

December 7, 2012

FAQs - Employee Contribution increase to the Dalhousie University Staff Pension Plan

Retroactive from **July 1, 2012**, Dalhousie will implement an increase in the employee contributions to the University's defined benefit pension plan.

The following FAQs are being provided to members to assist them in understanding this change.

1. Q: Who will this affect?

A: This increase in contributions will affect those who are members of the Dalhousie University Staff Pension Plan.

2. Q: What is the effective date of this change?

A: The effective date of the plan amendment is **July 1, 2012**.

3. Q: Will this change be retroactive to July 1, 2012?

A: The 2% increase in contributions will be retroactive to **July 1, 2012**.

4. Q: When will this change occur, which pay date?

A: This change will occur in the month of January and be retroactive to **July 1, 2012**.

5. Q: Is it correct that the increase in this contribution is being offset by an increase in salary?

A: For staff (NSGEU Local 77, NSGEU Local 99, DPMG and CCS), an increase of 2% retroactive to July 1, 2012 will be applied to the Wage and Salary Rates for all classifications in order to lessen the impact of the 2% increase in pension contributions.

For faculty (DFA and non-DFA), a 2% increase retroactive to July 1, 2012 will be applied to individual salaries up to the maximum pensionable salary under the Income Tax Act. The salary increases will correspond directly to pension contribution increases.

For research paid employees, the 2% salary increase is at the discretion of the NDFA/Grant holders.

6. Q: I have reached 35 years of pensionable service in the Dalhousie plan. Will I pay the 2% contribution?

A: Once you have reached 35 years of pensionable service you are no longer required to contribute to the plan.

7. Q. I am retiring in 2013. Will my final salary include the 2% salary increase?

A. This increase in pensionable salary will be included in the salary history of the member and therefore included in the calculation of the pension benefits, as prescribed by the Plan.

8. Q: Will the additional 2% contribution be included in the sum of contributions compounded (SOCC) calculation, if I terminate my employment?

A: No, however these contributions will be tracked and you will be refunded any member contributions that exceed more than 50% of the value of your pension.

9. Q: I work at Dalhousie and don't contribute to the Dalhousie University Staff pension Plan. Will I receive the 2% increase in salary?

A: The 2% wage increase will also apply to Dalhousie employees who do not contribute to the Dalhousie University Staff Pension Plan, including those who are members of the Public Service Superannuation Plan. The increase will not be processed for employees who will not have an increase in pension contributions because they have a salary above the Income Tax Act maximum. In the case of research employees that will be determined by the researcher.