

MEMORANDUM

To: Dalhousie employees

From: Katherine Sheehan, Assistant Vice-President, Human Resources

Date: January 17, 2013

Re: Employee contribution increase to the Dalhousie Pension Plan

As was communicated to employees in early December, there will be an employee contribution increase to the Dalhousie Pension Plan.

Beginning on the January 2013 pay, there will be a 2 percent pension contribution increase, which will be offset by a 2 percent salary increase, for employees who are members of Dalhousie Professional and Managerial Group (DPMG), Nova Scotia Government and General Employees Union (NSGEU Local 77 and Local 99) and Confidential, Clerical, Secretarial (CCS) group.

Employees who are members of Dalhousie Faculty Association (DFA), Senior Administration and grant-paid/associated employer positions (who are eligible) will see the 2 percent pension contribution increase and 2 percent salary increase on the February pay.

The pension contribution increase and the salary increase will be retroactive to July 1, 2012 for all employee groups outlined above. This retroactivity will be processed on either the January or February pay, depending on the employee group.

In 2012, Dalhousie reached agreement with each of the employee groups (DFA, NSGEU Local 77, NSGEU Local 99, DPMG) on the increase in employee contributions to help fund the pension plan and a corresponding salary increase.

It is also important to remind all employees that **January is the beginning of a new tax year, and Canada Pension (CPP) and Employment Insurance (EI) contributions will be deducted until the 2013 yearly maximums are reached.** The first deduction will begin on the January pay.

Please review your January and February paystubs, which will indicate the CPP/EI deduction, the 2 percent pension contribution increase and the 2 percent salary increase. To view your paystub, visit [Dal Online](#), click on Web for Employees, Pay Information and Pay Stub.

A FAQ document is attached to help answer questions you may have about the employee pension contribution increase.

If you have further questions about your pay, please contact the Payroll office at payroll@dal.ca or 494-3700, and if you have questions about the pension plan, please contact pensions@dal.ca or 494-1122.

Thank you.