

December 9, 2014

**TO: BRANCHES & FACILITIES**

**PENSION PLAN UPDATE – OSFI**

In the last pension update of November 7<sup>th</sup>, you were given an update on the status of proposed changes to the NAV Canada pension plan that are being prepared for presentation to OSFI. OSFI (The Office of the Superintendent of Financial Institutions) is the overseer of pension plans in Canada. As such, they have the final say on whether or not arbitrator Picher's order to remove mandatory indexing in the event of plan termination can be achieved.

In that B&F, we also indicated 7 of the 8 unions within NAV Canada were involved in this process. Since that B&F, the remaining union has ratified a collective agreement that now requires them to participate in this process. All 8 of NAV Canada's unions are now under the same pension terms and conditions.

On November 28<sup>th</sup>, representatives from the NCBA along with NAV Canada attended a meeting with representatives from OSFI at their offices in Ottawa. President Peter Duffey attended that meeting. Any changes to the pension plan such as the ones being developed as a result of arbitrator Picher's orders would require OSFI's approval. The purpose of the meeting was to present the idea to OSFI as a concept, without specifics, to see if they would have any appetite to approve the amendments. OSFI listened to the presentation NAV Canada made and after asking some questions, they adjourned to consider the amendments being proposed. No indication was given as to whether or not they would approve the amendments. We are currently waiting for OSFI to give an indication if they would have an appetite to look at specific wording that would accomplish what was ordered in arbitration. If OSFI says "no", then the process will end without resolution.

We will keep members informed as further developments occur. If you have any questions, please contact your Regional Vice President. For more information, read President Peter Duffey's blog, [As The Radar Turns](#).

On Behalf of the Board of Directors;

Peter Duffey  
President

Doug Best  
Executive Vice President