

Pension Transition – FAQs – Brink’s - Ontario, Ottawa, and British Columbia

1. Is there more than one date for the vote, for employees we are not working on the voting day?

Please discuss the voting dates and options with your Union Representative and/or Union stewards.

2. When is the lump payment confirmed?

Lump sum payments are conditional on a positive ratification vote and subject to the criteria set out in the Memorandum of Agreement. Employees who are entitled to lump sum payments have been sent a summary of their anticipated lump payment. The ratification votes commence the week of April 13, 2020. If the result is positive, then the deposits will be made June 11, 2020.

3. What are my options to take the lump sum and when will it be paid?

Lump sum can be taken as cash payment (all statutory deductions will apply including income tax) or can be transferred to RRSP with Manulife (only CPP and EI are applicable on the amount). Payment will be processed for pay date of June 11, 2020 as a separate deposit.

Employees who have recently been laid off have the option to defer their lump sum payment until they return from layoff.

4. I have been with Brinks longer than the years of service stated in the Statement of Lump Sum. How come the statement of Lump Sum had a different amount?

Lump sums are payable in accordance with the terms of the Memorandum of Agreement based on years of credited service earned in the Pension Plan, amongst other criteria. For most employees “Pension Credited Service” is not the same as “years of service with Brink’s Canada”.

5. How is the average earnings for lump sum calculation determined?

In accordance with the Memorandum of Agreement, average earnings is based on the average of the best 3 consecutive years of pensionable earnings as of December 31, 2019.

6. Why is my payout % different than some other employees?

Payout % is calculated based on which category the employee falls under. Category is determined based on your age as of July 01, 2020 and years of credited service earned within the Brink’s Pension plan as of Dec 31, 2019. The categories were developed in consultation with pension experts to provide a personalized approach for each Plan Member based on the impact of the pension transition on starting pension.

7. What is the % of taxes that will be withheld on the lump sum amount?

Tax % deducted will be based on the legislated rates prescribed by CRA. The rate will be different for employees as it is based on annual earnings, lump sum amount and exemptions claimed by employees on their tax forms.

8. Can I contribute more than 5% towards my CAAT DB Plus pension?

No, the terms of the Memorandum of Agreement require a 5% Employer and 5% employee contribution.

9. Are there survivor benefits on the CAAT DB Plus pension?

Yes, CAAT DB Plus offers survivor benefits at no cost. The survivor’s pension lasts for the life of your spouse, has the same conditional inflation protection as the regular pension, and is even available to individuals who become your spouse after retirement.

10. How will the Early Exit Options work?

In accordance with the Memorandum of Agreement, there are early exit options available to certain employees. Employees selected will receive a payment of their base wage rate X 2080 hours. This is inclusive of all employment related claims.

Selection: Employees must be active and have 25 years of credited service in the Brink’s DB Plan. Employees who fit this criteria and who are interested in an early exit, can inform their Branch Manager and/or HR Representative of their interest no later than April 26, 2020. Selections will be made based on seniority and subject to a maximum amount of 20% of eligible employees by collective agreement rounded up to the nearest whole.

Exit date: The target date for early exits is May 16, 2020. However, may vary based on operational requirements.

11. How do I determine my lump sum? Is there a chart?

The Lump Sums are calculated in accordance with the Memorandum of Agreement. Lump sums are for active Brink’s DB Plan Members only.

AGE - is the employee’s age at July 1, 2020,

SERVICE – is credited service earned while a member of the Brink’s DB Plan pension at December 31, 2019

AVERAGE EARNINGS - is based on the average of the best 3 consecutive years of pensionable earnings as of December 31, 2019.

In addition to the chart below, a lump sum payment of 2/12 of 5% of Average Earnings will be payable

Total Lump Sum Payments as a % of Average Earnings						
Age\Service	0-4	5-9	10-14	15-19	20-24	25
Under 27	8%					
28-32	8%	8%	8%			
33-37	8%	8%	8%	8%		
38-42	28%	8%	8%	8%	8%	
43-47	38%	38%	8%	8%	8%	
48-51	48%	48%	48%	8%	8%	8%
52-54	73%	73%	73%	8%	8%	8%
55-59	8% + 6.5% x min (years to 65, years to 25)				8%	8%
60-64	8% + 7% x minimum (years to age 65, years to 25)					8%
65+	15%	15%	15%	15%	15%	8%

12. What if the anticipated Lump Sum payment recently sent to me by Brink’s isn’t correct?

We believe the amounts provided are accurate. However, errors are possible. Brink’s will work with the Union, employees, and our Pension consultants to ensure any errors are addressed. Our goal is to address errors are addressed prior to the scheduled payment on June 11, 2020.