

Dalhousie University Staff Pension Plan (the “Dalhousie Plan”)

Registration Number 0242297

December 12, 2023

To the Members of the Dalhousie University Staff Pension Plan:

Notice: Plan Amendment to Integrate the Dalhousie Plan with the Enhanced Portion of the Canada Pension Plan (“CPP”)

This is to advise you of an amendment to the Dalhousie Plan effective **January 1, 2024**, that was recommended for approval by the Pension Advisory Committee (PAC) and approved by the Board of Governors on November 28, 2023. The Pension Advisory Committee (PAC) is a committee comprised of representatives of the Board of Governors and Dalhousie’s employee groups.

Details of the amendment:

- There will be a decrease in the amount of pension accrued for each year of your pensionable service after January 1, 2024. The pension benefit for service after that date will be calculated using a two-tier formula. For each year of pensionable service after that date, **you will accrue a benefit equal to 1.8% of average earnings** up to the average Years Additional Maximum Pensionable Earnings (YAMPE) for the same period as the earnings, plus 2.0% of average earnings above that amount.
- There will be a corresponding decrease in required pension contributions. As a result of the reduction in the accrual formula, your pension contributions will also be reduced. Effective January 1, 2024, **your supplementary contribution will decrease from a flat 2% of earnings, to a two-tier calculation: 1.11% of earnings** up to the YAMPE and 2% of earnings above the YAMPE. The calculation of your regular contributions will not change.
- This amendment does not affect pension benefits already being paid or pensions accrued for service prior to January 1, 2024. **Note:** There is no change to the benefit formula for service up to December 31, 2023, and it will remain at 2.0% of average earnings for each year of pensionable service prior to that date.

These changes follow several years of discussion and collective bargaining, concerning changes to the Canadian Pension Plan (CPP) and how they impact pension plan members and the university. The result was an agreement to integrate the Dalhousie Plan with the enhanced portion of the CPP for future service, with a decrease to the Dalhousie Plan benefit to offset the increase in the CPP benefit. The goal of the integration and the amendment is to achieve a similar level of benefit on a combined CPP/Dalhousie Plan basis, as would have been available if the changes to the CPP had not been introduced.

A copy of the amendment is posted at dal.ca/pension. If you have any questions, please contact Dalhousie Retirement Services by email at pensions@dal.ca, by phone at 902-494-1782, or by mail to the following address:

Dalhousie University, Retirement Services, Room 21 Henry Hicks Building
6299 South Street, PO Box 15000, Halifax, NS, B3H 4R2.

Members of PAC 2023:

Randy Barkhouse (ADRP)
Level Chan (Board)
Sai Chua (NSGEU 77)
Steve Critch (NSGEU 99)

Robert Jack (Board)
Gitta Kulczycki (Board)
Ken MacDermid (Board)
Chris Minard (NSGEU 77)

Laura Neals (Board)
Kurt Sampson (DPMG)
Jonathan Shapiro (DFA)
David Westwood (DFA)