seeks to reduce risk and deliver steady, consistent performance over the long term.

One of the advantages of a large pension plan such as yours is the ability to achieve low overall fees through economies of scale, institutional-level consulting advice from the Plan's advisors and administrators, and access to investment types restricted to large investors.

The Plan is currently in a healthy funded position. The Trustees closely monitor the investments relative to pension benefits (also known as liabilities) that are forecast to be paid from the Plan. The Trustees intentionally have more assets than liabilities, which acts as a safety buffer to help the Plan withstand tougher economic times and recessions.



## UNDERSTANDING ASSET CLASSES

**Canadian Equities** (5% target weight) are investments in publicly traded Canadian stocks. Equities are among the riskiest asset classes but also offer the highest returns over the long term.

**Global Equities** (8% target weight) are investments in publicly traded stocks all over the world.

**Corporate Bonds** (22.5% target weight). The Plan invests in bonds that pay interest, issued by many of the largest Canadian corporations. The bonds provide a consistent cash flow for the Plan, and while they will not earn as much as stocks, they provide superior protection during periods of economic weakness.

**Provincial Bonds** (9% target weight). Provincial bonds are the lowest risk but also the lowest returning investments in the Plan. Provincial bonds are a way of lending money to Canadian provinces. The purpose of long-term provincial bonds is to manage overall risk.

**High Yield Bonds** (10% target weight) are loans made primarily to smaller corporations in the US. Additional risk is taken compared to the Plan's provincial and corporate bond investments, but the Plan is compensated with higher returns. The purpose of high yield bonds is to earn money for the Plan at a moderate level of risk.

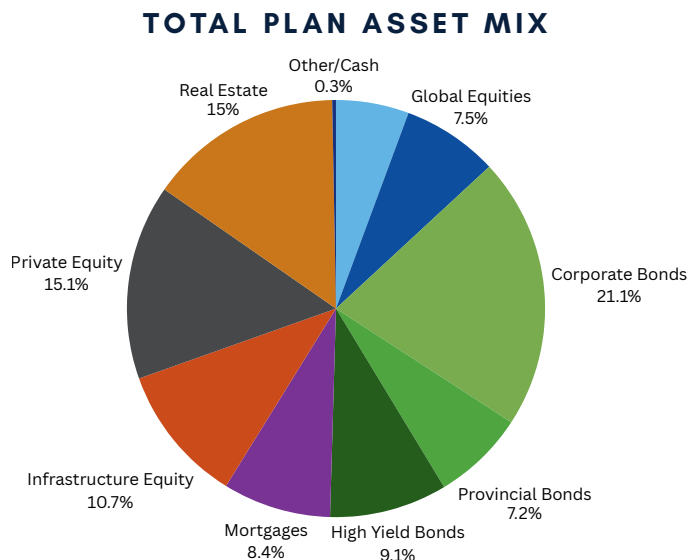
## ASSET CLASSES CONT.

**Commercial Mortgages** (10% target weight) are mortgage loans that are secured by commercial real estate properties. This is similar to how a bank lends money to a homeowner – if they stop making mortgage payments the bank has the right to re-possess the home. However, the Plan does not lend to single-family homes, only to commercial real estate properties (office, industrial, multi-family residential, and retail). The purpose is to earn consistent and stable income.

**Private Infrastructure Equity** (10% target weight). Your Plan invests in infrastructure assets all over the world that are essential to the economy (such as shipping ports, airports, electrical and water utilities). The purpose is to earn returns at a moderate level of risk and also provide strong inflation protection, since infrastructure assets are typically governed by long-term contracts with built-in mechanisms to earn more if inflation rises.

**Canadian Real Estate** (10% target weight). The Plan invests in commercial real estate (industrial buildings, office towers, residential complexes, etc.) across Canada, primarily in major cities like Vancouver and Toronto. Some projects are built from the ground up (using union labour) and some are already built. Returns are a mix of property price appreciation and income from tenants.

**Private Equity** (15.5% target weight). Private equity is when the Plan invests in hundreds of non-publicly traded (private) businesses in order to earn significant returns. Private equity is high risk but has been one of the best performing investments across the entire Plan.



## IS YOUR INFORMATION UP TO DATE?

Have you recently moved, got married or divorced? If so, please contact the Plan administrator to update your phone number, address, marital status or named beneficiary. Make sure to also review your annual statement for accuracy.

## YOUR TRUSTEES

Barb Bachmeier  
Michele (Mike) Banducci  
Lori Fox  
Jessie Gregory  
Mikael (Mike) Jensen, Chair  
Ronnelle Paul  
Jason Pettigrew  
Chris Wasilenchuk

## CMAW TARGET PENSION PLAN ADMINISTRATION OFFICE

#501-4445 Lougheed Hwy  
Burnaby, BC, V5C 0E4  
1-844-366-2629

[cmawplans.ca](http://cmawplans.ca)  
[cmaw@convyta.com](mailto:cmaw@convyta.com)