



## Teamsters Local Union No. 155 Pension Plan

c/o Convyta Partners

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### Summary: What Changed with Bill C-30

#### Before Bill C-30:

- Employers were required to make pension contributions for all employees working in covered classifications — including members who had already started receiving their pension or were over age 71.
- However, once a pension started (or after age 71), members could not earn any additional pension benefits under Plan rules and tax legislation.
- As a result, these contributions were not credited to individual members and were instead kept in the Pension Plan's general fund.

#### After Bill C-30:

- Employers are still required to make contributions in the same way as before — this has not changed.
- However, pension plans are no longer allowed to accept contributions for members once their pension has started or after the year they turn 71. These are now called “prohibited contributions.”
- To comply with the new rules, the Trustees decided that these contributions will be redirected to the Health Benefits Plan.
- This ensures the contributions continue to support members, while meeting current legal and legislative requirements.

### Common Questions

#### 1. I'm retired or over age 71 and still working. Are contributions still being made on my behalf?

Yes. Your employer is still required to remit pension contributions, even if you've started receiving your pension or are over age 71.

#### 2. Do I earn extra pension benefits from those contributions?

No. You cannot earn additional pension benefits once their pension has started or after age 71, even if contributions are still being remitted.

#### 3. What used to happen to those contributions?

Before Bill C-30, those contributions were kept in the pension plan's general fund. They were not credited to individual members, as no additional pension benefits could be earned under Plan rules or tax legislation.

#### 4. What changed with Bill C-30?

Bill C-30 changed the Income Tax Act so that pension plans can no longer accept contributions on behalf of members after their pension starts or after the year they turn 71. These are now called prohibited contributions.

### **5. So where do those contributions go now?**

To comply with the new law, the Trustees decided to redirect those contributions to the Health Benefits Plan.

### **6. Do employers know if I'm receiving a pension or over 71?**

No. Employers aren't responsible for tracking your pension status and don't have access to that information. They simply remit contributions for everyone in covered employment, as required.

### **7. Why don't I just get the money back if it can't go to my pension?**

For administrative practicality, the Trustees have chosen to redirect these contributions to the Health Benefits Plan. This approach maintains the spirit of how such contributions were handled before Bill C-30, while ensuring the funds continue to support members in a compliant and efficient way.

### **8. Why did the Trustees decide to redirect contributions to the Health Benefits Plan?**

Redirecting contributions to the Health Benefits Plan made sense for several reasons:

- Keeps contributions within the membership, supporting members rather than being returned to employers or left unused.
- Supports a vital benefit – health coverage is increasingly important, especially for retirees.
- Reflects how contributions were handled before Bill C-30, when they stayed in the pension fund's general pool and weren't credited to individuals.
- Is fair and cost effective, avoiding high administrative costs while continuing to benefit the membership as a whole.
- Avoids a complex and error-prone refund process involving employers and their payroll providers.

## **Need Help?**

If you have any questions, please contact the Plan Office.

**Email:** [teamsters155@convyta.com](mailto:teamsters155@convyta.com)

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