



Retirement essentials

Retired membership • Retiree Health Benefits Plan

Retiring from your IATSE Local 891 membership and enrolling onto the retired members' health benefits plan are not the same thing; there are two separate processes. It is extremely important to understand how and when to sign onto the retired members' health benefits plan in a way that helps ensure access to coverage.

Alex, 65 wants to retire from work but is concerned about paying his annual Union dues if he continues his membership. What should he do? Alex can retire from membership which means he will only have to pay \$4.50 per quarter. If he finds he doesn't enjoy retirement, he can come out of retirement (once) and become an active member again.

Kim, 65, a long-time, active member, plans to retire but wants to stay active on the Local's committees and to keep her voting rights. Can she do this? In order to keep her voting rights on committees and at General Meetings, Kim will have to stay a full member of the Union and pay the annual dues.

Keep in contact even if you've retired from membership, please remember to inform the Union of any change of address.

RRSP If you have an RRSP account with Great West Life through your membership with Local 891, please contact the Local's Group Plan Administrator for plan information and options post retirement at 604-664-8935, or vickien@iatse.com.

Need more information?
Call
604-664-8910

RETIRING YOUR MEMBERSHIP

- You can retire from the Union at 65 years or older.
- If you are on CPP Disability, you can retire before 65.

Even though you have retired status, you remain a member of the Union. However, there are some changes once you retire.

- Your retired dues will reduce to \$4.50 per quarter.
- You still have access to the Local's Employee and Family Assistance Program.
- You may attend department and General Meetings, but you do not have voting rights and you can not hold any office in the Union.
- You will still receive the *Kinetscope* magazine and the weekly eBulletin.



BC Forum represents thousands of retired and active union members (over 50) and offers union products and services. Information at www.bcforum.ca

GOLD CARD MEMBERS

If you are over 75 and you have been a member of the Union for 25 years or longer, you can apply for Gold Card status. This means you will receive a Gold Card and you no longer have to pay any dues.

HONOURABLE WITHDRAWAL

If you are not over 65, on CPP or CPP Disability, and you wish to leave the Union, you can honourably withdraw. To do so, you must have no dues owing. If you decide to come back to the Local, you do not have to pay the \$700 reinstatement fee. For more information, contact our membership coordinator at membership@iatse.com, or call 604-664-8919.

COMING OUT OF RETIREMENT

If you decide to come out of retirement and go back to work, you may do so once only. Once you are reinstated to full membership, your annual dues will revert to \$320 per year (or \$288 with a discount). After working for 280 hours in a 12-month period, you can reapply for the Active Members' Health Benefits Plan.

fseap Need help planing for retirement? For free access to the advice and counselling services of the Employee and Family Assistance Program (EFAP), including help with life transitions like retirement and financial counselling, call 1-800-667-0993, or visit www.fseap.bc.ca.

Retirement essentials



Contact
our Health Benefits
Representative at
juliej@iatse.com,
or call
604-664-8914

RETIRED MEMBERS & HEALTH BENEFITS

In recognition of the service of retired members, the IATSE Local 891 Health Benefits Plan offers a subsidized plan for retired and semi-retired members. This plan does not include the full slate of benefits that the active members' plan includes.

To be eligible for the plan you must:

- Be retiring from the Union. This includes semi-retirement (working less than 280 hours in any 12 month period).
- Be at least 60 years of age; and
- Have at least ten years of service as a member of the Local and,
- Your age (up to 65) plus years of service (up to 20) must add up to at least 70.
- **You must enroll for the retired members' plan within 30 days of your Active Members' Plan hour bank coverage ending.**

Please note: a "year of service" includes any calendar year from 1993 onwards in which 280 hours were reported to your hour bank, including employer-reported hours, cash-pay hours, and disability credit hours. For years prior to 1993 (when the hour bank was established) years of service as calculated by the Union office will be used.

HOW THE SUBSIDY WORKS

The level of subsidy you receive is based on your age at retirement and the number of years of service at retirement. The level of subsidy is locked-in as of the date of retirement. Calculate what you would need to pay by visiting the Health Benefits Plan website at <http://mot.planoffice.ca>.

WHO THE PLAN COVERS

The Plan covers you, your spouse or partner and any dependent children, during your lifetime. After your death, your spouse will be covered for the balance of the cover-

age already paid for. He or she can then self-pay for coverage up to a combined maximum of one year at the same rate of subsidy as you paid as a retired member.

WHAT THE PLAN COVERS

- Extended Health Benefits (lifetime limit of \$25,000 per person).
- Dental coverage

Details of all coverage and exclusions are in the Plan booklet, or at <http://mot.planoffice.ca>.

WHAT THE PLAN DOESN'T COVER

- Life Insurance (unless you are under 65, in which case you will still have life insurance coverage).
- Basic BC Medical Service Plan payments. Depending upon your circumstances, you may qualify for a reduced rate. Visit www.seniorsbc.ca/benefits for more details.

PAYING FOR THE PLAN

Payments must be made for one year in advance at the time of enrollment either in a lump sum, or by 12 post-dated cheques. Make sure to pay before your annual renewal date, otherwise, your coverage will terminate.

TERMINATION OF COVERAGE

Please check the Health Benefits Plan booklet, or visit <http://mot.planoffice.ca> for more information.

JOINING THE PLAN

Submit a Retiree Declaration (available from the Plan office or Union office) and arrange payment within 30 days of the termination of your active coverage. Please note: any hours remaining in your hour bank revert back to the Plan's General Fund.

Jenn, 66, a working member for 20 years, retired at 62. At the time, she lived with a partner who had full health benefits coverage so she didn't enroll in the retiree plan. After they split up, she was denied because she had not applied within 30 days of her hour bank coverage ending.

Fred, 64, working part time, didn't self pay when his hourbank ran out. When he retired six months later, he found he was unable to qualify for the Retired Members' Plan. He could have paid the shortfall in his hour bank for up to 12 months which would have made him eligible by the time he retired.

By the numbers

Calculate your approximate magic number by adding your age at retirement + years of service at retirement. If your age is 65+, use 65. If your years of service is 20+, use 20. Please note, a year of service is based on any calendar year since 1993 in which you had 280 hours reported to your hour bank. For years prior to 1993, years of service as calculated by the Union office will be used.

| If the magic number is at least | Subsidy is |
|---------------------------------|------------|
| 70 | 30% |
| 73 | 38% |
| 76 | 46% |
| 79 | 54% |
| 82 | 62% |
| 85 | 70% |