



## ELIGIBILITY

### YOU CAN JOIN THE PLAN NOW

All employees are eligible to join the Plan commencing on date of employment. You must submit a completed **Application for Membership** to become a plan member. If you elect not to join the Plan, please submit a completed **Participation Waiver**. Your membership will take effect on the first day of the pay cycle following the date your application is received by the Pension Office.

### IF I DON'T JOIN NOW, WHEN MUST I JOIN THE PLAN?

Full-time employees must join the Plan within 30 days following two years' service.

Part-Time employees must join the Plan within 30 days following two consecutive years of employment in which your earnings exceed 35% of the Canada Pension Plan Year's Maximum Pensionable Earnings (YMPE).

To print an Application for Membership form or Participation Waiver form go to [umanitoba.ca/pension/forms](http://umanitoba.ca/pension/forms)

The Pension Plan booklet, Preparing for the Future University of Manitoba Pension Plan (1993), is available at [umanitoba.ca/pension/future](http://umanitoba.ca/pension/future) or you may contact the Pension Office at 204-474-6661 for a printed copy.

## CONTRIBUTION – HOW MUCH WILL IT COST?

The Plan member contributes at the following rates of salary. The University matches these contributions. You cannot make any contributions over and above your required contributions or the Income Tax Act Maximum.

Basic Salary up to the YBE	9.0%
Basic Salary between YBE and YMPE	7.2%
Basic Salary over the YMPE	9.0%

*YBE means Yearly Basic Exemption and is set at \$3,500. This is the level of annual earnings below which you are not required to make annual Canada Pension Plan contributions.*

*YMPE means Year's Maximum Pensionable Earnings \$57,400 for 2019. This is a figure set by the Federal government each year in accordance with Canada Pension Plan.*

You can use the Pension Contribution Calculator to estimate the amount of your pension contribution. The Pension Contribution Calculator is available at [http://umanitoba.ca/admin/human\\_resources/pension/6524.html](http://umanitoba.ca/admin/human_resources/pension/6524.html)

# LIFE EVENTS – WHAT HAPPENS IF I RETIRE OR LEAVE THE UNIVERSITY?

## RETIREMENT

The Plan is a hybrid plan. Retirement benefits are calculated using two different methods (formula and plan annuity). The benefits resulting from each method are compared, with the plan member receiving the greater of the two.

The formula pension is equal to 2% of the average best 5-year salary for each year of credited service, less an offset based on Canada Pension Plan. The formula pension is reduced by ¼% for each month between the member's actual pension commencement date and normal retirement date.

The plan annuity is the amount of retirement income based on:

- The member's account balance (both member and University contributions),
- Age at retirement, and an annuity factor based on the member's life expectancy and interest rate assumptions.

## TERMINATION AND DEATH BENEFITS

There is immediate vesting. On termination of employment, the member is entitled to the current staff member's account balance (both member and University contributions). The member may choose to transfer this benefit to a Locked-In Retirement Account or to another registered pension plan, providing that plan allows for such a transfer or to use this amount to purchase a life annuity.

In the event of death prior to retirement, the member's beneficiary shall be entitled to the current accumulated value of the member's account (both member and University contributions).

## COVERAGE IF DISABLED

Contributions continue at no cost while receiving benefits from the University of Manitoba's Long Term Disability Plan.

## IS THE CANADA PENSION PLAN DIFFERENT THAN THE UNIVERSITY OF MANITOBA PENSION PLAN (1993)?

Yes, the Canada Pension Plan is a contributory, earnings related social insurance program. The Canada Pension Plan mandates all employed Canadians to contribute a prescribed portion of their earnings to the federally administered program.

*This is a summary of the pension benefits. Certain limitations and exclusions may apply. The actual benefit provisions are contained in the plan documents as approved by the Board of Governors.*

*The University of Manitoba retains the right to modify, reduce, or terminate benefits at any time. In the event of any variations or discrepancy, the plan documents, not this summary, will prevail.*

*The benefits and rates shown in this document are effective as at January 2019 and are subject to change.*