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*Directeur québécois*

**PETER KENNEDY**  
*National Secretary-Treasurer*  
*Secrétaire-trésorier national*

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October 22, 2014

Greetings,

**To: All Unifor Local Unions**

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Attached you will find a one page flyer on the federal framework for Target Benefit Plans (TBPs). This legislation is a smoke and mirrors scheme that opens the way for employers to attack good defined benefit pension plans in federally regulated workplaces. Their agenda is to allow employers to convert DB plans for current employees (not just new hires) to TBPs. If the Harper government is successful with federal sector employees, the provinces will be quick to follow.

Several employers have closed the DB plan to new hires and offered a defined contribution (DC) plan instead. But the federal government is opening the way for employers to convert the DB plans for current members to TBPs. Furthermore, all past benefits and retiree's pensions could be converted.

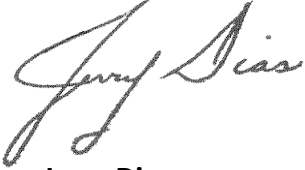
Unifor will continue to defend our member's DB plans. We need to respond to this attack and continue to voice our disagreement. I encourage you to distribute the flyer attached to units throughout your local with federally regulated DB plans. It is also important to work closely with our local retiree chapters that could be affected. Employers, especially those with pension plans in deficit position will be keen to convert DB plans to TBPs. This will place pressure on the union in bargaining where we fight to keep our DB plans.

Some of our members do not have a defined benefit pension plan. They may ask, "why should I care?" It is a good question. First, if the government attacks the good pensions, the standards drop and no one can expect a decent pension. Second, we need to tell Harper to stop attacking our pensions and start providing decent pensions to all workers through an expanded CPP/QPP.

We are encouraging members to write to their MP's, the Department of Finance and the Minister of State (Finance) rejecting the framework for TBPs. We would like members to include our pensions and benefits department on any emails at [pensionsandbenefits@unifor.org](mailto:pensionsandbenefits@unifor.org).

If you would like additional information or clarity to respond to member questions you are welcome to contact our pensions and benefits department. Please send your questions to [david.leacock@unifor.org](mailto:david.leacock@unifor.org)

In solidarity,

A handwritten signature in black ink that reads "Jerry Dias". The signature is written in a cursive, flowing style.

**Jerry Dias**  
**National President**

*JD:DL:nmcope343*  
Encl.