

ELECTION NOTICE



The Municipal Employees Benefit Program is administered by a Board of Trustees that oversees the operation and administration of the Municipal Employees Pension Plan (a Defined Benefit Pension Plan), a Disability Insurance Plan, and a Group Insurance Plan. The Board has 8 Trustees, 4 of whom represent employers and 4 represent members.

As an active member of the Municipal Employees Pension Plan, you can nominate and vote for one member representative that will complete a remaining 4-year term starting September 1, 2025, and ending December 31, 2026.

We encourage all members to get involved in the election process. On the reverse side of this letter, we have included the qualities and attributes that a good Trustee should have.

The nominee must be an active member of the Municipal Employees Pension Plan (MEPP). A person receiving a retirement pension from MEPP is not eligible for nomination.

If you would like to nominate someone, please follow these steps:

Print and complete a Nomination Paper, which is available on our website at www.mebp.mb.ca

Provide the following information:

- the nominee's full legal name and employer name,
- the nominee's signature accepting the nomination,
- a short biography of the person being nominated, and
- the Nomination Paper with 20 supporting signatures from active members of MEPP

The short biography could include the department the member works for, the length of their employment, any organizations they belong to, and any other information that would support the nominee. All the information provided on a nominee will assist the membership in selecting the best representative for the Board.

A member cannot support more than one nominee. If a member signs for more than one nominee, that signature will be removed from all nomination papers.

Nomination papers must be received by the MEBP administrator's office by **May 31, 2025:**

**Municipal Employees Benefits Program
c/o Coughlin & Associates Ltd.,
PO Box 746
Winnipeg MB, R3C 2L4.**

If more than 1 employee is nominated, an Election will be called and information on the online voting procedure and Candidate Profiles will be provided in June 2025.

QUALIFICATIONS OF A BOARD TRUSTEE

What makes a good Trustee?

A Trustee is a member of the Board that oversees the operations and administration of the Municipal Employees Pension Plan, Group Insurance Plan and Disability Income Plan. A good Trustee should have a mix of fiduciary responsibility, financial acumen, knowledge of governance, and stakeholder awareness. Here are the key attributes:

- Fiduciary Responsibility
 - Acts in the best interests of plan members, avoids conflicts of interest and prioritizes pension security.
 - Understands fiduciary obligations
 - Commits to transparency and accountability and follows governance best practices
- Financial Acumen
 - Understands pension funding principles and should grasp how liabilities and assets interact
 - Familiarity with investment strategies and is experienced with investment professionals to oversee fund performance.
 - Ability to interpret financial statements
- Governance & Decision-Making Skills
 - Understands multi-employer pension and benefit plan structures, the complexity of collective agreements
 - Collaborates effectively and works with board members, advisors, and service providers.
 - Able to assess risk. Support the setting of policies on funding levels, benefit adjustments, and plan sustainability.
- Communication & Stakeholder Engagement
 - Able to communicate pension and benefit matters clearly
 - Responsive to member concerns and can engage with unions, employees, and retirees.
 - Works well with advisors such as actuaries, lawyers, investment managers, and administrators.
- Commitment to Learning & Professional Development
 - Participates in trustee training programs – Keeps up with regulatory and industry changes.
 - Stays informed on pension and benefit plan trends.
 - Attends industry conferences and engages with organizations like International Foundation of Employee Benefit Plans (IFEBC) and the Association of Canadian Pension Management Professionals (ACPM).

MEBP has an Education Policy that requires new Trustees to attend conferences and educational programs in order to gain a better understanding of their role and requirements as a Trustee.

Expectations of a MEBP Trustee

A MEBP Trustee should be willing and able to:

- Develop an understanding of the operations of the Municipal Employees Benefits Program
- Attend meetings and actively participate in Board discussions and decision making
- Participate on Committees of the Board
- Participate in training and education
- Develop a solid understanding of fiduciary duties
- Act in a reasonable and prudent manner
- Be even-handed when faced with competing interests
- Exercise the care, diligence, and skill that a reasonable prudent person would exercise in comparable circumstances
- Act with integrity, respect confidentiality and use experience and knowledge to help in the overall operation of the Plans

There are 4-5 meetings per year held during the day in Winnipeg. Other meetings may be scheduled if required, with virtual options for attendance available.

It is a Trustee's obligation to act honestly and in good faith for the benefit of the Program, and its members and beneficiaries.

Trustees are compensated for expenses and travel costs to attend meetings and educational sessions.