

Public Service Shared Risk Plan New Eligibility/Participation Requirements

As a result of the *Public Service Superannuation Act* pension plan (the “PSSA”) converting to the Public Service Shared Risk Plan (the “PSSRP”) on January 1, 2014, **employees who are not regular full-time or term employees (e.g. employee is part-time, casual, seasonal, etc.), are required to join the PSSRP (provided they meet certain eligibility requirements). Such employees will then begin accumulation of pension benefits under the PSSRP.**

Am I required to join the PSSRP?

You are required to join the PSSRP if you are a non-bargaining employee or a member of a bargaining group that participates in the PSSRP and you fall under **one** of the following categories:

- you were participating in the Pension Plan for Part-Time and Seasonal Employees of the Province of New Brunswick (the “Part-Time and Seasonal Plan”) on December 31, 2013;
- or**
- you are not a *regular full time* or *term employee* (e.g. you are part-time, casual, seasonal, etc.), and you meet the following eligibility criteria:
 - you have at least 24 months of continuous employment; and
 - you have earned at least 35% of the Year’s Maximum Pensionable Earnings (YMPE) in each of the prior two consecutive calendar years.

For example, if you were not participating in the Part-Time and Seasonal Plan on December 31, 2013, but earned a minimum of 35% of the YMPE in 2012 ($\$50,100 \times 35\% = \$17,535$) and in 2013 ($\$51,100 \times 35\% = \$17,885$), and have at least 24 months of continuous employment, you would be required to join the PSSRP effective the first full pay period on or after January 1, 2014.

Please note: Once you become a member of the PSSRP, you are required to continue participation in the PSSRP (regardless of future earnings) until you terminate employment or commence employment in a bargaining position which does not participate in the PSSRP.

When do the new eligibility/participation rules come into effect?

The new rules are effective January 1, 2014. An employee who meets the PSSRP eligibility/participation requirements on January 1, 2014 is required to join the PSSRP beginning on the first full pay period on or after January 1, 2014.

How much will I be required to contribute to the PSSRP?

Your contributions will be 5.8% of earnings up to the YMPE and 7.5% of earnings that exceed the YMPE.

Effective April 1, 2014, the contribution rates under the PSSRP will increase to 7.5% of earnings up to the YMPE and 10.7% of earnings that exceed the YMPE.

The YMPE for 2014 is \$52,500. The YMPE is determined each year by the Canada Revenue Agency.

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On what earnings will I be required to contribute to the PSSRP?

Your contributions will be based on all earnings for the regular hours worked, including earnings for any hours worked which exceed your regularly scheduled hours. The total hours that you make contributions on cannot exceed those of a full-time equivalent employee. Furthermore, you cannot make contributions on any overtime hours or premiums (i.e. standby, meal period, etc.).

How was my PSSRP eligibility determined?

Your employer determined your eligibility. If you have any questions regarding the new eligibility/participation requirements, please contact your human resources or payroll officer.

Can I choose not to participate in the PSSRP or can I wait to join?

No. As you have met the eligibility criteria, your contributions will automatically begin in the PSSRP on the first full pay in January 2014 and you will begin accumulating benefits under the PSSRP as of such date.

What happens if I was contributing to the Part-Time and Seasonal Plan on December 31, 2013?

If you were contributing to the Part-Time and Seasonal Plan on December 31, 2013, your contributions will automatically stop with the pay that immediately precedes the first full pay in January 2014. Beginning with the first full pay in January 2014, you will automatically begin contributing to the PSSRP.

Can I transfer any contributions under the Part-Time and Seasonal Plan to the PSSRP?

If you participated in the Part-Time and Seasonal Plan, you will be able to transfer your funds from the Part-Time and Seasonal Plan to the PSSRP and be credited with pensionable service. The details surrounding how the transfer will take place have not been finalized and will be determined in the coming months. A communiqué will be sent to all eligible members once more information becomes available.

Is there any information available regarding the impact of the changes to the PSSRP? Who can I contact for more information?

You can find more information (i.e., Q&A documents, PowerPoint presentation) at the following PSSRP website: www.gnb.ca/pssrp

If you have any questions, please do not hesitate to contact your human resources or payroll office, or a Benefits Counselor with the Pensions and Employee Benefits Division at 1-800-561-4012.