



## Your CSSF Pension Plan.

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## Working Group Effort

Since the spring of 2012 the government and all the Unions included in the Civil Service Superannuation Fund (CSSF) Pension Plan have been meeting to discuss the significant funding problems with your CSSF Pension Plan and looking at possible solutions.

The Ghiz Government offered this opportunity to the Unions in an effort to find a “Made in PEI” solution to the funding problems for your CSSF Plan.

The Unions and government formed a small "Working Group" to work through these issues and to ultimately make recommendations to the larger "Steering Committee" which was made up of all four (4) CUPE Local Presidents, myself, Brother Leonard Crawford from Local 1779 and Sister Lise Ann LeBlanc our Research person for the CUPE Maritimes Region. The other Unions had their representatives as well, obviously.

In June of 2012 the government made a presentation to the Unions titled “Financial Challenges Facing Public Sector Pensions in PEI.” In the presentation the government identified four (4) principles for the discussions. They were:

- Protect integrity of the dollar value of current pension promise;
- More equitable sharing of risk among stakeholders to better balance plan costs;
- Target a sustainable structure that is flexible enough to adapt to changing future conditions; and
- Maintain inter-generational equity and fairness.

Then again in May 2013 the government made another presentation entitled “Pension Review” and the following four (4) principles were identified as measures of success:

- Adequacy of benefits;
- Equity between groups;
- Level of expense; and
- Volatility of expense.

It was based on these principles that the parties were trying to build a fair proposal for changing the CSSF.

## Working Group Efforts - con't

The discussions with government and the Unions are continuing and a final outcome will probably be determined in the next couple of weeks after which it is the intent of the CUPE Health Locals to schedule information meetings with the membership across the province.

# The Sky is Not Falling!

Although the discussions are not at a point where we can provide particular details of any changes, we wanted to send a clear message to our members that the “Sky is not falling” for people wondering about whether or not they should retire.

**We want to be clear that there is nothing on the table that would affect the pension for members of the present CSSF Pension Plan as it exists now. We have a commitment from government that any benefits accumulated under the CSSF to the date of any changes will be honoured and any changes would be go forward ONLY!**

We recognize that rumours and innuendo can take on a life of it's own, but we would ask that members be patient for just a little longer to allow our discussions to continue.

## In solidarity

Bill A. McKinnon  
CUPE National Representative