



THE VOICE OF MULTI-EMPLOYER PLAN INTERESTS IN CANADA

**Multi-Employer Benefit Plan
Council of Canada**

Strategic Plan

2022-2024



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The Multi-Employer Benefit Plan Council of Canada (MEBCO) is a not-for-profit organization created in 1992 to represent the interests of multi-employer plans - at all government levels.

About MEBCO

MEBCO was established in 1992 as a federal no-share corporation, operating on a not-for-profit basis. MEBCO represents the interests of Canadian multi-employer pension and health benefit plans to provincial and federal governments proposed or existing legislation and policies affecting these plans. MEBCO's members represent both multi-employer pension plans ("MEPPs") and multi-employer health benefit plans ("MEBPs").

MEBCO is administered by a Board of Directors who serve MEBCO on a volunteer basis, and who are responsible for identifying issues that impact multi-employer plans, developing a strategy to address those issues, and then carrying out this strategy. Board members are elected representatives and professionals involved in multi-employer plans, including union and employer trustees, professional administrators, actuaries, consultants, lawyers, accountants, and asset managers.

Trustees responsible for the governance of MEPPs and MEBPs serve plans with total membership of workers and families of over one million Canadians.

MEBCO is a founding member of the World Pension Alliance – a significant collaboration of representatives of pension funds around the world.

MEBCO's mandate is to be the expert voice of multi-employer pension and health plan interests in Canada. MEBCO carries out this mandate by:

- Advocating and educating on behalf of multi-employer plans before administrative tribunals, provincial and federal governments, and their agencies.
- Intervening and participating in proceedings before courts or other judicial bodies.
- Preparing and presenting reports, studies, and submissions on matters of importance to multi-employer plans.

Market Overview

- Multi-employer plans in Canada were established in the 1950s and are recognized internationally as a unique labour and management response for meeting the needs of workers and their dependants. This role should be recognized, preserved, and encouraged.
- Multi-employer plans are the predominant form of pension and health plan arrangement in the unionized sector.

- Multi-employer plans fulfill a vital social objective of providing necessary health and related benefits that are not otherwise available under Canada’s public health care or retirement systems.
- MEBCO represents the interests of approximately 150 Canadian multi-employer plans that provide benefits to more than 1 million Canadians
- Assets of MEBCO member plans exceed \$20 billion
- MEBCO members work in industries as diverse as construction, maintenance, energy, retail trade, security services, entertainment, food and transportation.

Strategic Plan Overview

The Multi-Employer Benefit Plan Council of Canada (MEBCO) continues its industry-wide ambitious and worthy journey to advocate, inform and communicate with legislative and regulatory bodies.

As the expert voice of multi-employer plan interests in Canada, MEBCO’s strategic mandate is to help support and accelerate multi-employer pension and health plan effectiveness across Canada.

Vision: Continue to be the leading advocate and subject matter expert for Canadian multi-employer pension and health benefit plans.

Mission: MEBCO is a national, volunteer-based organization and the recognized, expert voice of Canadian multi-employer plans. MEBCO will be a proactive, intellectual, collaborative leader on emerging industry issues and will effectively serve and champion the interests of its members.

Values:

Equity & Diversity: MEBCO is committed to and embraces a culture of equity, diversity and inclusion and encourages active participation of individuals from all equity-deserving groups.

Accountability and Transparency: MEBCO uses a consultative process when preparing submissions to legislators, regulators and others. Our submissions are available on our website.

Respect: While MEBCO cannot educate and advocate for all issues, MEBCO listens to opinions and input from a variety of sources. All opinions are respected and worthy of thoughtful attention.

STRATEGIC GOALS 2022 to 2024

To accomplish MEBCO's vision and mission, the following strategic goals will be priorities over the three-year strategic planning cycle supporting the framework of the core focus areas listed above:

- To advocate and educate on behalf of multi-employer plans to all levels of government and regulatory authorities.
- To increase visibility, awareness, and support of MEBCO.
- To grow MEBCO's membership base, expanding to include all sectors that support multi-employer plans.
- To continue to provide education and advocacy to stakeholders in our role as the recognized, expert voice of multi-employer plan interests across Canada.
- To embrace diversity in our governance structure and membership.
- To provide for MEBCO's long-term operational and financial stability.
- To continue to participate actively in strategic global alliances.

