

TimeWise

SPRING • 2005



INSIDE:

2004 ANNUAL REPORT

2005 POCKET-FACTS PULLOUT

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Board of Directors

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Vice-President – Wayne King

Directors – Earl Hanson

Gerry St. Pierre

Laura Vance

Audri Wilkinson

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Systems Administrator – Vaun John

Office Administrator – Fiona May

Office Administrator – Rhonda Ens

Office Administrator (Part-time) – Joanne Monk



ELECTION OF EMPLOYEE DELEGATES

The Co-operative Superannuation Society's Annual Meeting was held on March 23, 2005 at the Sheraton Cavalier Hotel in Saskatoon.

The election of employee delegates to the 2005 Annual Meeting only involved the Saskatchewan region this year. Eleven candidates were nominated for the seven delegate positions in the Saskatchewan region. The successful candidates elected for a two-year term are: Mike Gartner, Federated Co-operatives Limited, Saskatoon; Earl R. Hanson, Southwest Credit Union, Swift Current; Ronald A. Inkster, BCU Financial, North Battleford; Celeste Labrecque, Teachers Credit Union, Saskatoon; Pieter McNair, Kelvington Credit Union, Kelvington; Charlene Rehn, Saskatoon Credit Union, Saskatoon; and Rosalynne Tayler, Federated Co-operatives Limited, Saskatoon.

Last year employee delegates were elected for a two-year term from the Alberta/British Columbia/Northern Canada region, and the Manitoba/Eastern Canada region. A delegate to represent the pensioners was appointed for a two-year term last year.

The employee delegates from the Alberta/British Columbia/Northern Canada region are: Jeff Ambrose, Eastalta Co-op, Vermilion AB; Ritchard Noonan¹, Calgary Co-operative, Calgary AB; Gerry St. Pierre, Barrhead Co-operative, Barrhead, AB; Llyle Toews², Calgary Co-operative, Calgary AB.

The employee delegates from the Manitoba/Eastern Canada region are: Harry J. Bowler, Tiger Hills Credit Union, Treherne MB; Bjarni Walterson, Minnedosa Credit Union, Minnedosa MB; and Audri Wilkinson, Concentra Financial (formerly Co-operative Trust), Winnipeg MB.

¹ Ritchard Noonan was appointed by the employee directors to complete the balance of Dan Bruinooge's term who resigned from Calgary Co-op in 2004.


² Llyle Toews was appointed by the employee directors to complete the balance of Brenda Hannah's term who recently resigned from Calgary Co-op.

Ben Plemel, of St. Gregor SK, is the pensioner delegate.

The above fifteen employee delegates, along with the fifteen employer delegates, represented employee and employer members at this year's annual meeting in Saskatoon.

The fifteen employer delegates are appointed by the following employer organizations: Credit Union Central Alberta (one delegate), Credit Union Central of Manitoba (one delegate), Credit Union Central of Saskatchewan (three delegates), Concentra Financial (formerly Co-operative Trust) (one delegate), and Federated Co-operatives Limited (nine delegates). The following employer delegates were appointed by the above organizations as follows:

- Credit Union Central Alberta: Paul Rossmann, Calgary;
- Credit Union Central of Manitoba: Brian Peto, Winnipeg;
- Credit Union Central of Saskatchewan: Harvey Granatier, Regina; Cheryl Loadman, Saskatoon; and Karen McBride, Regina;
- Concentra Financial: Wayne King, Saskatoon;
- Federated Co-operatives Limited (FCL): Beryl Bauer, FCL Director; Ed Dufault, FCL Director; Noel Kramer, FCL Saskatoon; Richard Lemoing, FCL Director; Wilf Marcotte, FCL Director; Dave Mysak, FCL Saskatoon; Art Postle, FCL Saskatoon; Laura Vance, FCL Director; and Peter Zakreski, FCL Saskatoon.

The CSS Pension Plan extends its appreciation and thanks to all of this year's candidates for their interest in the Pension Plan's democratic process. 



Jeff Ambrose
General Manager
Eastalta Co-op Ltd., Vermilion AB
(Alberta/BC/Northern Canada Region)



Harry Bowler
General Manager
Tiger Hills Credit Union, Treherne MB
(Manitoba/Eastern Canada Region)



Mike Gartner
Retail Facilities Manager
Federated Co-operatives Limited,
Saskatoon SK
(Saskatchewan Region)



Earl Hanson
Vice President, Wealth Management
Southwest Credit Union, Swift Current
(Saskatchewan Region)



Ronald Inkster
Vice President of Finance
Battlefords Credit Union, North Battleford
(Saskatchewan Region)



Celeste Labrecque
Operations Manager
Teachers Credit Union, Saskatoon SK
(Saskatchewan Region)



Pieter McNair
General Manager
Kelvington Credit Union, Kelvington
(Saskatchewan Region)



Ritchard Noonan
Vice President, Human Resources
Calgary Co-operative Association,
Calgary
(Alberta/BC/Northern Canada Region)



Charlene Rehn
Financial Planner
Saskatoon Credit Union, Saskatoon
(Saskatchewan Region)



Gerry St. Pierre
General Manager
Barrhead Co-operative Association,
Barrhead
(Alberta/BC/Northern Canada Region)



Rosalynne Tayler
Retail Recruitment Director
Federated Co-operatives Limited,
Saskatoon
(Saskatchewan Region)



Llyle Toews
Controller
Calgary Co-operative Association,
Calgary AB
(Alberta/BC/Northern Canada Region)



Bjarni Walterson
Agricultural Loans Officer
Minnedosa Credit Union, Minnedosa
(Manitoba/Eastern Canada Region)



Audri Wilkinson
Corporate Relationships Manager
Concentra Financial, Winnipeg MB
(Manitoba/Eastern Canada Region)



Ben Plemel
Retiree
St. Gregor SK
(Pensioner Delegate)

“I Know That!” Contest Update

Congratulations to the 10 lucky winners of the Fall 2004 “I Know That!” contest. Each winner has either received a copy of Gordon Pape’s book “Get Control of Your Money” or Jill O’Donnell’s, Graham McWaters’, and John Page’s book “The Canadian Retirement Guide”. The 10 lucky winners whose names were drawn at random on November 29, 2004 are: Tim Anderson, St. Paul AB; Jennifer Black, Salmon Arm BC; Colleen Gabriel, Birch Hills SK; Brad Melsted, Riverton MB; Larry Mills, Roblin MB; Phyllis Rebeyka, Saskatoon SK; Lynette Schmidt, Borden SK; Gale Thompson, Bienfait SK; Adam Tomaschewski, Melville SK; Sherry Ziegler, Odessa SK. The crossword puzzle solutions for the Fall 2004 contest are as follows:

Across:

2. The creation of a second investment fund requires a new income allocation method!
4. Most developed equity markets began the year showing solid returns in the first quarter.
6. The MMF is primarily designed for members nearing retirement who have already reached their retirement savings goal and are willing to accept a lower return, to reduce the impact of a loss just before retirement.
7. Laura Vance has been an FCL employer delegate for six years.
9. An employee’s 2005 CRA maximum contribution limit to the CSS Pension Plan is separate from the maximum amount that he/she can contribute to a personal RRSP for 2005.
10. The investment performance of each fund will directly affect its unit price, which in turn directly affects the dollar value of your pension equity.

Down:

1. CRA regulations state that a T4A slip must only be issued when total payments for the year are more than \$500.
3. The CSS Pension Plan does not process any withdrawal or transfer requests from the middle of December until January 31.
5. Saskatchewan’s pension legislation will soon permit a non-member spouse to waive entitlement to the pre-retirement survivor benefit.
8. Bill Metcalfe’s advice to members is not to panic with the ups and downs of the markets.

Details of the latest contest appear on pg 12.

2005 RIO & RPS Schedule

The tentative schedule of Retirement Income Options (RIO) workshops for 2005 is as follows:

Weyburn SK	April 9
Lethbridge AB	May 7
Winkler MB	June 4
Brandon MB	September 17
Edmonton AB	October 1
Saskatoon, SK	November 5

All of the above workshops are scheduled for Saturday mornings from 8:30am - 12:00 noon (local times).

The 3½-hour RIO workshops are designed for members and their spouses who are approaching retirement. Participants will receive a wealth of information with respect to all the retirement income options available to them for their funds in the CSS Pension Plan.

Members 50 and older with more than \$30,000 in the Pension Plan will receive an invitation to attend the RIO workshop in their area. Members and their spouses are encouraged to attend this very worthwhile workshop.

The tentative schedule for the 1-day Retirement Planning Seminar (RPS) for 2005 is as follows:

Calgary AB	May 31
Saskatoon SK	June 8
Winnipeg MB	October 18
Yorkton SK	November 2

The RPS is designed for members and their spouses who are nearing retirement (i.e., 50 years of age and older). The objective of the RPS is to provide information and help participants search for their own answers in planning for a meaningful, successful and happy retirement.

Topics that are covered include health, housing, legal matters, psychological aspects of retirement, use of time, sources of income, and financial planning. Members and their spouses are encouraged to attend a RPS about 10 years before they expect to retire.

Registration brochures for the RPS are sent to the employer members for distribution to the appropriate employee members.

The above RIO and RPS schedule is also posted on the CSS Pension Plan’s web site: www.csspen.com

2005 Contribution Limit

As noted in the Budget Update article on page 8 in this issue of *TimeWise* the contribution limit to the CSS Pension Plan for 2005 is the lesser of:

- 18% of employment earnings, or
- \$18,000 (the maximum dollar limit).

Please note that this limit is calculated on a year-to-date basis. In other words, if an employee’s year-to-date compensation to March 31, 2005 was \$6,000, then

his/her contribution limit to the end of March was \$1,080 (i.e., 18% of \$6,000). Consequently, all employee and employer contributions combined to March 31, 2005 cannot exceed \$1,080.

The amount that an employee (and his/her employer) can contribute to the Pension Plan for 2005 is separate from the limit that the employee can contribute to his/her own RRSP for 2005.

LEGISLATION UPDATE

SASKATCHEWAN

As announced in the fall 2004 issue of *TimeWise*, The Pension Benefits Amendment Act, 1992 (the Act) was passed in June 2004. It was originally expected that the amended pension legislation would come into force on January 1, 2005. The target date for the amendments is now June 1, 2005.

Several amendments of interest to Saskatchewan members of the CSS Pension Plan are:

- More flexibility for the surviving spouse of a member who dies before converting his/her pension funds into a retirement income (i.e., a pre-retirement death). Currently, the surviving spouse must use the funds for a lifetime income. When the Act comes into force, the surviving spouse will also be able to take the funds as a lump sum payment.
- Currently the spouse has first claim to the pension funds upon a member's pre-retirement death. For many couples, this is acceptable. However, in some second marriage or common-law situations, this is not acceptable. Soon a "waiver" form will be available, whereby the spouse will be able to waive his/her entitlement to the member's pension funds, and allow the pension funds to be paid to the designated beneficiary or estate.
- Currently an employee's required contributions as well as the employer contributions, and earnings thereon, are protected from creditors. Soon an employee's additional voluntary contributions will also be protected from creditors. Since March 2003, Saskatchewan residents' RRSPs and RRIFs have also been protected from creditors.

MANITOBA

In December 2004 the Manitoba government introduced The Pension Benefits Amendment Act. This Act proposes a number of changes to Manitoba's pension legislation. Some of the proposed changes of interest to Manitoba members of the Plan are:

- Retirees will be permitted a one-time transfer of 50% of their pension funds into a non-locked-in creditor proof RRIF (subject to spousal consent).
- Non-residents of Canada will be permitted to unlock and withdraw their pension funds in a lump sum.
- Permitting the spouse of a member who dies before converting his/her pension funds into a retirement income to waive his/her entitlement to the funds, and allow the pension funds to be paid to the designated beneficiary or estate.
- To harmonize the minimum joint pension requirement with other provinces so that 60% of the pension (from 66²/₃%) continues to the spouse on the retired member's death.
- Permit separated common-law partners the ability to apply for a court order to divide the member's pension funds.
- Provide immediate vesting of employer contributions, and immediate locking-in of required employee and employer contributions. Currently, vesting occurs after 2 years of working service, while locking-in occurs after 2 years of plan membership.

Although there is no target date when the proposed changes will come into effect, the CSS Pension Plan is hopeful that it will be soon.

ALBERTA

In November 2003, the Employment Pensions Branch of Alberta Finance

released three Discussion Papers soliciting feedback on "Strengthening Risk Management, Disclosure, and Accountability", "Pension Division on Marriage Breakdown", and "Access to Locked-in Accounts".

In April 2004, the Employment Pensions Branch released a summary report of the feedback it received on the three Discussion Papers.

On March 23, 2005 the Alberta government introduced the Employment Pension Plans Amendment Act, 2005. This Act proposes changes to the Employment Pension Plans Act (the Act). However, any changes that would be of interest to members of the CSS Pension Plan are not contained in the Act itself, but in the regulations to the Act. Therefore until the draft regulations are released, it is too soon to tell if the changes that Alberta members of the Plan are seeking will be implemented. The Plan is hopeful that the draft regulations will soon be released.

FEDERAL

As reported in the Fall 2004 issue of *TimeWise*, draft regulations to the Income Tax Act were released in February 2004. At the time of printing, these regulations have not yet been approved.

Accordingly, defined contribution pension plans, such as the CSS Pension Plan are not yet permitted to offer variable retirement income payments in the form of a RRIF to its retirees. The draft regulations also propose to allow retirees who previously transferred their funds out of the Plan into a LIF, LRIF or PRRIF¹, to transfer the remaining amount of such funds back to the Plan. ❄

¹ Life Income Funds (LIF), Locked-in Retirement Income Funds (LRIFs) and Prescribed Registered Retirement Income Funds (PRRIFs) are currently only available from financial institutions.

WHAT HAPPENS TO MY PENSION FUNDS WHEN I DIE?

Members of the CSS Pension Plan often ask what would happen to the money in their Account if they were to pass away unexpectedly. This is a common concern because, as time goes on, people get older, their pension funds accumulate, and they may have heard a story at coffee break about what happened to another member's pension funds.

The question may seem simple, but the answer can be complicated. The answer depends on your circumstances and decisions you've made.

If you die before retirement . . .

All of the pension funds in your Account become 'survivor benefits'. The manner in which survivor benefits are paid depends on the situation.

Your Surviving Spouse has prior entitlement

In all provinces and territories where the Plan operates, legislation states that your surviving spouse has prior entitlement to your pension funds in the event of your pre-retirement death (except for any additional voluntary contributions you might have made). In other words, all your pension funds (except for additional voluntary contributions) would automatically be payable to your surviving spouse, even if you had designated another person as your beneficiary.

In most provinces, your surviving spouse would have the same retirement income options that would have been available to you. A surviving spouse, in contrast to most members of the Plan, need not wait until Age 50 to begin draw-

ing income. On the other hand, your surviving spouse need not draw on the funds right away. A surviving spouse would have the option to leave the funds invested in the Plan until they're ready to retire, or else transfer the funds out.

A couple of provinces allow the spouse to receive pension funds in a lump sum subject to income tax.

A few provinces permit spouses to waive their prior entitlement to the pension funds, thereby allowing Plan members to designate whoever they want as beneficiary. This option is of particular interest to members in a second relationship for example, and who want to designate children from a prior relationship as beneficiaries.

If you and your spouse are separated, there are some circumstances where your separated spouse may still have a prior entitlement to your pension funds.

Keep in mind that each jurisdiction has a particular definition for the term "spouse." If you are in a second relationship, the person you call your spouse may not be the one pension legislation identifies as your spouse.

Otherwise, if you have no surviving spouse, or if your spouse has waived their prior entitlement . . .

Your pension funds would be paid to your estate, or to your designated beneficiary. The funds would be paid immediately as a lump sum. In either case, the funds would be subject to income tax.

If you designate a beneficiary . . .

Be aware that any beneficiary designation is subject to the requirements of pen-

sion legislation in force in the relevant jurisdiction.

You may designate a beneficiary(ies) either by completing the Plan's *Designation of Beneficiary* form or by naming them in your Will. When designating beneficiaries, there are many angles to consider.

In the case where your spouse has prior entitlement:

- Designating both your spouse and your children may not be valid.
- If you designate your children as beneficiaries, the outcome depends upon whether or not your spouse survives you. If so, then your spouse would be entitled to your pension funds (except for your additional voluntary contributions) regardless of the fact that you had designated your children. If you have additional voluntary contributions, such would be paid to your designated beneficiary(ies).
- If you designate your spouse as beneficiary, then, in the event of your death, all of your funds, including your additional voluntary contributions, would go to your spouse. Your additional voluntary contributions would be available to your spouse as a lump sum; the rest of your funds would be subject to pension legislation.
- If you also designate your spouse as beneficiary and if both of you die in a common accident, the pension funds would then be paid to either your estate or your spouse's estate. The laws of succession for your province would specify whose estate.
- If your spouse has waived his/her prior entitlement, then designating your spouse and your children as multiple beneficiaries may be valid.

Keep in mind that the Rules of the Plan do not allow designating an alternate beneficiary.

If you designate multiple beneficiaries, and if you have no surviving spouse (or your spouse has waived prior entitlement) then each beneficiary would receive an equal share of the pension funds. In other words, you cannot specify different shares to different beneficiaries using the Plan's Designation of Beneficiary form.

If any of your designated beneficiaries are minors (i.e., under the age of majority), it is strongly recommended that you specify a trustee for such beneficiaries. The trustee would then manage the funds on behalf of the minor beneficiaries according to the terms in your Will or the terms you specify in the trust agreement. If you do not specify a trustee, the provincial public trustee would manage the funds for any minor beneficiaries. The way in which the public trustee manages the funds may not be according to your wishes.

If you don't designate a beneficiary . . .

If you have no surviving spouse at the time of your death (or your spouse has waived prior entitlement) the pension funds would be payable to your estate, subject to tax, and distributed according to the terms of your Will. You could specify different shares for different beneficiaries in your Will.

If you die after retirement . . .

If you die after you've converted your funds into a retirement income, then the amount of survivor benefits, if any, depends on the type of retirement income option(s) you selected.

If you select a CSS pension, be assured that you will receive a monthly payment for as long as you live. But what happens to the pension payments when you die? It depends on the type of pension and how long it has been in pay.

A Single Life pension will provide a lifetime pension to you. A Joint & Last

Survivor (J&L) pension will provide a monthly payment to you for the rest of your life, and after you die, your surviving spouse will receive a monthly payment for the rest of his/her life as well.

A pension, either a Single Life pension or a J&L pension, may have no guarantee period on it, or it may have a guarantee period of 5 years, 10 years or 15 years. You will choose the guarantee period at the time you apply for your pension. The longer the guarantee period, the lower your monthly pension.

If you choose a pension with a guarantee period . . .

If you choose a Single Life pension with a guarantee period, and if you happen to die before the guarantee period expires, then the monthly pension payments would continue to be paid to your beneficiaries or estate for the balance of the guarantee period.

If you choose a J&L pension with a guarantee period, and if both you and your spouse happen to die before the guarantee period expires, then the monthly pension payments would continue to be paid to your beneficiaries or estate for the balance of the guarantee period.

If you choose a J&L pension with a guarantee period, and if you were to pass away before the guarantee period is over, then your surviving spouse would receive the full pension for the balance of the guarantee period, and then he/she would receive a monthly payment based on the pre-selected Surviving Spouse Benefit percentage for the rest of his/her life.

Be assured that if you outlive the guarantee period, in the case of a Single Life the pension payments will continue to you just the same, for the rest of your life. In the case of a J&L pension, if you and your spouse outlive the guarantee period, the full amount of the pension payments will continue to you just the same, for the rest of your life, and then, when you pass away, the payments will continue to your surviv-

ing spouse, at Surviving Spouse Benefit percentage, for the rest of his/her life.

If the guarantee period is over, in the case of a Single Life pension, then after you die the monthly pension payments will stop immediately.

If the guarantee period is over, in the case of a J&L pension, then after you and your spouse have both passed away, the monthly pension payments will stop.

If you choose a pension without a guarantee period . . .

In the case of a Single Life pension with no guarantee period, once you pass away, the monthly pension payments will stop immediately. In other words, the pension dies with you. If you don't like the way this pension works – don't choose it when you retire!

In the case of a J&L pension with no guarantee period, which is called the Prescribed pension¹, upon your death, if your spouse has survived you, your spouse would receive 60% (66²/3% in Manitoba) of your monthly payment for the rest of his/her life. Once both you and your spouse have died, the pension stops.

In other words, the Prescribed pension provides no survivor benefits to your beneficiaries or estate. If you don't like the way the Prescribed pension works, you and your spouse don't have to take it, if an appropriate Waiver form is completed.

Not all pensions pay survivor benefits

Since some pensions provide no survivor benefits, you may imagine how a "horror story" might get started. Consider the case of a member who had over \$250,000 in his Account. This fellow chose a Single Life pension with a 0-year guarantee (i.e., no guarantee). He then passed away a few months later. He had

¹ The Prescribed pension is the pension prescribed by pension legislation for members who have a spouse. If the Prescribed pension is not taken at retirement, an appropriate waiver form must be completed.

received only a few monthly payments. Because he chose a pension without a guarantee period, there were no survivor benefits for his estate or beneficiaries.

Suppose this same member had a spouse and suppose further that he took the Prescribed pension. Subsequent to his death, the monthly payments to his surviving spouse would immediately drop to 60% of his original monthly pension.


Many people would view these out-

comes as unfavorable, and might not understand why things might have turned out this way for former a co-worker. These outcomes occurred because of a decision the member made at the time they selected their pension. They could have chosen otherwise.

Conclusion

Designating beneficiaries, either before or after retirement, is an important part of

your overall estate plan. You should therefore consult with your lawyer or estate planner to determine the consequences of the choice and manner of specifying your beneficiaries.

The pension funds in your Account are a valuable asset and it makes sense to give some thought to the matter of beneficiaries. 

Budget Update

On February 23, 2005 the Federal Minister of Finance, Ralph Goodale, presented the 2005 budget in the House of Commons. There are some proposals in this budget that are of particular interest to members of the CSS Pension Plan.

Contribution Limits Increased

The maximum dollar limit on contributions to a defined contribution (DC) pension plan such as the CSS Pension Plan are proposed to increase as follows:

Year	CSS Pension Plan Contribution Limit	
	Current	Proposed
2005	\$18,000	\$18,000
2006	Indexed	\$19,000
2007	Indexed	\$20,000
2008	Indexed	\$21,000
2009	Indexed	\$22,000
2010	Indexed	Indexed

As a result, the 2005 contribution limit to the CSS Pension Plan will remain the lesser of:

- 18% of 2005 employment earnings, and
- \$18,000.

As the table above indicates, the maximum dollar limit for contributions to a DC pension plan is proposed to increase to \$22,000 by 2009, and then become indexed to average wage growth starting in 2010.

The RRSP limit is proposed to increase as follows:

Year	RRSP Contribution Limit	
	Current	Proposed
2005	\$16,500	\$16,500
2006	\$18,000	\$18,000
2007	Indexed	\$19,000
2008	Indexed	\$20,000
2009	Indexed	\$21,000
2010	Indexed	\$22,000
2011	Indexed	Indexed

As a result, the 2005 contribution limit to an RRSP will remain the lesser of:

- 18% of 2004 earned income, and
- \$16,500

less the contributor's 2004 pension adjustment, where applicable, plus the carry-forward of any unused RRSP contribution room from previous years.

As the table above indicates, the maximum dollar limit for contributions to an RRSP is proposed to increase to \$22,000 by 2010, and then become indexed to average wage growth starting in 2011.

Please remember that each year, your RRSP contribution room is reduced by the total amount contributed to the CSS Pension Plan by you and your employer in the previous year.

Foreign Property Rule Dropped

Another item of particular interest to retirement savers in the 2005 budget is the elimination of the 30% foreign property rule applicable to registered pension plans and RRSPs. The pension sector, including the CSS Pension Plan, has been encouraging the elimination of the foreign content rule for several years, to permit retirement savers greater access to international markets within their registered plans. This restriction limited the ability of retirement savers to diversify the investment of their retirement savings into foreign investments in order to reduce risk and seek better returns. The elimination of the rule applies immediately.

Other Changes

Other important changes of a more general interest are:

- increasing in the basic personal amount (the amount that Canadians may earn without paying any income tax) from \$8,148 to \$10,000 by 2009;
- increasing in the deposit insurance limit from \$60,000 to \$100,000;
- increasing the Guaranteed Income Supplement (GIS) monthly benefit for low-income seniors by \$36 for singles and \$58 for couples. One half of this increase will take effect on January 1, 2006, with the remainder taking effect on January 1, 2007.
- The elimination of the annuity requirement at age 80 for Life Income Funds (LIFs) governed by Federal pension legislation.

In Remembrance

IN THIS REGULAR COLUMN WE ACKNOWLEDGE THOSE PENSIONERS WHO ARE NO LONGER WITH US. TO THEIR FAMILY AND FRIENDS, WE EXPRESS OUR SINCERE CONDOLENCES.

Balzer Ackerman

Delta Co-op, Unity SK

Gilmore H. Arthur

Calgary Co-op, Calgary AB

Howard Backlun

Beaubier Co-op, Beaubier SK

Fred G. Bacon

Edmonton Co-op, Edmonton AB

George Barrington

Federated Co-op, Vancouver BC

Janet C. Beaudin

*Montmartre Credit Union,
Montmartre SK*

Ed Berry

*Portage Co-op,
Portage la Prairie MB*

Gordon C. Bieber

Shaunavon Co-op, Shaunavon SK

George G. Biggar

Calgary Co-op, Calgary AB

Ethel J. Blue

Macklin Credit Union, Macklin SK

Valerie V. Brown

*Prince Albert Credit Union,
Prince Albert SK*

Leonard G. Budd

Carman Co-op, Carman MB

Patricia Davidson

Asquith Co-op, Asquith SK

George Dech

Mossbank Co-op, Mossbank SK

Harvey J. Delwo

Credit Union Central, Calgary AB

Ed Donachie

Federated Co-op, Saskatoon SK

J. Albert N. Doucet

St. Paul Co-op, St. Paul AB

Dennis K. Edwards

Landis Co-op, Landis SK

A. Douglas Elmer

Weyburn Co-op, Weyburn SK

Ed Faulkner

Federated Co-op, Regina SK

Frank Fraser

Gateway Co-op, Canora SK

Charles Gauvin

Ponteix Co-op, Ponteix SK

William Gawryluk

Revelstoke Co-op, Revelstoke BC

William Gillespie

Red River Co-op, Winnipeg MB

Ethel Grant

Tofino Co-op, Tofino BC

Fred Hagemeister

Riverbend Co-op, Outlook SK

Mervin Hodgins

Lloydminster Co-op, Lloydminster SK

Donald F. Jackson

Lloydminster Co-op, Lloydminster SK

Elizabeth Johnson

Pioneer Co-op, Swift Current SK

Sivert R. Johnson

*Manitoba Co-op Honey Producers,
Winnipeg MB*

Melbert Kisilevich

Vegreville Co-op, Vegreville AB

Harry A. Knutson

Riverbend Co-op, Outlook SK

Pauline Konkin

Wadena Co-op, Wadena SK

Leslie Krienke

Quill Lake Oil Co-op, Quill Lake SK

Lois Langer

*Community Health Services,
Saskatoon SK*

Mamie E. Lewis

Killam-Strome Co-op, Killam AB

Fred Lochmanetz

Edmonton Co-op, Edmonton AB

R. Gordon Lowry

Saskatoon Co-op, Saskatoon SK

Mervin Lynds

Moose Jaw Co-op, Moose Jaw SK

Archie MacKellar

Mayerthorpe Co-op, Mayerthorpe AB

Alexander J. Mantach

*Battlefords Co-op,
North Battleford SK*

Eileen B. Matthews

Eckville Co-op, Eckville AB

C. Keith McCoy

Lloydminster Co-op, Lloydminster SK

Patricia G. McLean

Fort St. John Co-op, Fort St. John BC

Karl Neitsch

Edmonton Co-op, Edmonton AB

Ethel Nerbas

Swan Valley Co-op, Swan River MB

Donald A. Orr

Federated Co-op, Saskatoon SK

Myrtle A. Pada-Agar

Mainline Co-op, Salmon Arm BC

Vernon E. Parry

Saskatoon Co-op, Saskatoon SK

James S. Perepelkin

Veregin Farmers Co-op, Veregin SK

Kenneth E. Peters

Federated Co-op, Saskatoon SK

Horst E. Pochert

*Manitoba Co-op Honey Producers,
Winnipeg MB*

Ronald J. Purvis

Redvers Co-op, Redvers SK

James Rapchuk

Sherwood Co-op, Regina SK

Peter I. Reimer

Winkler Co-op, Winkler MB

Everett G. Rollins

Calgary Co-op, Calgary AB

Leslie T. Sabine

Arctic Co-op, Winnipeg MB

John Schindel

Shaunavon Co-op, Shaunavon SK

Wilfred Schleger

Weyburn Co-op, Weyburn SK

Lloyd R. Scott

*Southern Alberta Co-op,
Lethbridge AB*

William E. Sellers

Federated Co-op, Saskatoon SK

Sarah Shur

*Concentra Financial Services,
Saskatoon SK*

F. Charles Stevens

Carman Co-op, Carman MB

Margaret H. Terry

Credit Union Central, Regina SK

Walter A. Vosburgh

Bella Coola Co-op, Bella Coola BC

Elsie T. Walsh

Eastalta Co-op, Vermilion AB

Douglas H. Willis

Humboldt Co-op, Humboldt SK

Ivoreen J. Wilson

Watrous Co-op, Watrous SK

New Pensions

INCLUDING THE 54 NEW PENSIONS COMMENCED FROM OCTOBER 2004 TO DECEMBER 2004, A TOTAL OF 219 NEW PENSIONS COMMENCED IN 2004. THIS IS DOWN FROM THE 245 NEW PENSIONS COMMENCED IN 2003. THE FOLLOWING 95 NAMES REPRESENT THE NEW PENSIONS COMMENCED FROM OCTOBER 2004 TO FEBRUARY 2005 INCLUSIVE.

An asterisk * denotes that these pensioners are surviving spouses of deceased members of the CSS Pension Plan.

BRITISH COLUMBIA

Lawrence Gosselin
Terrace Co-op

Wayne Hendrickson
Fort St. John Co-op

Gayle B. Henry
Mainline Co-op, Salmon Arm

Patricia Johnson
Vanderhoof Co-op

Joe Reilly
Terrace Co-op

ALBERTA

Edna Aksenchuk
Edmonton Co-op

Vivian R. Allen
Pincher Creek Co-op

Marjorie Armstrong
Calgary Co-op

Beryl Barham
Calgary Co-op

Adrien L. Bertrand
Concentra Financial, Calgary

John Chow
Calgary Co-op

George Dufour
Boyle Co-op

Wayne Erickson
The Grocery People, Edmonton

Gisela Fischer
Calgary Co-op

William J. Gair
Camrose Co-op

Nellie A. Goepen
Calgary Co-op

Heinz Gottschalk
Calgary Co-op

Ismet Hasanovic
Calgary Co-op

Irene Honke
Calgary Co-op

David Johnson
Red Deer Co-op

Laura Koltusky
Calgary Co-op

Irene Lee-Ouellette
Grande Prairie Co-op

Ken McConnell
Stony Plain Co-op

James McKinstry
Calgary Co-op

Nelda Myden
Calgary Co-op

Lorraine G. Neufeld
*Macleod Credit Union,
Claresholm*

Harke Noordhof
Calgary Co-op

Nilo Paron
Calgary Co-op

Henry Paszek
Federated Co-op, Edmonton

Dorothy M. Prenevost
Rocky Mountain House Co-op

Marilyn Repas
Concentra Financial, Calgary

Roy J. Scarlett
Innisfail Co-op

Marjorie Simpson
Credit Union Central, Calgary

Lillian H. Slepanski
Camrose Co-op

Eugene Stakiw
Federated Co-op, Edmonton

Dennis Vollin
Federated Co-op, Edmonton

Charles Young
Calgary Co-op

Russell A. Young
Leduc Co-op

SASKATCHEWAN

Jim Bazin
Federated Co-op, Saskatoon

Alastair Wm. Brennan
Ituna Co-op

Gordon Cubbon
*Battlefords Co-op,
North Battleford*

Mary Danczak
Prince Albert Co-op

* **Yvonne Dawe**
Matador Farming Pool, Kyle

Richard S. Gacek
Federated Co-op, Saskatoon

D. Karen Gaumont
*Co-op Health Centre,
Prince Albert*

Ron Heistad
Wadena Co-op

Yvette Hildebrand
Credit Union Central, Regina

Sharron Horley
Edgeley Co-op

Veronica Johnson
Rosetown Co-op

Joanne Johnston
Spectra Credit Union, Estevan

Dan Kuchapski
Prince Albert Co-op

Charlotte K. Lalach
Wynyard Co-op

Sydney E. Larocque
Kamsack Credit Union

Cong Le
Federated Co-op, Saskatoon

Annie Lowes
Southland Co-op, Assiniboia

David Mackie
*Saskatchewan Egg Producers,
Regina*

William D. Michaluk
Fides Co-op, Saskatoon

Fredrick H. Mielke
Riverbend Co-op, Outlook

Dawn L. Moser
Mendham-Burstall Credit Union

Elsie E. Pelech
Pineland Co-op, Nipawin

Arthur J. Perkins
Prince Albert Credit Union

Marilyn A. Ross
Estevan Co-op

Ted Shaheen
Pioneer Co-op, Swift Current

Maryann Siemens
Federated Co-op, Saskatoon

Marilyn Steinson
Conexus Credit Union, Regina

David M. Stobbs
Mankota Credit Union

Geraldine E. Thompson
Weyburn Co-op

Evelyn Wagner
Unity Credit Union

Patricia Wasylkowski
Shellbrook Credit Union

Hilde Weinmeyer
*Canadian Co-op Association,
Saskatoon*

Joyce K. Welch
Saskatoon Co-op

Shirley Wilmot
*Co-op Superannuation Society,
Saskatoon*

Diane Winters
Quill Lake Consumers Co-op

MANITOBA

Andrea Bayne
Steinbach Credit Union

Mildred Boschman
*Vanguard Credit Union,
Rossburn*

Helen Burdey
*Cambrian Credit Union,
Winnipeg*

Danilo Capina
Interprovincial Co-op, Winnipeg

Alfred Hamm
Steinbach Credit Union

Sylvia Hynes
*North of 53 Consumers Co-op,
Flin Flon*

Mary Kasdorf
Niverville Credit Union

Regina Kazlauskas
Concentra Financial, Winnipeg

Margaret Kehler
Steinbach Credit Union

Rita M. Levreault
Vantis Credit Union, Winnipeg

Martha Mydynski
Leaf Rapids Co-op

Claire Potier
Vantis Credit Union, Winnipeg

Robert Ptachyk
Red River Co-op, Winnipeg

* **Donna Raczenko**
Vantis Credit Union, Winnipeg

Marion Robulak
Neepawa-Gladstone Co-op

Rosemarie Russell
Red River Co-op, Winnipeg

Gloria A. Smith
Kenton Co-op

Ralph S. Smith
Federated Co-op, Winnipeg

Glenda Streifel
Vantis Credit Union, Winnipeg

ONTARIO

R. Paul Johnston
*Credit Union Central Of Canada,
Toronto*

* **Corrie Kehoe**
Cangeco Credit Union, Toronto

NORTHWEST TERRITORIES

Sitaram Naidoo
Yellowknife Direct Charge Co-op

2005 Annual Meeting Highlights

The Co-operative Superannuation Society (CSS) Annual Meeting was held on Wednesday, March 23, 2005 in Saskatoon.

Delegates to the Annual Meeting passed two Bylaw changes. One of the Bylaw changes gives the CSS Board of Directors more discretion in allowing an employer organization to join the Plan that is owned in whole or in part by one or more co-operatives or credit unions. The Board now also has more discretion to terminate the membership of such an employer organization should its ownership structure or the nature of its business change.

The second Bylaw change adjusts the term of office for Delegates to coincide with the Annual Meeting, rather than the election date for Delegates.

Three Director elections were held at the Annual Meeting. Laura Vance, a

Federated Co-op employer delegate, was re-elected to the Board for a three-year term by acclamation. The two other employer Directors are Peter Zakreski of Federated Co-op in Saskatoon, and Wayne King of Concentra Financial in Saskatoon.

Gerry St. Pierre of Barrhead Co-op in Alberta, an employee delegate was re-elected to the Board for a three-year term by acclamation. Audri Wilkinson from Concentra Financial in Winnipeg, an employee delegate, was elected to the Board for a two-year term. Audri fills the vacancy left by Bill Metcalfe who was not re-elected as an employee delegate in this year's election. The other employee Director is Earl Hanson of Southwest Credit Union in Swift Current SK.

At the Delegate Workshop that was held the evening prior to the Annual Meeting, delegates discussed whether or

not the Plan should offer variable retirement income payments in the form of a RRIF to its retirees, as proposed in the draft regulations to the *Income Tax Act*. Delegates felt that the Plan should commence exploring how to possibly offer such an option even though the draft regulations to the *Income Tax Act* are not yet in force (see Legislation Update article on page 5).

Delegates also discussed the recent introduction of the Money Market Fund (MMF). The consensus of the Delegates is that the MMF meets the needs of members who are approaching retirement and want a pre-retirement investment option for their pension funds. Delegates also feel that the "Investment Choice" booklet is easy to understand and is helpful for members wondering if they should transfer any of their pension funds into the MME.

“I Know That!” Contest

Enter Our “I Know That!” Contest and You Could Win a Copy of
 “Put Your Debt on a Diet” or “Advance to Go! – The Road to a Rich Retirement”

Complete the crossword puzzle below and mail your entry to the address below. Entry forms must be received no later than Friday, May 13, 2005. The first ten correct entries drawn at random on May 16 will each win a copy of Stanley J. Kershman’s book “Put Your Debt on a Diet” or Alan Dickson’s book “Advance to Go! – The Road to a Rich Retirement”. “Put Your Debt on a Diet” demonstrates how to get control of your debt, build better money habits, and use credit wisely. “Advance to Go! – The Road to a Rich Retirement” illustrates that a rich retirement is measured in terms of leisure time spent with family and friends. Answers to all of the crossword puzzle clues below can be found in this issue of TimeWise and the 2004 Annual Report. See page 3 for a list of winners and the correct crossword puzzle solution to the Fall 2004 “I Know That!” Contest.

Across

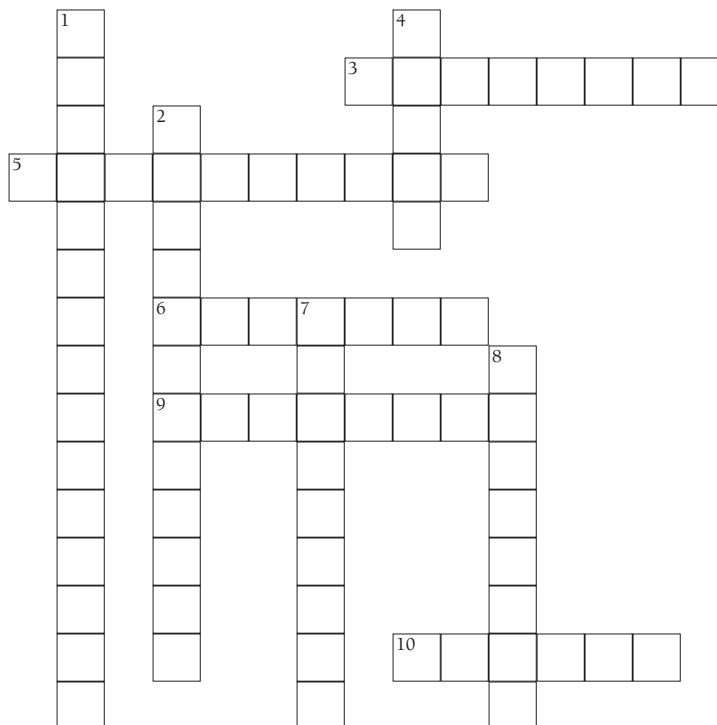
3. In December 2004 the _____ government introduced The Pension Benefits Amendment Act.
5. The principle purpose [of the Society] is to provide _____ benefits to and for its members.
6. To increase the pool of skills available to the Plan and reduce manager-specific risk, a team of five _____ investment management firms is employed.
9. The maximum dollar limit for contributions to a DC pension plan is proposed to _____ to \$22,000 by 2009.
10. Designating beneficiaries, either before or after retirement, is an important part of your overall _____ plan.

Down

1. The portfolio’s broad _____ and “balanced” asset mix of approximately half stocks and half bonds, continued to reduce volatility in 2004.
2. Despite the _____ low long-term interest rates, 219 retiring members started a monthly pension directly from the Plan in 2004, at an average age of 60.19 years.
4. By the end of December, the U.S. stock market had posted back-to-back annual _____ for the first time since 1999.
7. In most provinces, your _____ spouse would have the same retirement income options that would have been available to you.
8. Eleven candidates were nominated for the seven _____ positions in the Saskatchewan region.

ENTRY FORM

Mail to: “I Know That!” Contest, CSS Pension Plan
 P.O. Box 1850, Saskatoon, SK S7K 3S2



Name (Please print): _____

Employer: _____

Home Address: _____

City: _____ Province: _____ Postal Code: _____

If my entry is one of the first 10 correct entries drawn on May 16, 2005, I wish to receive a copy of:

“Put Your Debt on a Diet” or “Advance to Go! – The Road to a Rich Retirement” (Please check one)

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