University of Saskatchewan's Pension Plan Proposals

Changes to the current Non Academic Pension Plan are necessary to address the ongoing deficit and financial risk that is growing within the plan.

Below summarizes the pension options tabled by the university in its latest offer.

TARGET DATE DEFINED CONTRIBUTION

Employees contribute **6.82%** of pensionable earnings to plan

Employer contributes **6.82%** of pensionable earnings to plan

Account value at retirement is determined by contributions and investment gains and losses

Contributions are invested and re-balanced for risk automatically in a **Target Date fund** based on the employee's normal retirement date

Retirees can access their account balance to provide income for their retirement

New employees are **enroled and vested immediately** in the pension plan.

≥0.5 ft and an appointment greater than 6 months

Early retirement age is 55 with no reductions

TARGET BENEFIT

Employees contribute **7.5%** of pensionable earnings to plan

Employer contributes **7.5%** of pensionable earnings to plan

Monthly benefit defined by a set formula

1.75%* x **Best average earnings*** (20 years) x **pensionable service** (months and years in plan)

Post Retirement Cost of Living Adjustments = 40% of inflation*

Retirees receive Post Retirement Cost of Living Adjustment = 40% inflation*

Plan trustees, along with investment experts, choose where and how much to invest

Retirees receive monthly benefit for their lifetime

New employees are **enroled and vested immediately** in the pension plan

≥0.5 ft and an appointment greater than 6 months

Early retirement age is 55 or Rule of 80 with a 3% reduction/year to age 65

RULE OF 80 = Age + Service

*In case of significant surplus or shortfall, a prioritized, predefined list of benefit changes are in place to bring the pension plan back into balance

The member's pension for service accrued up to the date of any change in the plan is protected by legislation and cannot be reduced.