

Unifor Local 2002
Disability Trust Fund
Financial Statements
For the year ended May 31, 2021

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Contents

Independent Auditor's Report	2 - 3
Financial Statements	
Statement of Financial Position	4
Statement of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6 - 10

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, 2021, 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, 2021, 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 decrease in net assets for the years ended May 31, 2021 and 2020, assets as at May 31, 2021 and 2020 and net assets available for benefits as at June 1 and May 31 for both the 2021 and 2020 years. Our audit opinion on the financial statements for the year ended May 31, 2020 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
Oakville, Ontario
October 20, 2021

**Unifor Local 2002 Disability Trust Fund
Statement of Financial Position**

May 31	2021	2020
Assets		
Cash	\$ 146,951	\$ 567,752
Investments (Note 2)	2,982,297	3,286,648
Contributions receivable	191,186	-
HST receivable	23,062	22,944
Prepaid expense	8,100	-
	3,351,596	3,877,344
Liabilities		
Accounts payable and accrued liabilities	37,821	39,779
Premiums payable	679,473	564,423
	717,294	604,202
Net Assets Available for Benefits	\$ 2,634,302	\$ 3,273,142

On behalf of the Board:


 _____ Trustee


 _____ Trustee

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

For the year ended May 31	2021	2020
Increase in assets		
Contributions	\$ 4,533,125	\$ 6,827,253
Investment income (loss) (Note 3)	685,648	(267,211)
	5,218,773	6,560,042
Decrease in assets		
Premium costs	5,176,337	7,005,640
Expenses		
Administration (Note 6)	580,342	600,273
Audit and tax (Note 6)	19,766	16,949
HST recovery	(8,410)	(1,268)
Income tax expense	71,425	55,143
Meetings and lost time	10,764	55,125
Printing, stationery and general	639	282
Trustee bonding	6,750	5,940
	681,276	732,444
Total expenses	5,857,613	7,738,084
Decrease in net assets	(638,840)	(1,178,042)
Net assets available for benefits, beginning of year	3,273,142	4,451,184
Net assets available for benefits, end of year	\$ 2,634,302	\$ 3,273,142

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

Unifor Local 2002 Disability Trust Fund Notes to Financial Statements

May 31, 2021

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. In the prior year, the Trustees approved a contribution holiday for April, May and June 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 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, 2021

2. Investments

	2021	2020
CIBC Wood Gundy		
Cash	\$ 2	\$ 5
Common stock	1,705,901	1,781,554
Fixed income	1,002,788	1,172,862
Mutual funds	263,963	318,257
Accrued interest and dividends	9,643	13,970
	\$ 2,982,297	\$ 3,286,648

3. Investment Income (Loss)

	2021	2020
CIBC Wood Gundy		
Interest and dividends	\$ 48,803	\$ 61,336
Fair value adjustments	636,845	(328,547)
	\$ 685,648	\$ (267,211)

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.

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, 2021

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, 2021, 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 (2020 - \$58,000). 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 5% on May 31, 2021, the net assets available for benefits of the Fund would have increased or decreased, respectively, by approximately \$98,000 (2020 - \$105,000). In practice, actual results may differ from this sensitivity analysis and the difference could be material.

Unifor Local 2002 Disability Trust Fund Notes to Financial Statements

May 31, 2021

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, 2021, the following table represents a summary of investments held by level:

	<u>2021</u>	<u>2020</u>
Level 1 - Common stock, mutual funds and accrued interest and dividends	\$ 1,969,866	\$ 2,099,816
Level 2 - Fixed income and accrued interest and dividends	1,012,431	1,186,832
	<u>\$ 2,982,297</u>	<u>\$ 3,286,648</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, 2021

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>2021</u>	<u>2020</u>
Administration		
Canadian Benefits Consulting Group Ltd.	<u>\$ 580,342</u>	<u>\$ 600,273</u>
Audit and tax		
BDO Canada LLP	<u>\$ 19,766</u>	<u>\$ 16,949</u>

7. Impact of COVID-19

On January 30, 2020, the World Health Organization ("WHO") announced a global health emergency because of a new strain of coronavirus, the "COVID-19" outbreak. On March 11, 2020, the WHO classified the COVID-19 outbreak as a pandemic, based on the rapid increase in exposure globally. As a result, economic uncertainties have arisen. Although the disruption from the virus is expected to be temporary, given the dynamic nature of these circumstances, the duration of disruption to the Fund and the related financial impact, specifically on factors impacting the fair value of the Fund's investments as disclosed in Note 4, cannot be reasonably estimated at this time.