



Quick guide

For UPP Members at University of Toronto

UPP UNIVERSITY
PENSION PLAN
ONTARIO

About this guide

This Quick Guide provides a summary of how the transition to UPP will affect you on July 1, 2021, in simple terms. A complete description is contained in the Plan Text*, available through your university. Every effort has been made to provide an accurate summary. However, if there are any differences between the information given here and the Plan Text, the Plan Text will apply.

*The Plan Text is the legal foundational document which governs the benefit entitlements of members and sets out how the plan is administered.

Welcome to UPP!

This UPP Quick Guide will help you understand how the pension benefits earned under both the University of Toronto Pension Plan (“UofT Plan”) and UPP work together to provide you with a secure benefit in retirement.

For more information on provisions and definitions of the UofT or UPP plans, please refer to each plan’s Member Handbook.

As an active UPP Member with prior service in the UofT plan (also known as your “prior plan”) you will receive a pension based on:

- service earned under your prior plan up to July 1, 2021 (your “pre-conversion benefit”), plus
- service earned on or after July 1, 2021 under UPP (your “UPP benefit”).

The pre-conversion benefits earned under your UofT plan before joining UPP will now be payable from UPP. For the most part, these pre-conversion benefits are based on the prior terms of the UofT plan. However, some provisions are modified based on how your UofT plan integrates with UPP. **In no case will the modifications to UofT provisions result in a reduction of benefits earned before July 1, 2021.**

Here's a look at your integrated benefits and how (a) UPP provisions affect the pre-conversion benefits earned under the UofT plan, and (b) pre-conversion service in the UofT plan might affect your benefit earned under UPP on and after July 1, 2021.

Plan provision	Impact on your benefit
Normal Retirement Date	<p>UPP's normal retirement date is the last day of the month in which you turn 65. As of July 1, 2021, this will apply to both your pre-conversion and UPP benefits. This change will not result in a later normal retirement date than that provided under the UofT plan, and in most cases it will actually result in an earlier normal retirement date.</p>
Grandparenting of UofT Plan Early Unreduced Retirement Dates	<p>If you were age 52 or older on July 1, 2021 and the early unreduced retirement provision that applied to your pre-conversion benefit immediately prior to July 1, 2021 under the UofT plan is earlier than UPP early unreduced retirement provision, then your pre-conversion early unreduced retirement provision will apply to your UPP benefit.</p> <p>If you don't meet the above criteria, the UofT Plan early unreduced retirement provisions will continue to apply to your pre-conversion benefit and the UPP early unreduced retirement provision will apply to your UPP benefit.</p>
Eligibility Service for UofT and UPP Early Unreduced Retirement	<p>Your eligibility or pensionable service (as applicable) on and after July 1, 2021 will be included in determining your eligibility for an early unreduced retirement benefit under your UofT plan provisions.</p> <p>Similarly, any recognized continuous service under the UofT plan will be included in determining your eligibility for an unreduced retirement benefit under UPP.</p>
UofT Highest Average Earnings and UPP Best Average Earnings	<p>Determination of your best average earnings (used in the pension formula) for both your pre-conversion benefit and your UPP benefit will be based on:</p> <ul style="list-style-type: none"> • your pensionable earnings with UofT prior to July 1, 2021, and • your pensionable earnings with any UPP participating employer on and after July 1, 2021.
UofT Average and UPP Average YMPE/YAMPE	<p>The average YMPE/YAMPE used to calculate your UPP benefit includes the last consecutive 48 months prior to your retirement. If your last consecutive 48 months of plan participation include service in the UofT plan, those months will be included UPP's average YMPE/YAMPE calculation.</p> <p>Similarly, YMPes used in the Average YMPE calculation (last consecutive 36 months of plan participation) for determining your pre-conversion benefit will reflect YMPes before and after July 1, 2021, as appropriate.</p>

Plan provision	Impact on your benefit
<p>Leaves of Absence in progress at July 1, 2021</p>	<p>If you were on an employer-approved leave of absence on July 1, 2021, the proportion of contributions payable by you and your employer during your leave (that is, what proportion will be paid by whom) will continue to apply for the remainder of that leave of absence. The amount of contributions for the portion of the leave on and after July 1, 2021 will be based on the UPP contribution rates.</p>
<p>Transferring lump-sum benefits out of UPP when you leave a UPP participating employer before retirement</p>	<p>Pre-July 1, 2021, under the UofT plan, a member could choose to transfer their lump sum pension entitlement out of the plan when they leave. Under UPP rules, this transfer can only be done if you leave the plan before your earliest retirement date. This change will be transitioned in three stages, as follows:</p> <p>Stage 1: Until June 30, 2024, the UofT transfer rules will apply to both your pre-conversion and UPP benefits. This means that if you leave the plan, you can choose to transfer both your pre-conversion and UPP benefits out of the plan;</p> <p>Stage 2: Between July 1, 2024 and June 30, 2031, the UofT transfer rules will apply to your pre-conversion benefit and UPP rules will apply to your UPP benefit. This means that if you leave the plan before your earliest retirement date, you can transfer both your pre-conversion and UPP benefits out of the plan. But if you leave the plan after your earliest retirement date, you can only transfer your pre-conversion benefit out of the plan; and</p> <p>Stage 3: On and after July 1, 2031, UPP transfer rules will apply to both your pre-conversion and your UPP benefits. This means that if you leave the plan before your earliest retirement date, you can choose to transfer both your pre-conversion and UPP benefits out of the plan. However, if you leave the plan after your earliest retirement date, you cannot transfer any entitlement out of the plan.</p>

Where to learn more

More information about your pre-conversion benefit can be found in the University of Toronto Pension Plan pension booklet. It and other useful references can be found by visiting: <https://people.utoronto.ca/careers/retirement/>.

The UPP Member Handbook provides detailed information relating to your UPP benefit and can be found on myupp.ca.

Who to contact

If you have questions about your pension benefits, please contact:

University of Toronto Pension Services

1-888-852-2559 (or 416-226-8278 when calling from outside North America)

Monday to Friday, 8:30 a.m. to 5:00 p.m. EST

The University of Toronto will continue to be your key contact as agent of UPP.

