Highlights of the McMaster Salaried Pension Plan
Unifor Local 5555 Members
Hired On or After May 1, 2010

The Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College 2000 ("Salaried Pension Plan") is a defined benefit pension plan. When a Unifor Local 5555 Member retires, he/she will receive a pension based on his/her Best Average Salary and years of Pensionable Service.

Contributing to the Pension Plan

Member Contributions (Required Contributions)

Effective June 12, 2022, each Unifor Local 5555 Member is required to contribute 7.73% of their Regular Annual Salary up to the current Year's Maximum Pensionable Earnings ("YMPE") and 10.73% of their Regular Annual Salary in excess of the YMPE.

Examples: Contribution Calculations

The YMPE for 2023 is $66,600.

Example 1: Assuming a Regular Annual Salary of $80,000.

$66,600 x 7.73 %	= $5,148.18
plus	
($80,000 - $66,600) x 10.73 %	= $1,437.82
Total Member Pension Contribution	= $5,148.18 + $1,437.82 = $6,586.00 / year ($253.31 bi-weekly)

Example 2: Assuming a Regular Annual Salary of $66,700.

$66,600 x 7.73 %	= $5,148.18
plus	
($65,000 - $66,600) x 10.73 %	= $10.73
Total Member Pension Contribution	= $5,148.18 + $10.73 = $5,158.91 / year ($198.42 bi-weekly)

Example 3: Assuming a Regular Annual Salary of $50,000.

$50,000 x 7.73 %	= $3,865.00
Total Member Pension Contribution	= $3,865.00/ year ($148.65 bi-weekly)

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University Contributions

The University is currently contributing the current service costs and any additional payments required pursuant to the latest Actuarial Valuation Report.

Retirement Eligibility

A Member's eligibility to retire from the Salaried Pension Plan is as follows:

Normal Retirement Date
The first day of the month in which the Unifor Local 5555 Member attains age sixty-five (65).

Special Retirement Date
The earliest date you can retire with an *unreduced pension*. The first day of any month coincident with or following on which the Member has:

(i) Attained age 60 and;

(ii) The sum of the Member's age and years of Pensionable Service in the Plan equals at least eighty (80). This is referred to as the "Rule of 80".

Early Retirement Date
A Unifor Local 5555 Member may also retire on the first day of any month during the 10-year period preceding the month the Member attains age 65 (Normal Retirement Date). Unless the Member has already attained their Special Retirement Date, the pension is reduced by 0.5% for each month by which the pension commencement date precedes the Normal Retirement Date (age 65)[1].

Retirement Calculations

Pension Calculation
The amount of annual pension payable to a Unifor Local 5555 Member retiring with an unreduced pension will be:

(i) 1.0% of Best Average Salary up to the Average Year's Maximum Pensionable Earnings ("Average YMPE") times Pensionable Service plus,

(ii) 1.6% of Best Average Salary in excess of the Average YMPE times Pensionable Service.

<u>Example: Pension Calculation</u>

Assumptions:
Best Average Salary of $66,000 (see Example 1 calculation on Page 6)
5 Years of Pensionable Service
Average YMPE of $59,700 (see Example 1 calculation on Page 6)

$59,700 x 1% x 5 years	= $2,985.00
plus	
($66,000 - $59,700) x 1.6% x 5 years	= $504.00
Total Member Annual Pension	= $2,985.00 + $504.00 = $3,489.00 / year

Normal and Optional Forms of Pension

At the time of retirement, Unifor Local 5555 Members are presented with a number of forms of pension based on marital status.

Member with Spouse

The normal form of pension for Faculty Members with an eligible Spouse at retirement is a 50% Joint and Survivor pension ("J&S"). The Member's pension is guaranteed at 100% for the seven (7) year, 84 month, period following retirement. If the Member dies before the 84 monthly payments are made, the remaining payments shall continue to be made to the eligible Spouse. After the remaining 84 monthly payments are made, the Spouse would be eligible for 50% of the pension at the time of the Member's death. Where the Spouse predeceases the Member, the Commuted Value[2] of the 84 monthly payments remaining unpaid shall be paid to the estate of the Member in a lump sum. Where the Spouse dies after the Member dies, the Commuted Value of the unpaid portion of the 84 monthly payments guaranteed to be paid to the Member shall be paid to the estate of the Spouse in a lump sum.

There are two types of optional forms of pension, which are:

(i) Joint and Survivor – pension reduces on the Member's death; options include 60%, 75% and 100%. The eligible Spouse would be eligible for 60%, 75% or 100% (dependent on the option selected) of the pension at the time of the Member's death. The eligible Spouse can elect to continue the monthly payments or to receive the Commuted Value of the remaining payments.

(ii) Joint and Survivor Reducing on First Death – pension reduces on either the Member's or eligible Spouse's death; options include 60%, 75%, 85% and 90%. The surviving spouse would be eligible for 60%, 75%, 85% or 90% (dependent on the option selected) of the pension at the time of the Member's or eligible spouse's death. The surviving Spouse can elect to continue the monthly payments or elect to receive the Commuted Value of the remaining payments.

Single Member

The normal form of pension for single members at retirement is a lifetime pension, commencing on the Member's retirement date and ceasing on the first day of the month in which the Member dies, with a guarantee that if the Member dies before the 84 monthly payments (7 years) are made, the remaining payments shall continue to be paid to the Beneficiary, or at the election of the Beneficiary, the Commuted Value of the remaining payments shall be paid in a lump sum cash payment. If there is no Beneficiary, the Commuted Value of the remaining payments shall be paid in a lump sum cash payment to the estate of the Member. After the expiration of the seven (7) years, nothing is payable to the Beneficiary or estate.

There are two types of optional forms of pension, which are:

(i) Life Only pension – a monthly pension payable for life only with no minimum guaranteed period.

(ii) Life and Ten Years Guaranteed pension - The Member's pension is guaranteed at 100% for the ten (10) year, (120 month), period following retirement. If the Member dies before the 120 monthly payments are made, the remaining payments shall continue to be made to the Beneficiary, or at the election of

[2] Commuted Value is the lump sum payout of the present value of an employee's earned pension.

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the Beneficiary, the Commuted Value of the remaining payments shall be paid as a lump-sum cash payment. After the expiration of the ten (10) years, nothing is payable to the Beneficiary or estate.

Potential Pension Increase Formula

On January 1 of each year, pensions in pay from the Plan have the potential to be increased using the following formula:

The percentage of increase shall be the lesser of (i) or (ii):

(i) the percentage by which the Average Annual Rate of Return determined by the following formula exceeds 5.0%:

Average Annual Rate of Return = (Sum of the Annual Rates of Return for each of the previous 5 Plan Years)/5

(ii) the percentage annual increase in the average Consumer Price Index during the 12-month period that ended on the immediately preceding June 30.

Pensions in pay on January 1 of each year shall be increased by the percentage determined above and multiplied by a fraction, the numerator of which is the number of months (maximum 12) the pension was in pay during the previous Plan Year and the denominator of which is twelve (12).

Example: Pension Increase Calculation for January 2023

A.	Five Year Average Annual Return	4.47%
B.	Rate of Return in Excess of 5%	0%
C.	Average CPI to June 30, 2022	5.53%
	2023 pensioner increase is the lesser of B and C	0%

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Termination of Employment Prior to Retirement

Your benefits in the Plan are fully vested. A vested right to your benefits means that you own the benefits unconditionally. Given this, if a Unifor Local 5555 Member terminates employment, they may elect to receive one of the following:

(i) A transfer of the Commuted Value of the Member's deferred pension to a locked-in[3] retirement arrangement or other pension plan as permitted.

(ii) A deferred pension, payable at the Member's normal retirement date, equal to the pension earned up to the date of termination. If this option is chosen, a pension can begin any time after qualifying to receive early retirement benefits. If the Member had not attained their Special Retirement Date as at their date of termination of employment, their early retirement pension will be reduced.

Commutation of Small Pensions
In the event that one of the following conditions is met:

(i) the annual pension payable at the Member's Normal Retirement Date is not more than 4% of the YMPE in the year of the Member's termination; or

(ii) the Commuted Value of the pension to which the Member is entitled is less than 20% of the YMPE in the year of the Member's termination

the University has sole discretion to pay the benefit in a single lump sum cash payment to the member.

Death Prior to Retirement

If a Unifor Local 5555 Member entitled to a pension benefit dies prior to the commencement of their pension, the following options would be provided:

To an Eligible Spouse at Date of Death:

(i) Immediate monthly pension, payable on the 1st of the month following the member's date of death

(ii) Deferred monthly pension, payable on the 1st of the month in which the spouse turns age 65

(iii) Commuted Value of the pension entitlement, paid in cash less withholding tax

(iv) Commuted Value of the pension entitlement transferred to the spouse's Registered Retirement Savings Plan

**The spouse would also receive a refund of the Member's required contributions made before January 1, 1987 with interest, if applicable, and/or a refund of the Member's excess contributions accrued with interest, if applicable.*

[3] Locked-in means that the lump sum is not available to you in the form of a cash payment and must be used to provide you with a pension income for your lifetime.

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To a designated Beneficiary (or estate) if no Eligible Spouse at Date of Death:

(i) Commuted Value of the pension entitlement, paid in cash less withholding tax

**The Beneficiary (or estate) would also receive a refund of the Member's required contributions made before January 1, 1987 with interest, if applicable, and/or a refund of the Member's excess contributions accrued with interest, if applicable.*

Death Post Retirement

If a Unifor Local 5555 Member entitled to a pension benefit deceases during receipt of their pension, the amount the eligible spouse or the designated Beneficiary (if no eligible spouse exists), or estate shall receive is determined by the option selected at retirement. See section on 'Normal and Optional Forms of Pension' (page 3 and 4) which details these options.

Explanation of Terms

Year's Maximum Pensionable Earnings (YMPE)
The earnings on which Canada Pension Plan (CPP) contributions and benefits are calculated. The YMPE changes each year according to a formula using average wage levels.

Average Year's Maximum Pensionable Earnings (Average YMPE)
The average YMPE in the same 60 months as is used to calculate the Best Average Salary.

Regular Annual Salary
A Member's regular earnings at July 1st of each year.

Best Average Salary
The average of the 60 highest months of regular annual salary while a Plan participant.

Example 1: Best Average Salary and Average YMPE Calculation

The Member has a retirement date of July 1, 2023.

Plan Year*	Annual Salary†	# of Months	YMPE
2023	$72,000.00	12	$64,900.00
2022	$69,000.00	12	$61,600.00
2021	$66,000.00	12	$58,700.00
2020	$63,000.00	12	$57,400.00
2019	$60,000.00	12	$55,900.00
	Best Average Salary: $66,000.00	60	**Average YMPE: $59,700.00**

**The pension plan year runs from July 1st of the previous year to June 30th of the plan year. For example, pension plan year 2023 runs from July 1st 2022 to June 30th 2023.*
† Salary is as of July 1 of the Plan Year. For example, salary for pension plan year 2023 is taken as of July 1st 2022.

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Example 2: Best Average Salary and Average YMPE Calculation

The Member has a retirement date of March 1, 2023.
The Member was on an unpaid leave for 6 months in the 2021 plan year.

Plan Year*	Annual Salary†	# of Months	Prorated Salary†	YMPE	Prorated YMPE∞
2023	$72,000.00	8	$48,000.00	$64,900.00	$43,266.67
2022	$69,000.00	12	$69,000.00	$61,600.00	$61,600.00
2021	$66,000.00	6	$33,000.00	$58,700.00	$29,350.00
2020	$63,000.00	12	$63,000.00	$57,400.00	$57,400.00
2019	$60,000.00	12	$60,000.00	$55,900.00	$55,900.00
2018	$57,000.00	10	$47,500.00	$55,300.00	$46,083.33
		60	**Best Average Salary: $64,100.00**		**Average YMPE: $58,720.00**

**The pension plan year runs from July 1st of the previous year to June 30th of the plan year. For example, pension plan year 2023 runs from July 1st 2022 to June 30th 2023.*
† Salary is as of July 1 of the Plan Year. For example, salary for pension plan year 2023 is taken as of July 1st 2022. Prorated salary is calculated by multiplying the number of months of Pensionable Service by the Annual Salary
∞Prorated YMPE is calculated by multiplying the number of months of pensionable service by the YMPE.

Plan Registration

The Plan is registered with the *Financial Services Regulatory Authority* and with the *Canada Revenue Agency* under 1079920.

Accessing your information: Pension Portal for Members of the Salaried Pension Plan 2000

The Pension Portal is a secure online tool which has been created to facilitate self-service offerings for active members of the McMaster Salaried Pension Plan, including access to their pension information. As an active member of the Salaried Pension Plan, you can access the Pension Portal through Mosaic to view your Annual Pension Statements (since 2015), try out the Retirement Modelling feature and run your own pension estimates based on variable information.

Most Members of the Salaried Pension Plan will be able to access the Retirement Modelling feature to create pension estimates. Some Members with special circumstances will not be able to access this tool and should complete the Pension Estimate Request Form and forward it to the Human Resources Service Centre if they wish to obtain a pension estimate. Special circumstances could include: having a family law value that was paid out, having been rehired with a deferred period that is not paid out, and having pensionable service from different employee groups). In addition, members of the Original Pension Plan and members of the Salaried Pension Plan who are Clinical Faculty do not have access to the Pension Portal.

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It is important to understand that the Retirement Modelling Tool in the Pension Portal provides you with **estimates of your future pension**. It uses a number of assumptions in the calculations, some of which you determine such as future salary increases and FTE. Based on the assumptions you use, your actual benefits payable may be higher or lower.

The Pension Portal User Guide provides the information and instructions you'll need to access and use the Pension Portal. Note that you'll need your McMaster user ID and password to access the instructions.

Additional Information

For further information, please visit our website at https://hr.mcmaster.ca/retirees/pension/.

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