



## How to Read your Annual Pension Statement – Hourly Plan

Your statement includes important information concerning your McMaster Pension benefits. This guide is intended to help you understand your annual pension statement.


### Your Entitlements

The first section of your pension statement lists your entitlements under the Contributory Pension Plan for Hourly-Rated Employees of McMaster University Including McMaster Divinity College (“the Hourly Pension Plan”). You will note that the information is provided as at June 30<sup>th</sup> every year. That’s because the Plan Year for the Hourly Pension Plan runs from July 1 to June 30. For 2024, the statement reflects your pensionable service and accrued annual pension as at June 30, 2024. Any changes after June 30, 2024 will not appear on this statement, but will be reflected on the next year’s annual statement.



### Your Pensionable Service and Accrued Annual Pension as at June 30, 2024

This section includes:

- Your Pensionable (‘Credited’) Service accrued between July 1, 2023 and June 30, 2024 (If you are a part-time member or on an unpaid leave of absence, this will be less than 1 year of service);
- Your Total Pensionable (‘Credited’) Service since you joined the Plan and up to June 30, 2024;
- Your annual retirement pension payable at your Normal Retirement Date (to find your Normal Retirement Date, refer to the Personal Information section of your pension statement).

Credited Service since June 30, 2023	1.000		This is your total service and it will increase year over year based on your service accrual for the period of July 1 to June 30.
Total Credited Service as at June 30, 2024	10.000		
Annual retirement pension payable at your Normal Retirement Date	\$7,140.00		

## Your Contributions Accrued With Interest

	Member Required Contributions	
Contributions made since June 30, 2023	\$3,850.00	 This is what you contributed during the July 1 to June 30 Plan Year.
Contributions with interest as at June 30, 2024	\$41,000.00	 This is the sum of your required contributions with interest since you joined the Plan. This does not include Employer contributions.

## Government Benefits

This section explains other potential sources of income upon retirement and provides contact information for Service Canada.

## Personal Information

This section of your statement lists all the details regarding your key dates, spouse and beneficiary information, and pensionable earnings used in your pension calculation. It can be found on page 3 of your statement, following the additional information.

Employee number:	00123456
Date of Birth:	January 1, 1980
Date of Employment:	July 1, 2008
Date of Plan Entry:	July 1, 2008
Earliest Retirement Date:	January 1, 2035
Earliest Unreduced Retirement Date:	May 1, 2034
Normal Retirement Date:	January 1, 2045
Applicable Legislation:	Ontario
Spouse's name:	JANE DOE
Designated Beneficiary(ies):	JANE DOE
Regular Annual Earnings at July 1, 2023	\$55,000.00
Best Average Earnings	\$51,000.00

Below are key definitions that will assist you in understanding the dates in the Personal Information section.

**Date of Employment:** is the date you started working at McMaster.

**Date of Plan Entry:** is the date you began contributing to the Plan.

**Earliest Retirement Date:** is the earlier of age 55 or your Earliest Unreduced Retirement Date.

**Earliest Unreduced Retirement Date:** is the earlier of age 65 or your Special Early Retirement Date. The Special Early Retirement Date is defined as the first day of the month coincident with or next following the date the total of the Member's age plus years of Continuous Service equals at least eighty (80), as defined in your employee group's Pension Highlights document or Pension Plan Text available at <https://hr.mcmaster.ca/retirees/pension/>.

**Normal Retirement Date:** is the first day of the month next following the date you attain age 65.

**Regular Annual Earnings:** is the regular rate of earnings effective at July 1 each year. This does not include overtime earnings. For part-time members, the regular rate of earnings is adjusted to the equivalent full-time salary rate.

**Best Average Earnings:** is the average of your 60 highest months of Regular Annual Earnings while a Plan participant.

## Additional Information and Plan Information

There are additional sections in the statement which provide more information about the Hourly Pension Plan. You can also find information in the Pension Highlights documents or Pension Plan Text that are available on the following website:

<https://hr.mcmaster.ca/retirees/pension/>.

It is important to review all information and ensure it is correct. Please share any updates with your Human Resources area office. Whenever you have a significant life event, make sure you review and update your beneficiary designation(s) for all your benefits plans as follows:

- Download a **life event package** at the following website: <https://hr.mcmaster.ca/employees/life-events/>
- Download **benefit forms** at the following website: <https://hr.mcmaster.ca/employees/total-rewards/benefit-information/>
- Download **pension forms** (including a pension beneficiary form) at the following website: <https://hr.mcmaster.ca/retirees/pension/forms/>

All of the amounts shown on the statement are ESTIMATES ONLY. Benefits payable from the Plan are governed by the terms of the Plan text in effect at time you retire or leave the University. The actual benefits payable from the Plan will be calculated based on information in University records (date of birth, Pensionable Service, marital status, Pensionable Earnings, etc.). If you believe that any of the personal information shown on this statement is incorrect, it is in your best interest to contact your Human

Resources representative immediately to have this information corrected. Please note that, if there are any discrepancies between the benefits and entitlements described in this statement and those provided under the official Plan text, the provisions of the official Plan text will prevail.