

Unifor Local 2002
Disability Trust Fund
Financial Statements
For the year ended May 31, 2020

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Independent Auditor's Report

To the Trustees of Unifor Local 2002 Disability Trust Fund

Qualified Opinion

We have audited the financial statements of Unifor Local 2002 Disability Trust Fund (the "Fund"), which comprise the statement of financial position as at May 31, 2020, and the statement of changes in net assets available for benefits for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Fund as at May 31, 2020, and its changes in net assets available for benefits for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Qualified Opinion

As agreed to by the Trustees of the Fund and in common with many benefit fund audits, the scope of our audit was limited to the records of the Fund and therefore, did not extend to an examination of the payroll records of the contributing employers. Accordingly, our verification of contribution revenue was limited to the amounts recorded in the records of the Fund and we were not able to determine whether any adjustments might be necessary to contribution revenue and increase (decrease) in net assets for the years ended May 31, 2020 and 2019, assets as at May 31, 2020 and 2019 and net assets available for benefits as at June 1 and May 31 for both the 2020 and 2019 years. Our audit opinion on the financial statements for the year ended May 31, 2019 was modified accordingly because of the possible effects of this limitation in scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Fund in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis of our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Fund's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Fund or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Fund's financial reporting process.

Independent Auditor's Report (Continued)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

BDO CANADA LLP

Chartered Professional Accountants, Licensed Public Accountants
Burlington, Ontario
October 13, 2020

Unifor Local 2002 Disability Trust Fund Statement of Financial Position

May 31 **2020** **2019**

Assets

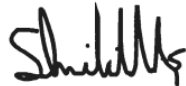
Cash	\$ 567,752	\$ 496,488
Investments (Note 2)	3,286,648	4,476,360
Contributions receivable	-	163,820
HST receivable	22,944	21,785
	<u>3,877,344</u>	<u>5,158,453</u>

Liabilities

Accounts payable and accrued liabilities	39,779	11,066
Premiums payable	564,423	696,203
	<u>604,202</u>	<u>707,269</u>

Net Assets Available for Benefits **\$ 3,273,142** **\$ 4,451,184**

On behalf of the Board:



Trustee



Trustee

Unifor Local 2002 Disability Trust Fund Statement of Changes in Net Assets Available for Benefits

For the year ended May 31	2020	2019
Increase in assets		
Contributions	\$ 6,827,253	\$ 7,539,290
Investment income (loss) (Note 3)	(267,211)	77,545
	<u>6,560,042</u>	<u>7,616,835</u>
Decrease in assets		
Premium costs	<u>7,005,640</u>	<u>6,700,785</u>
Expenses		
Administration (Note 6)	600,273	598,996
Audit and tax (Note 6)	16,949	13,056
Income tax expense	55,143	-
HST recovery	(1,268)	(8,435)
Meetings and lost time	55,125	74,596
Printing, stationery and general (recovery)	282	242
Trustee bonding	<u>5,940</u>	<u>5,940</u>
Total expenses	<u>732,444</u>	<u>684,395</u>
	<u>7,738,084</u>	<u>7,385,180</u>
Increase (decrease) in net assets	(1,178,042)	231,655
Net assets available for benefits, beginning of year	<u>4,451,184</u>	<u>4,219,529</u>
Net assets available for benefits, end of year	<u>\$ 3,273,142</u>	<u>\$ 4,451,184</u>

The accompanying notes are an integral part of these financial statements.

Unifor Local 2002 Disability Trust Fund Notes to Financial Statements

May 31, 2020

1. Significant Accounting Policies

Purpose of the Fund

The Fund provides short-term and long-term disability benefits to eligible members of Unifor Local 2002.

Basis of Presentation

These financial statements are prepared using Canadian accounting standards for pension plans, which are applicable to all benefit plan financial statements. For accounting policies that do not relate to the Fund's investment portfolio, the Fund has elected to apply Canadian accounting standards for private enterprises.

Contributions

Contributions are recognized on an accrual basis in the accounts on the basis of earnings as reported by the employers. Members pay 100% of the contributions reported. During the year, the Trustees approved a contribution holiday for April and May 2020 as a result of the impacts from COVID-19.

Investments

Investments are stated at fair value. The fair value of cash and cash equivalents approximates cost plus accrued interest due to their short-term nature. The fair value of all other investments is based on closing quoted market prices.

Dividend income is recognized based on the ex-dividend date, and interest income is recognized on the accrual basis as earned.

The fair value adjustments include both realized gains on sale of investments and unrealized gains on investment.

Use of Estimates

The preparation of financial statements in accordance with Canadian accounting standards for pension plans requires the Trustees to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenditures during the year. Actual results could differ from their best estimates, as additional information becomes available in the future.

Income Tax Status

The Fund is an inter-vivos personal trust recognized administratively by Canada Revenue Agency. The net investment income earned by the Trust Fund is subject to income tax to the extent investment income exceeds allowable expenses.

Unifor Local 2002 Disability Trust Fund Notes to Financial Statements

May 31, 2020

2. Investments

	2020	2019
CIBC Wood Gundy		
Cash	\$ 5	\$ 18
Common stock	1,781,554	2,221,468
Fixed income	1,172,862	1,886,104
Mutual funds	318,257	343,926
Accrued interest and dividends	13,970	24,844
	\$ 3,286,648	\$ 4,476,360

3. Investment Income (Loss)

	2020	2019
CIBC Wood Gundy		
Interest and dividends	\$ 61,336	\$ 59,887
Fair value adjustments	(328,547)	17,658
	\$ (267,211)	\$ 77,545

4. Financial Instrument Risks

The Fund may be exposed to a variety of financial risks including credit risk, liquidity risk and market risk (including interest rate risk, currency risk and other price risk). These risks have not changed from the prior year.

On March 11, 2020, the World Health Organization declared the outbreak of the coronavirus (COVID-19) pandemic resulting in economic uncertainties impacting the Fund's risks. At this time, the full potential impact of COVID-19 on the Fund is not known.

Credit Risk

Credit risk is the risk that the counterparty to a financial instrument will fail to discharge an obligation that is entered into with the Fund. The risk of default on transactions in listed securities is considered minimal, as the trade will fail if either party to the transaction does not meet its obligation. The Fund also has credit risk to the extent that contributions receivable are not collectible. The Fund manages this risk by closely monitoring delinquent contributors and ensuring late contributions and deviations are pursued.

Liquidity Risk

The Fund is also exposed to *liquidity risk* in the event that investments must be sold quickly. The Fund's assets are invested in securities that are traded in an active market and can be readily disposed of as liquidity needs arise, assuming orderly markets.

Unifor Local 2002 Disability Trust Fund Notes to Financial Statements

May 31, 2020

4. Financial Instrument Risks - (Continued)

Market Risk

Interest rate risk arises from the possibility that changes in interest rates will affect the fair value of financial instruments. It arises when the Fund invests in interest-sensitive investments such as bonds and other fixed-income investments.

As at May 31, 2020, had prevailing interest rates increased or decreased by 1% with respect to interest-bearing investments with all other variables held constant, net assets available for benefits would have decreased or increased, respectively by approximately \$58,000 (2019 - \$80,000). In practice, actual results may differ from this sensitivity analysis and the difference could be material.

Currency risk is the risk that the value of a financial instrument will fluctuate due to changes in foreign currencies.

Other price risk is the risk that the value of financial instruments will fluctuate as a result of changes in market prices, other than those arising from interest rate risk or currency risk, whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in a market.

The Fund manages market risk by diversifying investments in accordance with the Fund's Statement of Investment Policies and Procedures, which is approved by the Trustees. If market prices had increased or decreased by 10% on May 31, 2020, the net assets available for benefits of the Fund would have increased or decreased, respectively, by approximately \$210,000 (2019 - \$259,000). In practice, actual results may differ from this sensitivity analysis and the difference could be material.

As a result of the COVID-19 pandemic, subsequent to year end there have been various factors that may have impacted the fair value of the investments. Many governments around the world have adjusted interest rates to mitigate the economic impact of the pandemic. The global economic uncertainty arising due to the COVID-19 pandemic has resulted in significant volatility in global foreign exchange rates subsequent to year end. In addition, this global economic uncertainty has resulted in significant volatility in the global and domestic equity markets. Accordingly, subsequent to year end there may have been a negative impact of the fair value of the Fund's investments in excess of the above sensitivity analysis.

Unifor Local 2002 Disability Trust Fund Notes to Financial Statements

May 31, 2020

4. Financial Instrument Risks (Continued)

Financial Instruments Fair Value Hierarchy

Disclosure of a three-level hierarchy for fair value measurements is based upon transparency of inputs to the valuation of an asset or liability as of the measurement date. The three levels are defined as follows:

Level 1:

For securities valued based on unadjusted quoted prices in active markets for identical assets.

Level 2:

For securities valued based on inputs, other than quoted prices included in Level 1, that are observable for the asset, either directly or indirectly.

Level 3:

For securities valued based on inputs that are based on unobservable market data.

As at May 31, 2020, the following table represents a summary of investments held by level:

	<u>2020</u>	<u>2019</u>
Level 1 - Common stock, mutual funds and accrued interest and dividends	\$ 2,099,816	\$ 2,565,412
Level 2 - Fixed income and accrued interest and dividends	1,186,832	1,910,948
	<u>\$ 3,286,648</u>	<u>\$ 4,476,360</u>

There were no transfers between levels during the year.

5. Capital Management

The Fund considers its capital to be its net assets available for benefits. The Fund's objective when managing its capital is to safeguard its ability to continue to provide benefits to its eligible members. The Trustees monitor the Fund's financial position to ensure its objective is met.

There have been no changes in what the Fund considers to be its capital and there have been no significant changes to the Fund's capital management objectives, policies and processes in the year.

Unifor Local 2002 Disability Trust Fund Notes to Financial Statements

May 31, 2020

6. Fund Information

(a) Description of Fund Benefits

Actual benefits, including conditions and limitations thereto, are governed by the provisions of the Fund and reference should be made to the Fund for more detailed information.

The following is a brief summary of the Fund benefits:

Permanent full-time and part-time employees who are under the Unifor Local 2002 Collective Agreement are covered from their first day of employment. The eligible members listing is updated monthly as advised by the employers.

(b) Administration and Professional Fees

Recipients of administration and professional fees were as follows:

	<u>2020</u>	<u>2019</u>
Administration		
Canadian Benefits Consulting Group Ltd.	<u>\$ 600,273</u>	<u>\$ 598,996</u>
Audit and tax		
BDO Canada LLP	<u>\$ 16,949</u>	<u>\$ 13,056</u>