



IWA - FOREST INDUSTRY LTD PLAN

TO: Bargaining Associations: CONIFER, FIR, IFLRA
Participating Employers
United Steelworkers Union Locals

FROM: Derrick Johnstone

DATE: July 23, 2015

RE: Long Term Disability Plan ("LTD Plan") Benefit Improvements

We are very pleased to announce that the Trustees of the LTD Plan ("Trustees") have approved the reinstatement of benefits that were in effect prior to August 1, 2009, for the current members of the LTD Plan.

The monthly payment improvements go into effect on July 1, 2015, and the extended health and dental benefits improvements on August 1, 2015. Attached is an information sheet with the details.

In August of 2009, reductions were made to the benefits in the LTD Plan due to the economic downturn in the forest industry. At that time, the Trustees agreed that the benefits would be reinstated when the Trustees received advice from the Plan Actuary that the LTD Plan was stable and secure. Since the LTD Plan has now become financially secure, and the long-term health of the Plan looks very good, the Trustees have approved the reinstatement of these benefits going forward.

The LTD Plan will be mailing letters to all members in receipt of LTD benefits to advise them of the benefit changes. While they are encouraged to contact the LTD Plan directly if they have any questions, we expect that you may be contacted as well.

Yours truly,

Derrick Johnstone
General Manager
IWA-Forest Industry Pension & LTD Plans