

THE PIPEWRENCH

Your Communication Pipeline

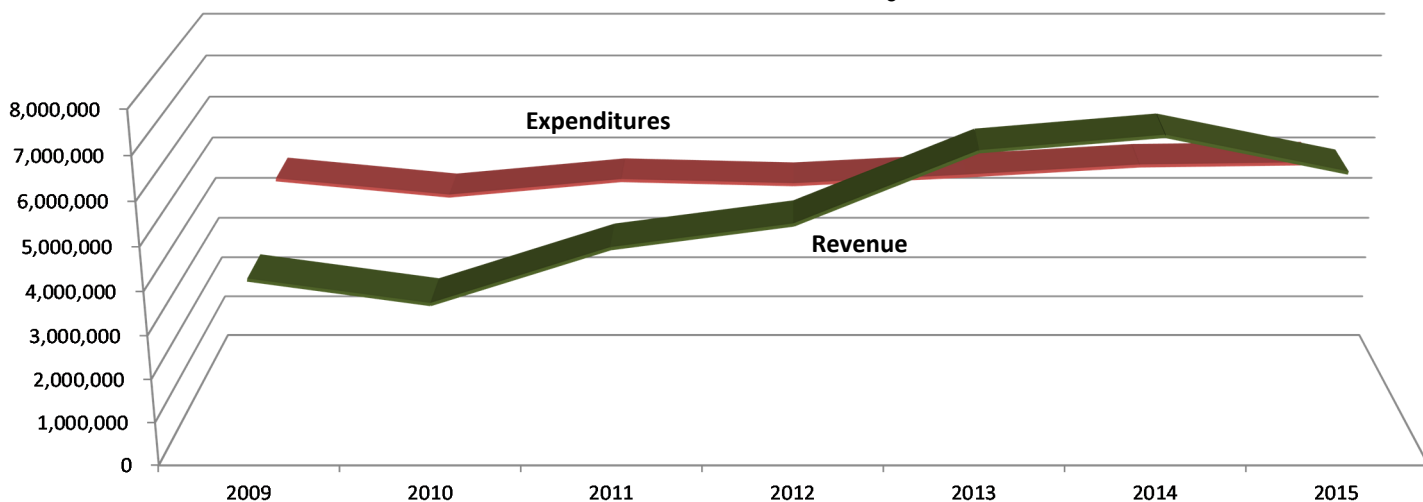
Understanding Your UA Local 67 Health & Welfare Benefits

UA Local 67 Health & Welfare Trust is responsible for funding claims costs. A third party, Green Shield Canada (GSC), is appointed to administer the Extended Health & Dental Benefits of the Plan, charging fees for their services, but without requiring insurer reserves or applying insurer inflation factors. With Green Shield administering the Group Benefits Plan there is stringent claims adjudication, and conveniences like drug cards. Likewise, Sun Life Financial administers the Life and Short-Term Disability Benefits under the same structure. Our Health & Welfare Plan costs are based on actual paid claims experience rather than on anticipated claims. Should our actual claims exceed the budgeted amount our Health & Welfare Trust would be responsible for the shortfall at the end of the year.

Long-Term Disability Benefits however, is a fully insured policy with Sun Life Financial. Current federal and provincial legislation requires that LTD Benefits be fully insured. This protects the Plan's beneficiaries in the event of employer/sponsor bankruptcy as the members would continue to receive LTD Benefits.

\$'s for Benefits

Every year BDO Canada LLP performs an audit on the financial statements of the Pension, Health & Welfare, and SUB Trust Funds. And, in their qualified opinion, the financial statements present fairly in all material respects the financial position of the Local 67 Trust Funds as at December 31, 2015 and are in accordance with Canadian Accounting Standards.



	2009	2010	2011	2012	2013	2014	2015
Revenue \$'s	3,834,268	3,270,386	4,549,337	5,084,980	6,719,908	7,061,258	6,248,483
Expenditure \$'s	4,834,766	4,445,305	4,816,735	4,717,681	4,925,046	5,163,930	5,217,445

Your Board of Trustees

Victor Langdon (Chair) David Cobb (Secretary)
 Dennis Christie Les Ellerker
 Ross French Dave Marcus
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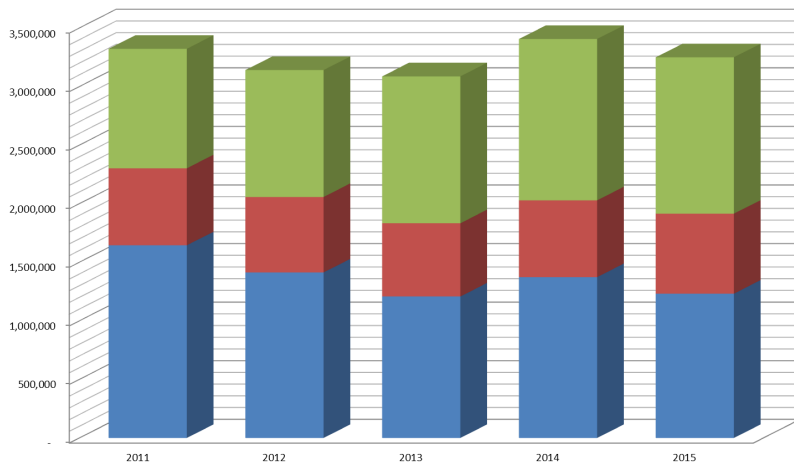
What is a Reserve?

Reserves should be held to service an unexpected need for funds, covering unforeseen day-to-day operational costs, a shortfall in income or to fulfill claims payments obligations. It is intended to mitigate against uncertainty relating to cash flow, to ensure that there are sufficient reserves to cover any financial shortfall.

Net Welfare Trust Assets (End of Year—December)

2011	(\$821,475)	2012	(\$454,176)	2013	\$1,340,686	2014	\$3,234,878	2015	\$4,265,902
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In an effort to solve the 2011 and 2012 deficiency in the Welfare Plan the Trustees retained the consulting services of Manion Wilkins & Associates Ltd. Under advisement from Manion Wilkins it was recommended to maintain a reserve equal to 12—18 months of benefit claims. With the Trust Fund financially improving the Board of Trustees are cautiously optimistic that a benefit improvement may be possible some time in 2017. Additional communication will follow.



Total Health & Dental Claims Paid by GSC (year-over-year)

	Drugs	EHS	Dental	Total
2011	1,644,524	657,357	1,020,159	3,322,040
2012	1,413,017	644,331	1,083,235	3,140,583
2013	1,207,668	625,218	1,253,968	3,086,854
2014	1,373,183	655,680	1,377,093	3,405,956
2015	1,231,821	682,701	1,335,037	3,249,559

	Subscribers	Total Participants
Status	Family	1,254
	Single	367
	Total	1,621
Gender	Female	132
	Male	1,489
	Total	1,621

Plan Participants

	Subscribers	Total Participants
Age Band	< 20	1
	20 - 30	131
	30 - 40	277
	40 - 50	286
	50 - 60	241
	60 - 70	292
	70 - 80	261
	80 +	132
	Total	1,621

Please contact the Administrator should you have any questions.

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