

PENSION NEWS

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60 YEARS OF PROVIDING STRONG AND RELIABLE PENSION BENEFITS

This year, the CBC Pension Plan celebrated an important milestone. On September 1, 2021, we marked the 60th anniversary of the CBC Pension Plan: 60 years of providing retirement security for CBC/Radio-Canada employees.

Although a lot has changed over 60 years—and that's putting it mildly—the Pension Plan remains an important element of the employee compensation package and continues to provide a stable source of income for our pensioners.

Indexation for 2022 is 2.41%

Pension indexing helps protect the purchasing power of your pension dollar: as the cost of living rises, so does your pension.

Under CBC Pension Plan rules, your pension is increased on January 1st of each year if there has been an upward movement in the Consumer Price Index (CPI) over the previous year, to a maximum of 2.7%. The CPI average for the 12-month period ending in September of the current year is compared with the average for the 12-month period ending in September of the previous year.

On January 1, 2022, your gross pension will increase by 2.41%.

The Pension Administration Centre website

Have you checked out the revamped Pension Administration Centre website yet? In December 2020, we unveiled a brand-new look for the site and a new benefits tool.

Haven't logged in since December 2020? You'll need to use your temporary initial password to log in and then set a new password and challenge questions. Your temporary initial password is your date of birth (in YYYYMMDD format) followed by the last three characters of your CBC ID. All letters in your temporary initial password must be entered in capital letters.

Forgot your password? Made three attempts and locked yourself out? You don't need to contact the Pension Administration Centre to reset your password! The answers to your challenge questions are the key to resetting your password on your own. Simply, click *Forgot Password* on the login page and follow the onscreen instructions.

Here's all you'll need to reset your password:

Your CBC ID—found on your CBC Notification of Deposit.

Your temporary initial password—your date of birth (in YYYYMMDD format) followed by the last three characters of your CBC ID. All letters in your temporary initial password must be entered in capital letters.

The answers to your challenge questions—these are case sensitive, so be sure to enter them exactly as you initially wrote them. After three unsuccessful attempts at answering your questions, you'll be locked out. If this happens, you'll have to call the Pension Administration Centre at 1 888 604-9258 (select your language, then option 2, then option 2 again) to unlock your account.



Check out the website at the usual web address www.pensionadmin-cbc-src.ca.

THE ANNUAL AUDIT

Conducting pensioner audits is good governance practice as it helps the Pension Plan keep records up to date and confirm that pension payments continue to be paid to the right person. Every year, Pension Payroll sends out a *Pensioner Declaration* form to a portion of the pensioner population. It's a big endeavour and you can do your part in helping it run smoothly and efficiently. Here's how:

- Return your form as soon as possible! You'll save us having to follow up with you.
- **Inform us if you move.** Keeping your address and phone number up to date with Pension Payroll is the single most important way to help us. If we don't have up-to-date information for you, it can take hours of research to find you! And, when your personal information is up to date, you don't miss out on any communication from CBC/Radio-Canada and the Pension Board, such as tax slips, the annual pension statement (for retired employees), notice of benefit changes and your Notifications of Deposit.

This year's audit was mailed in mid-October. If you received a blue form in the mail, make sure you send it back to us promptly, if you haven't already! We also included a self-addressed stamped envelope with the form to make it even easier to return.

Not sure if you need to provide a Power of Attorney? If you can sign the annual declaration form, we don't need your Power of Attorney.

Have questions about the form? Contact Pension Payroll by email at pension@cbc.ca or by phone at 1 888 688-6038.



Keep your personal information up to date

Be sure to advise CBC Pension Payroll of any change to your address, email address or phone number.

Email: pension@cbc.ca

Regular mail: CBC Pension Payroll
PO Box 3220, Station C
Ottawa ON K1Y 1E4

Phone: 1 888 688-6038

Fax: 613 288-6200

Taxable benefits



The premiums and sales tax that CBC/Radio-Canada pays for life insurance coverage during retirement are considered taxable benefits for both federal and provincial income taxes. This means you must declare taxable benefits as income on your income tax return and pay income tax on these amounts. In other words, a taxable benefit is like a non-cash benefit. The premiums and sales tax paid by CBC/Radio-Canada are added to your pension income which increases your total income and you are then taxed accordingly.

If you have a taxable benefit, it will appear as "Taxable Benefit" on your Notification of Deposit in the left-hand column under "Description of Earnings". The annual amount paid by CBC/Radio-Canada will also appear on your tax slips:

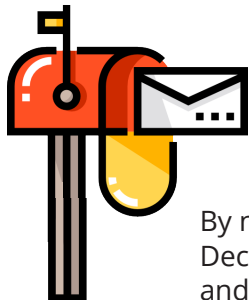
- In box 119 on your T4A, and
- If you live in Quebec, in box A on your Relevé 1—you will also receive a Relevé 2 for your pension income.

Since life insurance benefits are taxed up front, they are not considered taxable income when paid out.

CBC/Radio-Canada pays the premiums for all retiree life insurance coverage except for Optional Life Insurance.

Previously known as Morneau Shepell... now LifeWorks

Morneau Shepell is the third party that provides the CBC/Radio-Canada Pension Administration Centre on behalf of CBC/Radio-Canada and the CBC Pension Board of Trustees. In May 2021, Morneau Shepell officially changed its name to LifeWorks.



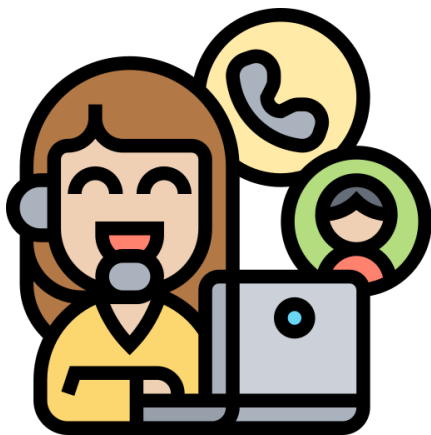
Check your mail for your December 2021 and January 2022 Notifications of Deposit

By now, you should have received your December 1, 2021 deposit slip (Notification of Deposit), and your January 1, 2022 slip is on its way!

You can use your December slip to view your total income and income taxes for 2021. Your January slip confirms your pension increase and any changes to income tax or benefits premiums.

Remember, deposit slips are only mailed out when there is a change in the net amount of your pension and always for your December 1st and January 1st payments.

Didn't receive a deposit slip you were expecting? Contact Pension Payroll to verify your address or request a duplicate slip.



The Employee Assistance Program

Feeling isolated, lonely or discouraged? The CBC/Radio-Canada Employee Assistance Program (EAP) is available to support you. This service is accessible 24/7 and is free and confidential.

The EAP also offers counselling and consultation for a wide range of issues: eldercare, family conflict, chronic illness/pain, legal/financial orientation and grief/bereavement.

During the pandemic, all services are delivered by phone or virtually. You can contact the EAP by calling 1 866 838-2025.

NEED TO INCREASE THE AMOUNT OF INCOME TAX DEDUCTED FROM YOUR PENSION?

It's a cinch to start, modify or stop additional income tax deductions on your CBC pension. Simply, send Pension Payroll a note with your instructions. Here's where you can send your request:

Email: pension@cbc.ca

Regular mail:

CBC Pension Payroll
PO Box 3220, Station C
Ottawa ON K1Y 1E4

Fax: 613 288-6200

Be sure to include your full name and CBC ID on any request and provide clear instructions about the change you want to make. You must indicate a monthly dollar amount; it cannot be a percentage.

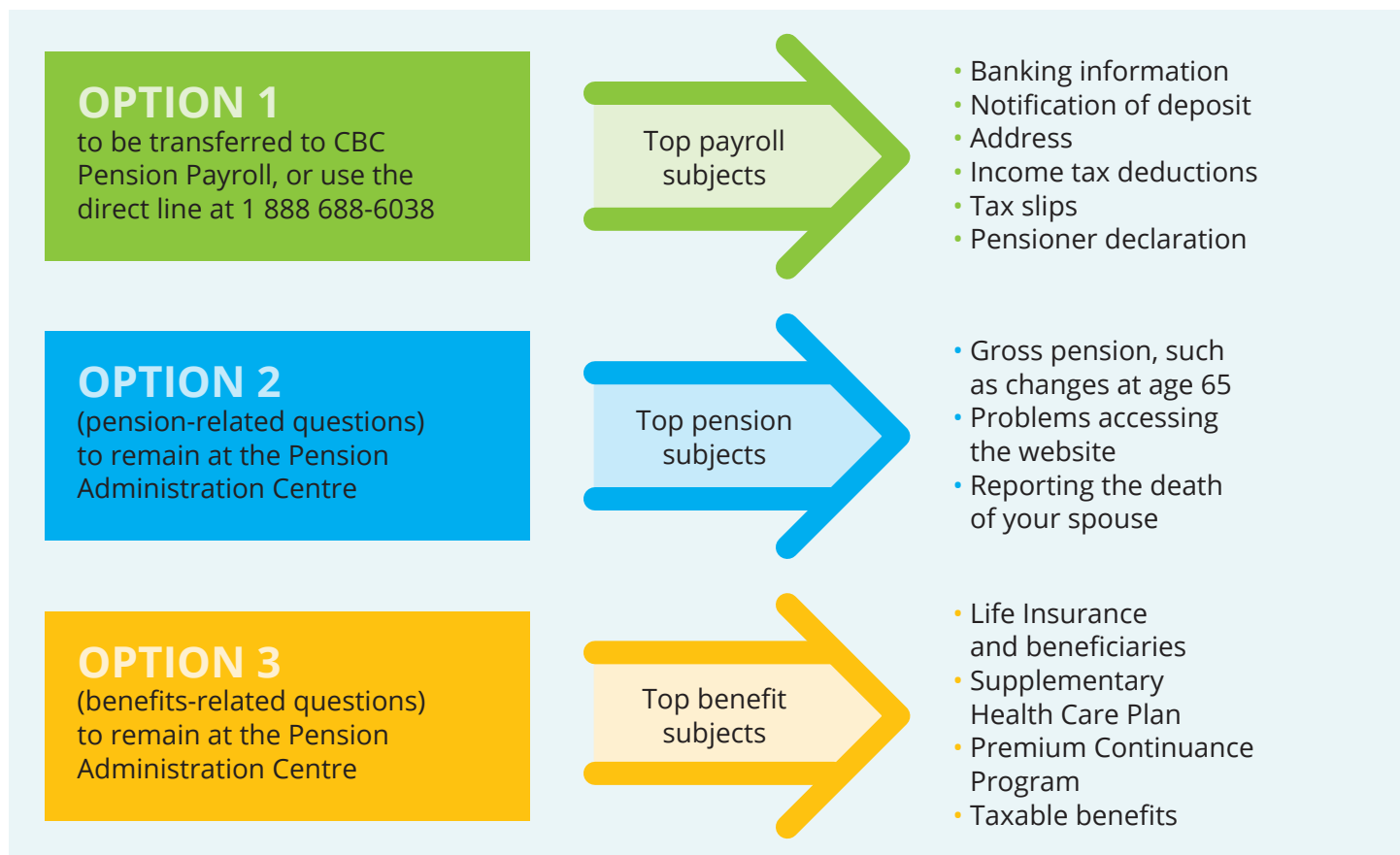
Menu options when calling the Pension Administration Centre

There are two main parties involved in processing and paying your pension: The Pension Administration Centre—provided by LifeWorks—and the CBC Pension Payroll Department—provided by CBC/Radio-Canada.

- The **Pension Administration Centre** is located in Montreal and provides instructions to Pension Payroll on how much gross pension to pay and what benefit deductions to take.
- The **Pension Payroll department** is located in Ottawa and is responsible for following the Pension Administration Centre's instructions and for all the other tasks associated with paying your pension.

When you dial the Pension Administration Centre phone number 1 888 604-9258, you're presented with a menu of options to choose from to direct your call to the right place. The options you should select depend on the subject you are calling about.

Select your language, then select option 2, then...



For more detailed information on who to contact in what circumstance, check out the last page of this newsletter.



GO GREEN

and help the Pension Plan save paper, printing and mailing costs

Great news! Almost half of our 10,000 pensioners have provided us with an email address.

If you received this newsletter in the mail, it means we still don't have an email address for you. Are you interested in going green? Send an email with your name and CBC ID to pension@cbc.ca.

You'll continue to receive your tax slips, Notifications of Deposit and—for retired employees—your annual pension statement by mail.



OPTIONAL LIFE INSURANCE RATES DECREASING AS OF JANUARY 1, 2022

Optional Life Insurance rates will decrease, on average, by 5.0% as of January 1, 2022. This is in addition to the premium subsidy in effect since 2013. If you currently have Optional Life Insurance, you'll start to pay less beginning with your January 2022 pension payment. Consult your January Notification of Deposit for your new premium.

The table to the right shows the new rates for every \$10,000 in coverage.

Optional Life Insurance is available in units of \$10,000, to a maximum of \$50,000. Rates depend on your age and whether or not you smoke. To calculate the monthly premium, find the rate that applies to your situation and multiply it by the number of units of coverage.

Example – Situation: age 60, non-smoker, \$20,000 coverage
 Monthly premium: \$1.24 x 2 units of \$10,000 = \$2.48

Monthly rates for every \$10,000 of coverage

Age	January 1, 2022	
	Smoker	Non-Smoker
40-44	\$0.22	\$0.18
45-49	\$0.35	\$0.27
50-54	\$0.56	\$0.44
55-59	\$1.08	\$0.84
60-64	\$1.60	\$1.24
65-69	\$2.42	\$2.03

For more information, go online to the Pension Administration Centre website and navigate to **Benefits > Life Insurance > Optional Life Insurance**. Or, call the Pension Administration Centre at 1 888 604-9258 (select your language, then option 2, then option 3).

CBC PENSIONERS ASSOCIATION

The CBC Pensioners National Association's mandate is to support the general and economic well-being, and represent the interests, of CBC/Radio-Canada pensioners. For more information, contact the Association:

By mail: PO Box 8570, Ottawa ON K1G 3H9
By telephone: 613 724-3003 (Ottawa region)
 1 877 361-9242 (toll-free in North America)

By email: cbcpensioners@on.aibn.com
Online: www.cbcpensioners.ca

Who to contact

Here is a quick summary of who to contact for what in CBC Pension Plan and benefits administration. Keep this page handy as a quick reference guide!

FOR QUESTIONS, REQUESTS OR FEEDBACK RELATED TO ...

- Your address, pension cheque or direct deposit
- Your income tax deductions
- Your tax slips
- The Pensioner Declaration form
- Service you've received from the Pension Administration Centre (administered by our third-party provider LifeWorks)

CONTACT ...

CBC PENSION PAYROLL

- **By telephone:**
 - > Directly at 1 888 688-6038 (in North America) or +1 613 288-6149 (outside North America), or
 - > Through the Pension Administration Centre at 1 888 604-9258 – option 1
- **By email:** pension@cbc.ca
- **By fax:** 613 288-6200
- **By mail:** CBC Pension Payroll
PO Box 3220, Station C
Ottawa ON K1Y 1E4

- Logging in to the Pension Administration Centre website or to unlock your account
- The amount of your gross pension, or any adjustments to your gross pension, such as changes when you turn 65
- Benefit deductions from your pension payment, such as for the Supplementary Health Care Plan (SHCP) or life insurance
- Joining, cancelling or changing your dependents under the SHCP
- The Premium Continuance Program
- Life insurance, such as confirmation of the amount of your life insurance, as well as joining, increasing or decreasing your Optional Life Insurance coverage and taxable benefits

CONTACT ...

CBC/RADIO-CANADA PENSION ADMINISTRATION CENTRE

- (administered by LifeWorks)
- **By telephone:**
 - 1 888 604-9258 (in North America) or +1 514 673-7669 (outside North America)
 - > Pension-related – option 2
 - > Benefits-related – option 3
 - **By mail:** CBC/Radio-Canada Pension Administration Centre
1060 Robert-Bourassa Blvd,
Suite RC01
Montreal QC H3B 4V3
 - **Visit the website at:** www.pensionadmin-cbc-src.ca

- A claim you've submitted under the Supplementary Health Care Plan (SHCP)
- What's covered under the SHCP
- Accessing GroupNet for Plan Members
- The drug card

CONTACT ...

CANADA LIFE

- **By telephone:**
 - 1 877 340-9082 (in North America) or +1 204 946-1190 (outside North America)
- **On GroupNet for plan members:** www.greatwestlife.com

