



Members of the Plan are hereby notified of the following amendments to the McGill University Pension Plan ("MUPP"), which were approved by the Executive Committee of Board of Governors at their meeting held June 18, 2020. The amendments, with varying effective dates, are subject to adoption of a formal plan amendment (Amendment No. 25) to be filed with the *Retraite Québec* and the *Canada Revenue Agency*. The MUPP is governed by the rules and regulations of the *Supplemental Pension Plans Act (Quebec)* and the *Income Tax Act (Canada)*.

The most significant changes being introduced in Amendment No. 25 are as follows:

**For all members:**

1. Commencing August 31<sup>st</sup>, 2020, all members will have the additional settlement option of receiving an income stream in the form of a *Variable Benefit ("VB")*, a life income fund (LIF) type payment, directly from the MUPP.

**For Part A (hybrid segment) members only:**

2. Commencing August 31<sup>st</sup>, 2020, in addition to existing transfer options, members will have the option to receive the *Supplemental Retirement Benefit Value ("SRBV")*, arising from the defined benefit minimum provision of the MUPP in the form of a pension annuity payment.
3. The cost-sharing contribution rate in effect for active members under age 65 and currently set at 1.9% (since September 2018), will continue. Subsequent to the results of an actuarial valuation exercise that must be undertaken at least every three years, cost-sharing contributions required to offset funding deficiencies, will be adjusted equally between members (50%) and the University (50%). Prior to making changes to the cost-sharing contribution rate, they will be communicated to members and take effect in the pay period following the date the valuation is filed with *Retraite Québec*.

A number of other modifications to the MUPP will need to be made in order to comply with applicable legislation, to harmonize the Plan Document with current practices as well as other changes of an administrative nature.

**Please note that these changes do not affect existing pensioners in receipt of an annuity from the McGill University Pension Plan.**

Members may consult the documents concerning these modifications during normal business hours (Monday to Friday from 9:00 a.m. to 5:00 p.m.) in the offices of the Pension Administration Committee: 688 Sherbrooke Street West, Suite 1420, Montreal, Quebec, H3A 3R1.

Members may view the Plan Document (to Amendment No. 24) on our website at: <https://www.mcgill.ca/hr/pensions/mupp/committee>. Copies of the pending changes related to Amendment No. 25 will be available on the website in the near future.