

Subject matter

Bylaw Schedule B “CBC Pension Plan”.

Background

At the March 2012 meeting, the Board of Directors concurred with the Human Resources and Compensation Committee’s approval in principle of amendments to the Bylaw Schedule B “CBC Pension Plan” to:

- (a) simplify the plan text and ensure administrative practices and plan terms are aligned with governing legislation (including Bills C-9 and C-47 on Pension Reform);
- (b) merge Parts I and II of the Plan to abolish the distinction between full-time and part-time employees with respect to the employee contribution rates and pension benefits applicable to both groups of employees; and
- (c) increase the employee share of pension contributions from its current 34% to 40% over the next two years.

The resulting plan amendments are now complete and require final Board approval (see Exhibit A: Restated Bylaw Schedule B “CBC Pension Plan”).

An Executive Summary of proposed plan changes, a comparative chart and a certificate of compliance provided by _____ re provided as information.

Information on the matter

Prior to July 1, 2011, the CBC Pension Plan was comprised of three parts, namely Part I for Full-Time Employees, Part II for Part-Time Employees, and Part III for the flexible component. Part I, Part II and Part III are amended, consolidated and restated herein effective July 1, 2011 unless otherwise specified.

Except as otherwise specifically provided, the restated CBC Pension Plan applies to Employees actively employed by the Corporation on July 1, 2011, and thereafter.

Benefits accrued under Part II prior to July 1, 2011 shall continue to be determined pursuant to the provisions of Part II at June 30, 2011.

Increases to the employee share of pension contributions will be staggered over two (2) years as already announced to employees.

For decision :

For information :

Prepared by

Name: **Maryse Bertrand**, Vice-President, Real Estate, Legal Services, and
General Counsel and **Roula Zaarour**, Vice-President, People and Culture
Date: April 12, 2012

Last discussed at the Board

Date: March 21, 2012
Decision made: Concurrence with the Human Resources and Compensation Committee's approval in principle to proceed with the proposed changes.

Next steps

- Seek approval from the Minister of Canadian Heritage.
- File the new Pension Plan text with Office of the Superintendent of Financial Institutions.
- Communicate changes to plan members.

Management Recommendation / Resolution

That, subject to ministerial approval, the revised Bylaw Schedule B "CBC Pension Plan" (see Exhibit A) be approved, effective July 1, 2011, except for the benefits accrued under Part II prior to July 1, 2011, which shall continue to be determined pursuant to the provisions of Part II at June 30, 2011.