



PENSION ADMINISTRATION ***BULLETIN***

Reference No. 2010 – 06 **Date:** November 16, 2010

TO: All Pension Administration Contact Persons at
Contributing Member Organizations

RE: NSAHO Pension Plan – Employee Notice regarding Changes in Calculating Required
Contributions

Further to Employer Bulletin 2010-04, attached you will find a member bulletin announcing the change in how contributions are determined starting in 2011.

Action Required:

The Plan needs your timely assistance to notify Members of the change.

We have prepared the attached Notice that you can use in announcing the contribution change to your employee members. We recommend that you copy and circulate this notice to the appropriate employees via your internal mail system, your internal E- mail, as an insert in pay stub envelopes, and/or post it on bulletin boards throughout your facility. If you anticipate any logistical difficulties related to distributing this information on a timely basis, please let us know right away and we will attempt to assist you. We appreciate your cooperation in helping the Plan to meet its legal compliance requirements in this matter.

Please call us if you have any questions about this Bulletin.

NSAHO Pension Plan
November 16, 2010

Attachment – Notice for employees who are Plan Members



Notice to active Members with annualized earnings above \$48,300 Change in contributions

Starting in 2011 your pension contributions may change.

This change will impact you if you have annualized earnings that are above the Canada Pension Plan (CPP) earnings threshold (\$48,300 in 2011).

In 2010 you contributed 7.0666% for the first part of the year. If you have more than \$47,200 of pensionable earnings, in the latter part of 2010 your contributions increase to 9.2555%.

Starting in 2011 your contribution rate will be part way between 7.0666% and 9.2555%, and will generally stay the same throughout the year. It will usually only change when your hourly rate changes or when we change the pension plan's contribution rates.

If you work full-time hours your total year's contributions will be very close to the same as it is now. What changes is the distribution of your contributions throughout the year rather than the total amount that you pay.

If you work less than full-time hours throughout the year and your annualized earnings are above the CPP earnings threshold, your total contributions throughout the year will be higher starting in 2011. This increase is being made so that your contributions more fairly reflect the pension benefits you are earning compared to other members.

The change will also apply to contributions from your employer.

For further information please contact the NSAHO Pension Plan directly.

- Write: NSAHO Pension Plan, 2 Dartmouth Road, Bedford, NS, B4A 2K7
- Telephone: (902) 832-8500 for local calls; 1-866-400-4400 for long distance toll free
- Fax: (902) 832-8506
- E-mail: pensionplan@nsaho.ns.ca

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