



FOR IMMEDIATE RELEASE

CUPE 561 and Coquitlam School District Reach Agreement on Pension Plan Transfer

(Coquitlam, BC, January 30, 2018) CUPE 561 and Coquitlam School District No. 43 (SD43) are pleased to announce we have reached an agreement to transfer active employees in the SD43 Non-Teaching Pension Plan (NTPP) to the BC Municipal Pension Plan (MPP). They will be joining the majority of other non-teaching employees in other BC school districts who belong to the MPP. Current SD43 retirees will remain members of the NTPP.

The agreement is a substantial and positive outcome of 18 months of discussions between CUPE 561 and SD43, led by Secretary-Treasurer/CFO Chris Nicolls, Executive Director of Human Resources Patricia Trick, and supported by Executive Assistant to the CFO Alisha Walsh. Key to securing this agreement was the unanimous support of SD43's Board of Education along with the Provincial Government mandate to allow these negotiations to occur mid collective agreement cycle.

"We are delighted with the outcome and the opportunity this provides for a stable and secure retirement plan for all our non-teaching staff", said Patricia Gartland, Superintendent. "I am thankful for the dedication of our negotiators to stay the course in achieving this outstanding and positive outcome for our employees for years to come!"

The agreement has been ratified by CUPE 561 members, the SD43 Board of Education and BCPSEA on behalf of the Provincial Government. There remain two substantive elements to be achieved over the coming weeks:

- development and agreement by the parties and the pension regulator on the formal asset transfer agreement by March 2018; and
- acceptance by the MPP Board at an upcoming May 2018 meeting.

CUPE 561 and SD43 are confident that these two agreements will proceed and will be finalized before June 30, 2018. At that point, the majority of active NTPP members will become members of the MPP retroactive to January 1, 2018.

The main terms of the agreement include the following:

- A 4% wage increase for all transferring members to cover the pension contribution difference between NTPP and MPP plans.
- "Hour for hour" recognition in the MPP of all past service in the NTPP. Members are guaranteed to get full recognition of all of their past NTPP service in the MPP.

- A “no worse off” guarantee for members who retire within five years of transferring to the MPP, to ensure that the value of the member’s MPP pension (including all past NTPP service) is equal to or greater than the value of the pension the member would have received from the NTPP if this agreement had not been implemented.

In addition, the MPP provides for post-retirement indexing of pensions, or cost-of-living adjustments, up to a level determined by the MPP Board. Extended health coverage is also provided for MPP retirees.

The transfer to the MPP will essentially eliminate the \$50 million NTPP solvency funding issue SD43 was facing, allowing it to redirect ongoing annual solvency payments and to invest these funds into the classroom and educational programs of the school district in support of students.

Board Chair Kerri Palmer-Isaak added, *“This achievement is a milestone for our school district and one that aligns with our strategic goals and supports the vision of financial stability the Board has in maximizing educational resources for all our students. On behalf of the Board, I would like to thank CUPE 561 and SD43 staff for their hard work in reaching this historic agreement.”*

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Media Contacts

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