caat
PENSION PLAN

Earnings, Contributions, Service and Pension Adjustments



Employer Education Session for DBprime/DBplus employers

November 5, 2026



Agenda

1. **DBprime**
   - Contributory earnings
   - Contribution calculations
   - Pensionable service
   - Pension adjustments
2. **DBplus**
   - Earnings and contributions
   - Pension adjustments
3. **Contribution remittance**

DBprime: Contributory earnings



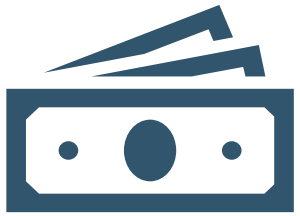
DBprime: Contributory earnings

- “Contributory earnings” are defined in the Plan Text
- Plan Text Section 2.11 and Appendix D provide details

Resources:

- Plan Text
- Employer Manual
  - Contributory earnings summary chart with examples
  - Contributory earnings decision trees

DBprime: Contributory earnings



What are contributory earnings versus non-contributory earnings?



General principles:

Contributory earnings include regular, predictable, re-earnable pay

Exclude one-off payments such as overtime

Contributory and non-contributory earnings

Contributory

- Regular salary
- Lump sum
- Re-earnable merit pay
- Pay equity settlements
- Shift premiums
- Coordinator allowance

Non-Contributory

- Overtime
- On-call pay
- Honorariums
- Auto allowance / mileage
- Fitness memberships
- Professional dues

DBprime: Contribution calculations



Contribution rates effective January 1, 2026

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10.2% up to the YMPE

13.8% above YMPE

of annualized pensionable earnings

Contributions are 100% matched by the employer

2027 YMPE = $76,700

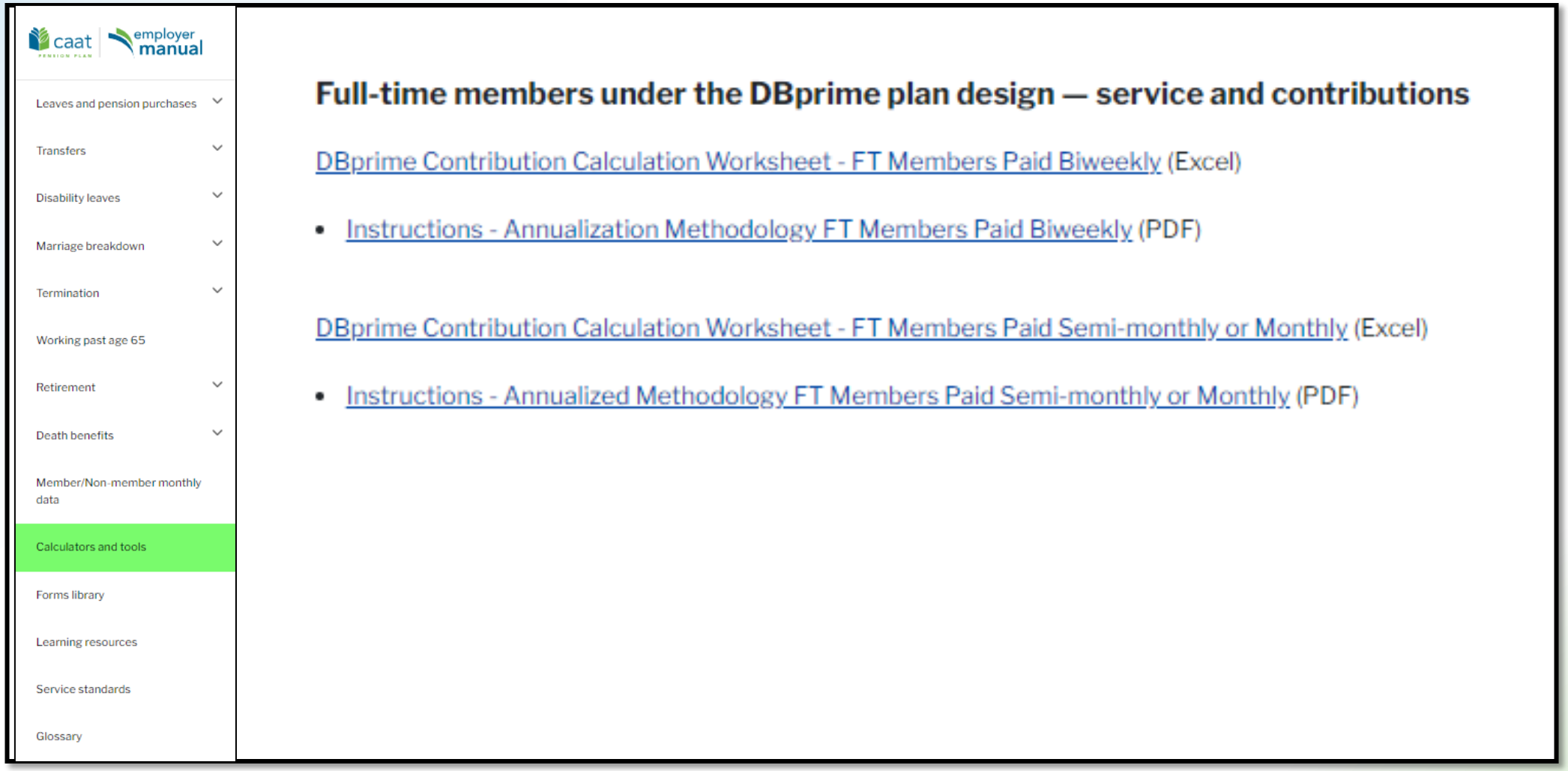
2027 RCA threshold = $229,011.50

See Rates at a glance on our website

DBprime: Contribution calculation

- Contribution spreadsheets in the Employer Manual
  - **Employer Manual > Calculators and tools**
  - Two full-time spreadsheets: biweekly, and semi-monthly/monthly
  - Instructions and examples also available
  - Spreadsheets to be updated with 2027 amounts

DBprime: Contribution calculation spreadsheets



Bi-weekly, payroll period example

ver: 1_2026

DB*prime* Contribution Calculation Worksheet - FT - Bi-weekly Pay

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Clear | Print | Show/Hide Details

Please note that this spreadsheet can be used for DB*prime* full-time members who:

> are paid bi-weekly; and
> are active for the entire pay period; or
> have less or more than full service in a pay period due to a leave,entry/exit during the pay period, or being paid for time in a prior period; or
> had deemed earnings in the pay period due to paid leaves or a "pay as you go" pregnancy leave; or
> have received a lump sum payment in addition to regular pay period earnings.

Please enter information in blue dropdowns and yellow data entry cells
Contributions for the pay period will appear in the bright green cells at the bottom of the worksheet

Member Name	=	First Name Last Name	*(optional)*
Member ID/SIN	=		*(optional)*
Year	=	2026	
YMPE	=	***$74,600.00***	
RCA Earnings Threshold	=	***$222,721.00***	
Contribution Rate (% up to YMPE and % above YMPE)	=	***10.2%*** *and* ***13.8%***	
Pay Period (Pay Frequency)	=	Bi-weekly	
Pay Periods in Year	=	26	
Employee Group	=	Faculty	→ Payroll Type = ***Workdays***
Regular Work Days in Pay Period	=	**10**	
Total Paid Workdays in Year	=	**260**	Employer Manual - Contributions, Earnings, and Service Guidelines
Actual Workdays Paid in Pay Period	=	10	
Actual/Deemed Pensionable Earnings in period - Regular/Non-Lump Sum	=	$5,000.00	*(Schedule 1 - include taxable benefits)*
One-time Lump Sum Pensionable Earnings paid in this Pay Period	=	$0.00	*(E.g. Pensionable bonus, Retroactive payment)*
Previous Pensionable Lump Sums paid in 2026	=	$0.00	*(Contributions **ARE NOT** calculated on this field – only used to annualize earnings before current lump sum)*

Step 7: Total Contributions for Pay Period (Non-Lump Sum and Lump Sum Earnings)

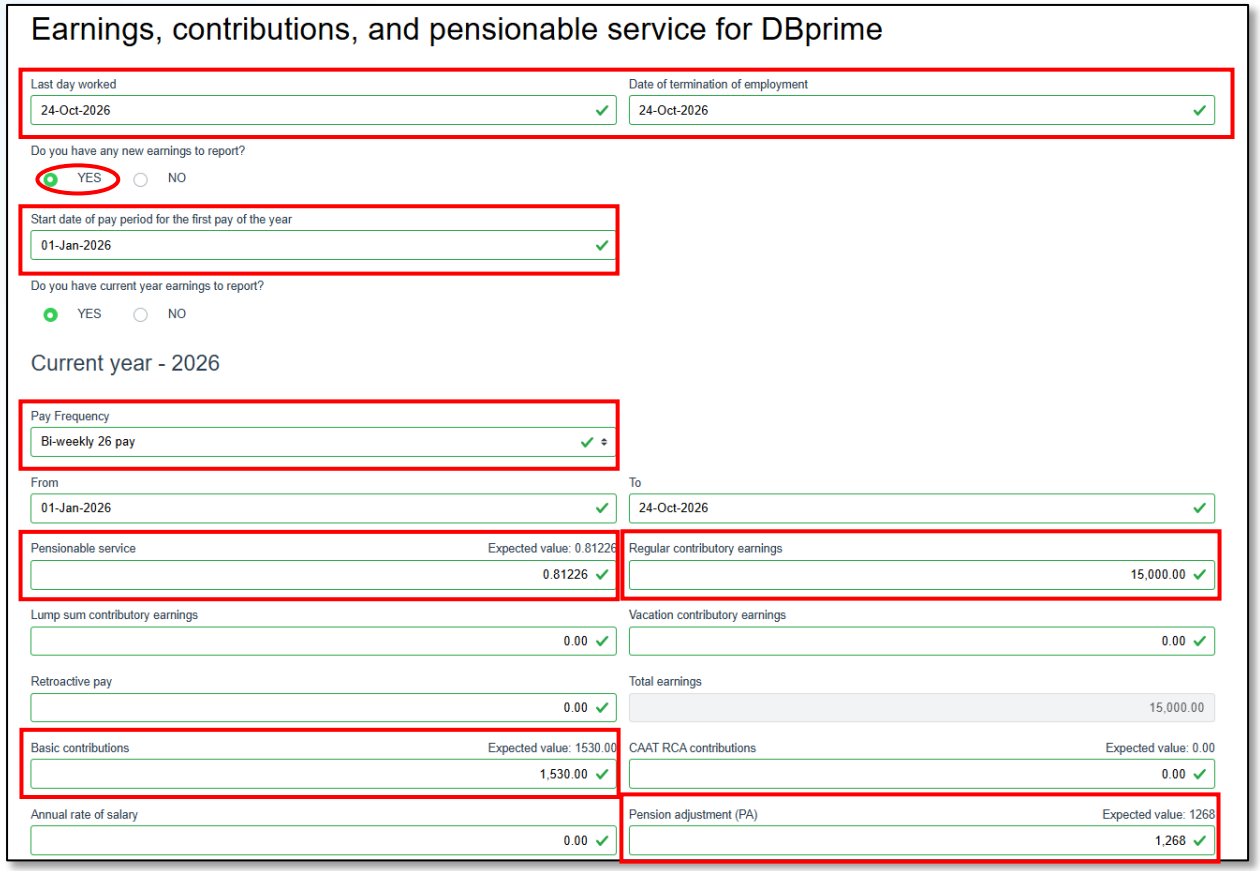
Total Member RPP Contributions	=	(G)	+	(H)	+	(Q)	+	(R)	=	$586.71	(U)
		($292.66)	+	($294.05)	+	($0.00)	+	($0.00)			
Total Member RCA Contributions	=	(I)	+	(S)					=	$0.00	(V)
		($0.00)	+	($0.00)							
Total Member RPP and RCA Contributions	=	(U)	+	(V)					=	$586.71	(X)
		($586.71)	+	($0.00)							
Total Employer RCA Contributions	=	(J)	+	(T)					=	$0.00	(Y)
		($0.00)	+	($0.00)							

DBprime: Contribution calculation spreadsheets

Important tips:

- Only the bi-weekly spreadsheet can be used for year-to-date contribution calculations
  - If you are using the monthly or semi-monthly calculation spreadsheet, you must use the multiple calculations tab in the spreadsheet to calculate total contributions up to the event date
- You can show or hide the contributions calculation details by clicking on the **Show/Hide Details button** on the top right corner of the sheet

DBprime: Contributions



PAL will calculate the expected contributions

DBprime: Pensionable service



DBprime: Pensionable service, full-time

Calculate full service

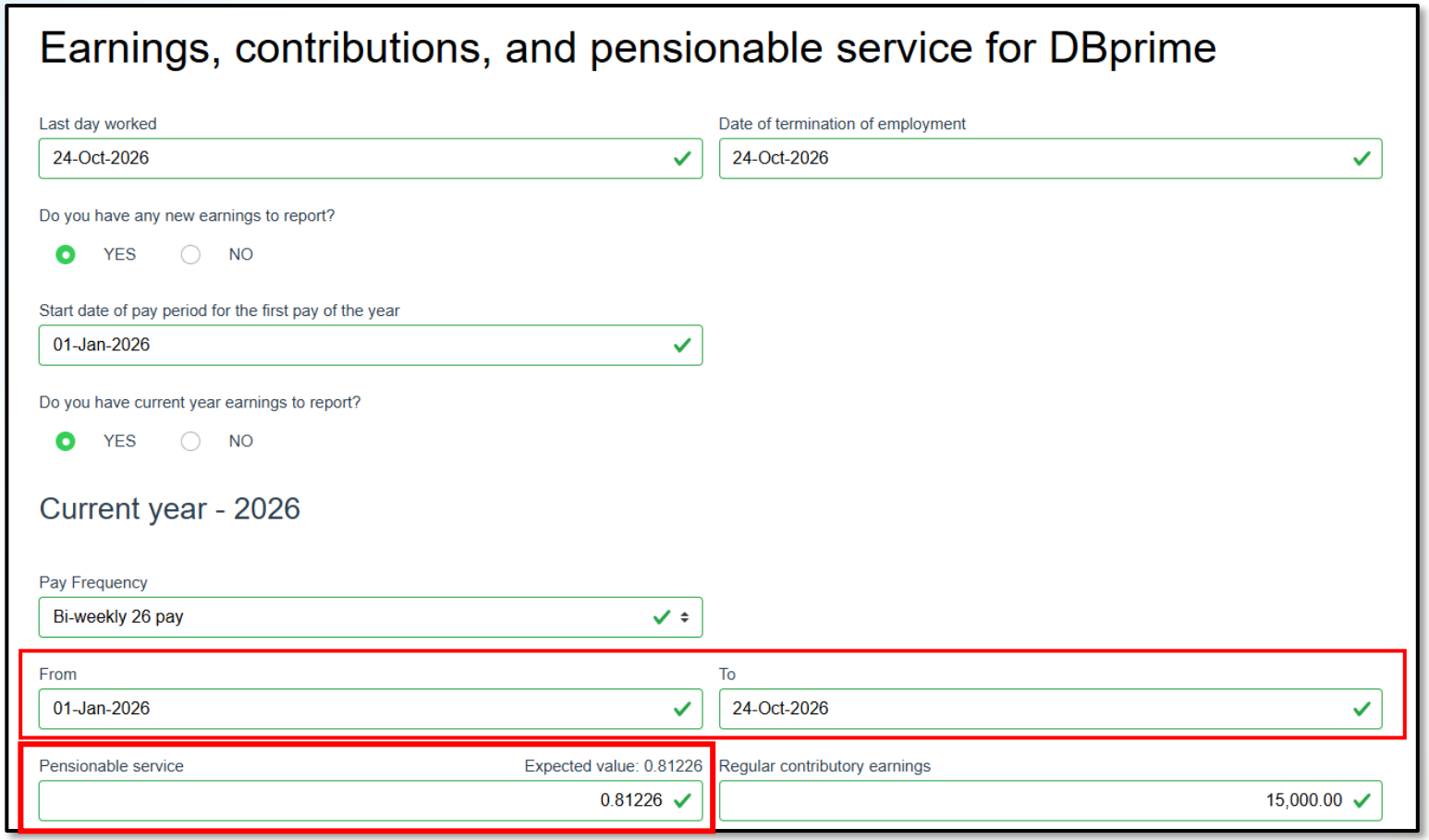
- 1 year or less if member enrolled or terminated during the year

Offset with carve-outs

Examples:

- Unpaid leaves
- Work stoppage
- Pregnancy/Parental leave with no contributions

DBprime: Pensionable service, full-time



PAL will calculate the pensionable service expected value

DBprime: Pensionable service, full-time

- Spreadsheets available on the CAAT website:
  - **Employer Manual > Calculators and tools**
  - Full-time spreadsheets

- Both 2026 and 2027 have 261 workdays in the year

DBprime: Pension adjustments



One less step for employers

CAAT now calculates pension adjustments for employers using Payroll-based Reporting or Data Exchange

- Employers using Data Exchange no longer need to report a PA for terminations and retirements

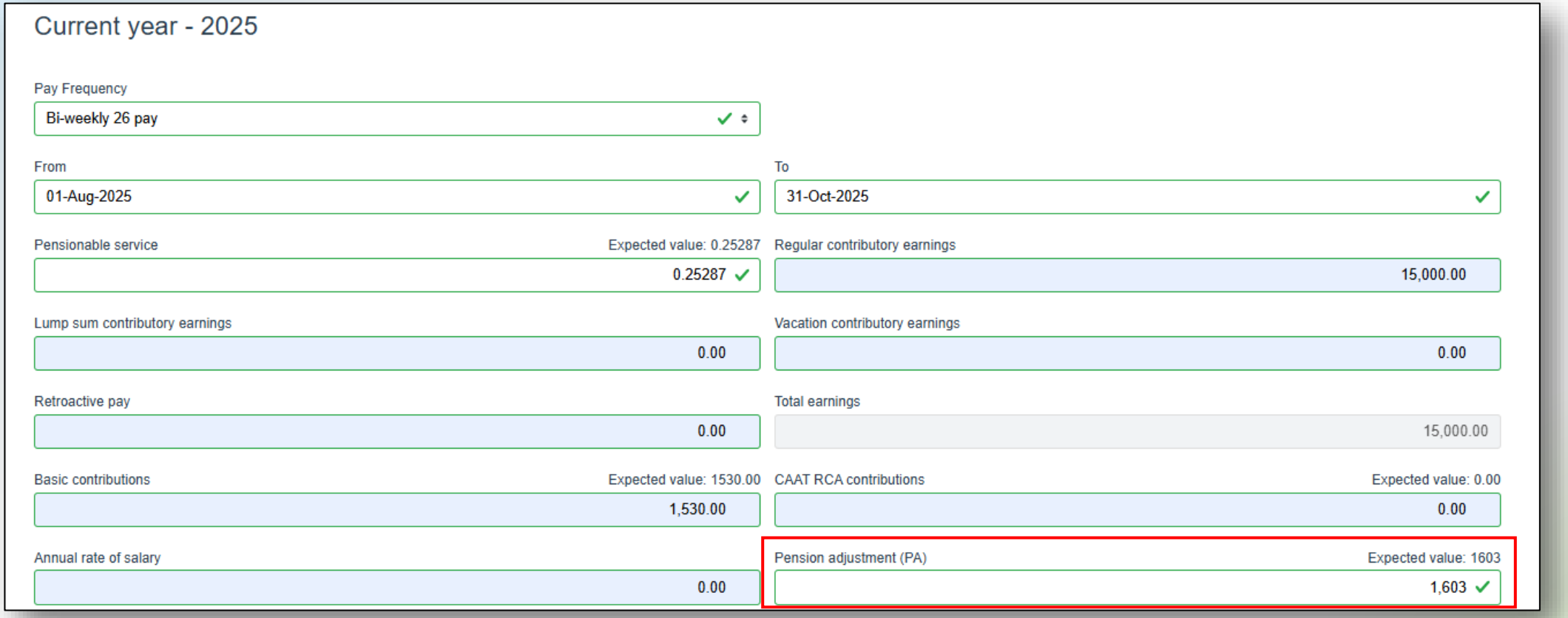
- Applicable to cases first submitted to CAAT on or after October 22, 2026

DBprime: Pension adjustments

For changes in employee type:

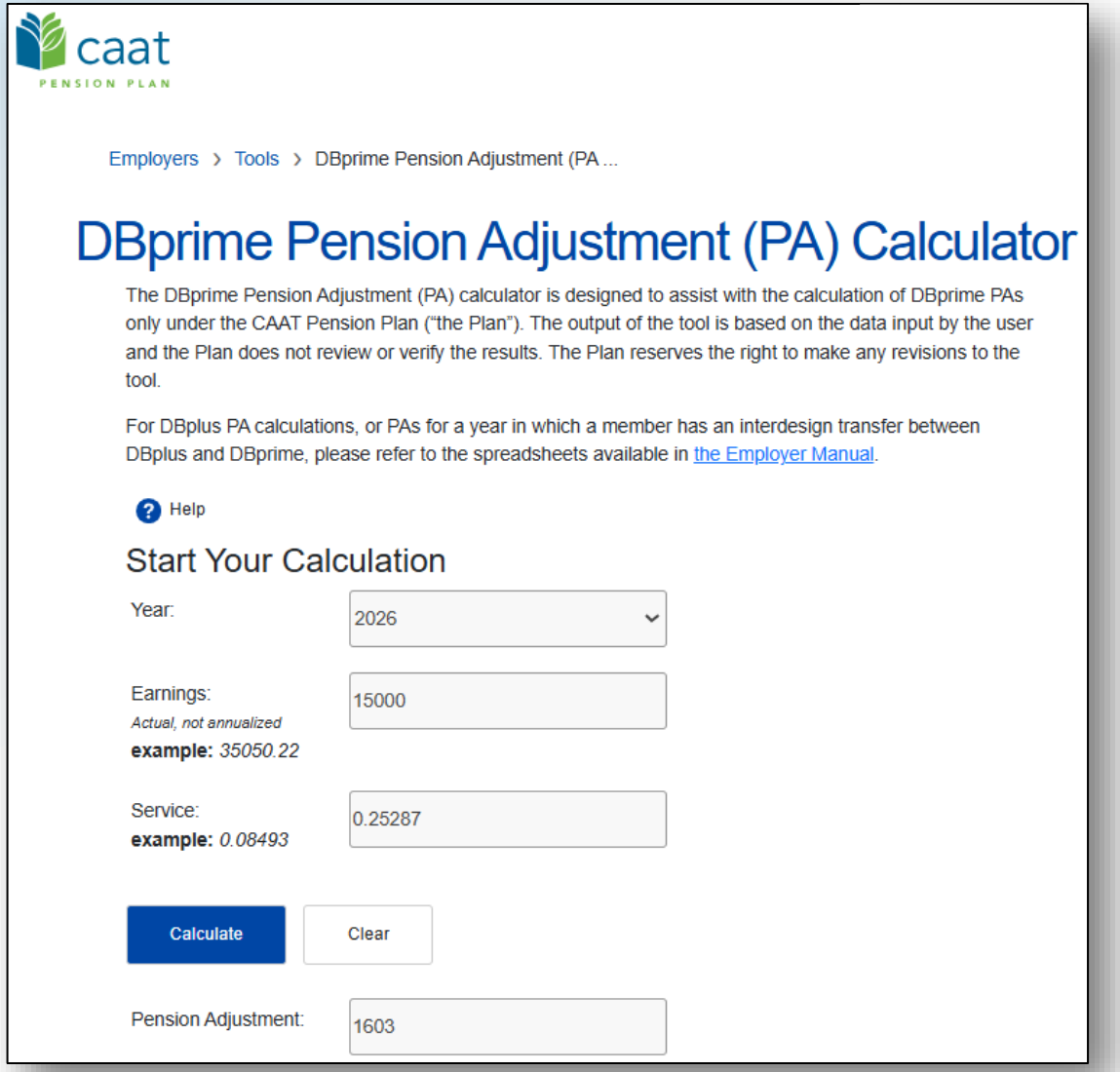
- Two pension adjustments (PAs) are required for members who move between DBprime and DBplus in a calendar year
  - DBprime PA
  - DBplus PA

DBprime: Pension adjustments



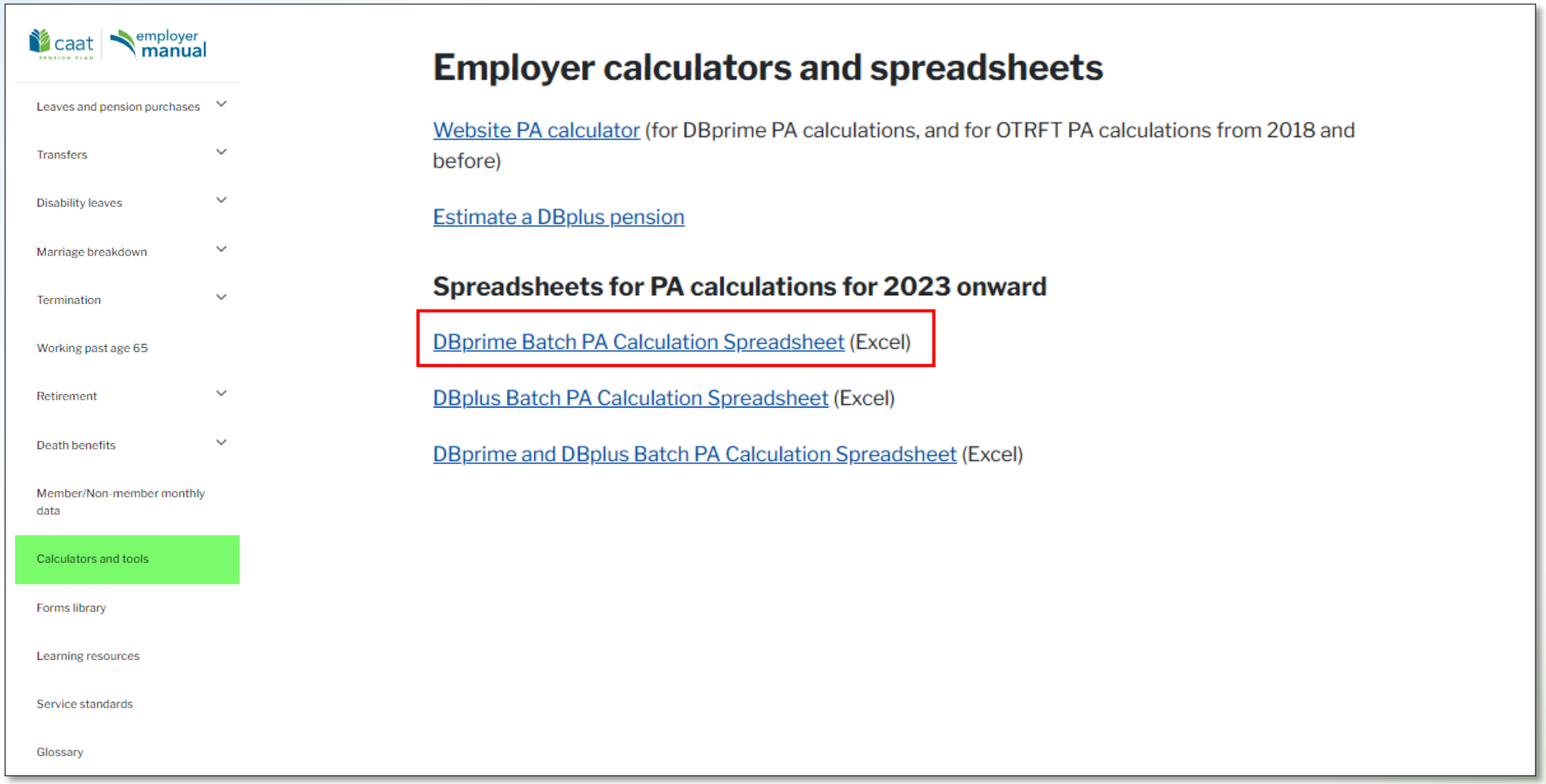
PAL will calculate the pension adjustment

DBprime: Pension adjustments



- DBprime Pension Adjustment Calculator available on the CAAT website

DBprime: Pension adjustments



DBprime: Pension adjustments

CAAT Pension Plan *ver: 1_2026*

DB*prime* Batch PA Calculation Spreadsheet

Year: 2026 | **YMPE: $74,600** | **Maximum PA: $34,790** | Clear

This spreadsheet is intended to be used for calculating PAs for active members in the DBprime design (FT members at non-growth employers only starting in 2019).

Results are based on information input by the user and the CAAT Plan does not review or verify the results . The CAAT Plan reserves the right to make any revisions to the tools. Please check the description of the spreadsheets in the Employer Manual to ensure you are using the correct version.

Member SIN/ID/EE No.	Name	Pensionable Earnings (actual)	Pensionable Service	Annualized Earnings (for PA purposes)	Pension Adjustment
	Example 1	$70,000.00	1.00000	$70,000.00	**$7,590**
	Example 2	$50,000.00	0.67433	$74,147.67	**$5,445**
	Example 3	$50,000.00	0.75000	$66,666.67	**$5,400**
	Example 4	$50,000.00	0.53946	$92,685.28	**$6,141**
	Example 5	$300,000.00	1.00000	$300,000.00	**$34,790**

DBplus: Earnings and contributions



DBplus: Eligible earnings

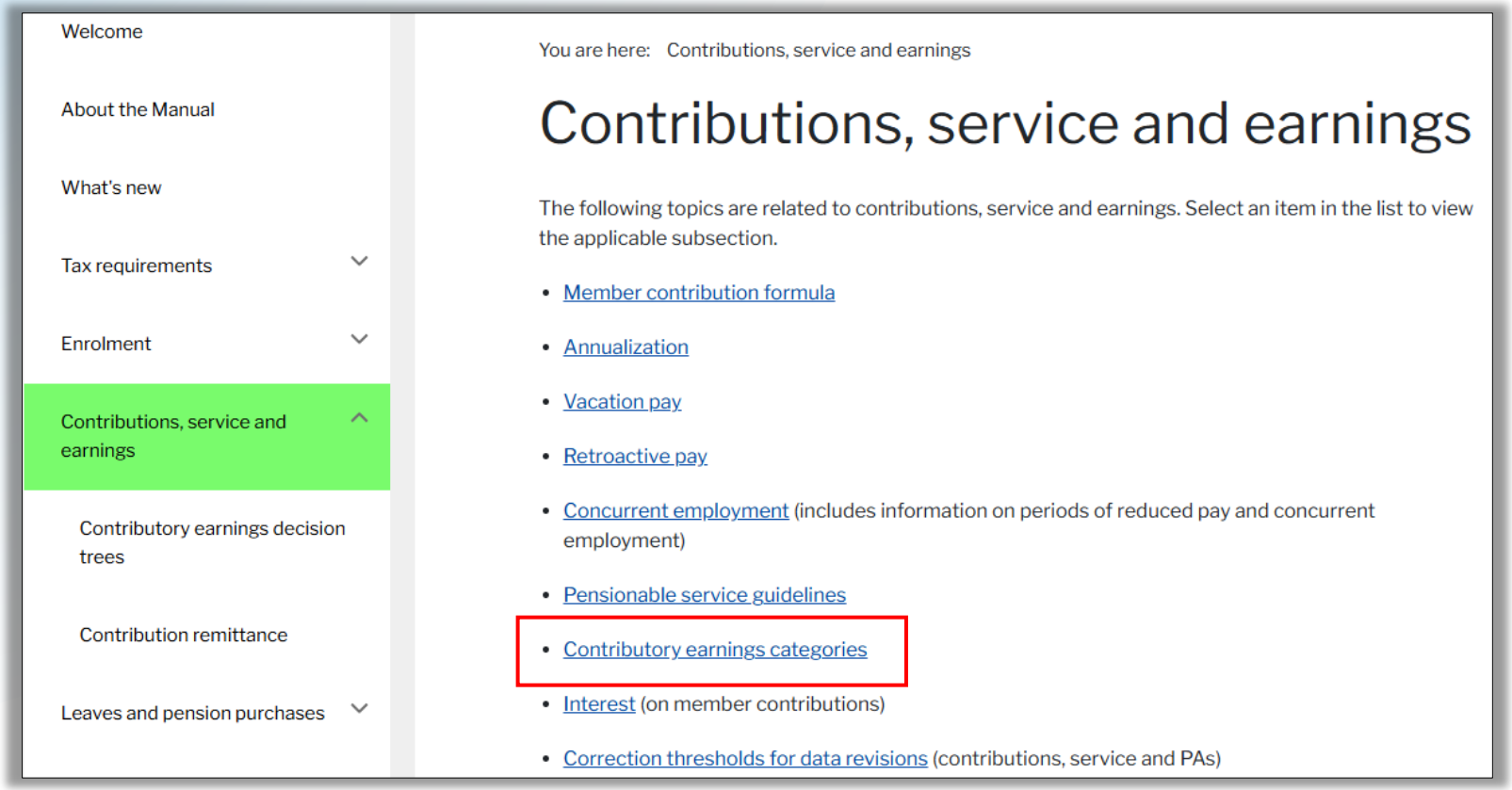
DBplus earnings include earnings reported on member's T4:

- Salary and wages, including overtime
- Retroactive payments
- Vacation pay (pay in lieu or included in hourly rate)
- Paid leaves of absence (short-term disability/sick days, or pregnancy/parental/adoption leave)

Do not include taxable benefits as earnings on T4 (professional dues, fitness memberships, tuition subsidy, etc.)

For DBplus, retroactive pay is included for the year it is paid and not applied to a prior year

DBplus: Eligible earnings



- List available in the **Employer Manual > Contributions, service and earnings** > select "Contributory earnings categories" link
- **Contributory earnings categories by schedule** PDF with examples in Schedule 3 (effective January 1, 2019)

DBplus: Contributions

- Contributions based on eligible earnings
- The combined total of member and employer contributions cannot exceed the year's **money purchase (MP) limit**
  - **2026 = $35,390**
  - **2027 = $36,390**
- If total contributions for a member have reached the annual limit, no further contributions should be made for the rest of the year

DBplus: Contribution rates

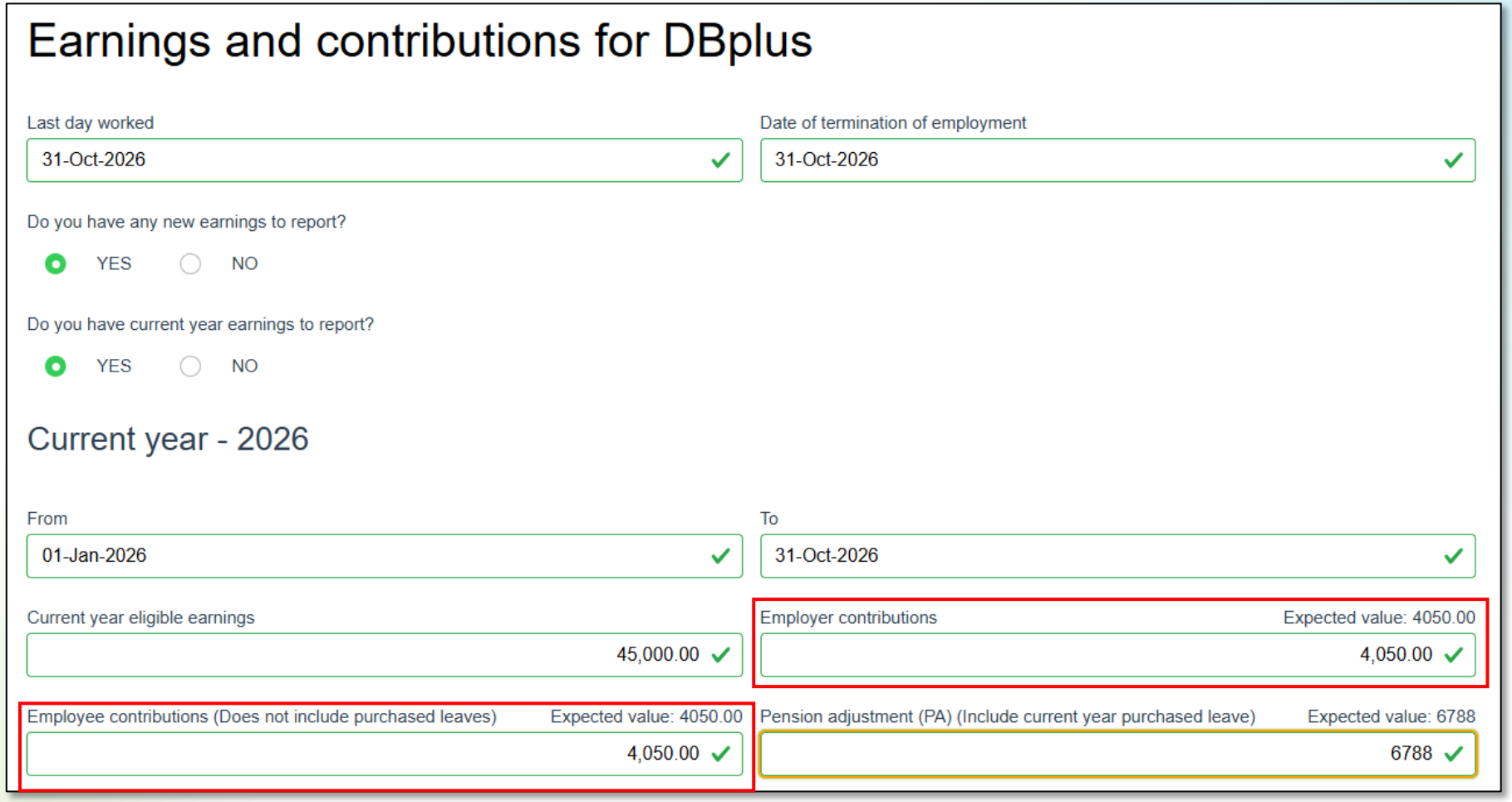
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9%

of all eligible earnings

- Contributions are 100% matched by the employer
- Maximum is CRA money purchase limit

DBplus: Contributions



PAL will also calculate member and employer contributions for terminations, retirements, leaves or employment changes

DBplus: Pension adjustments

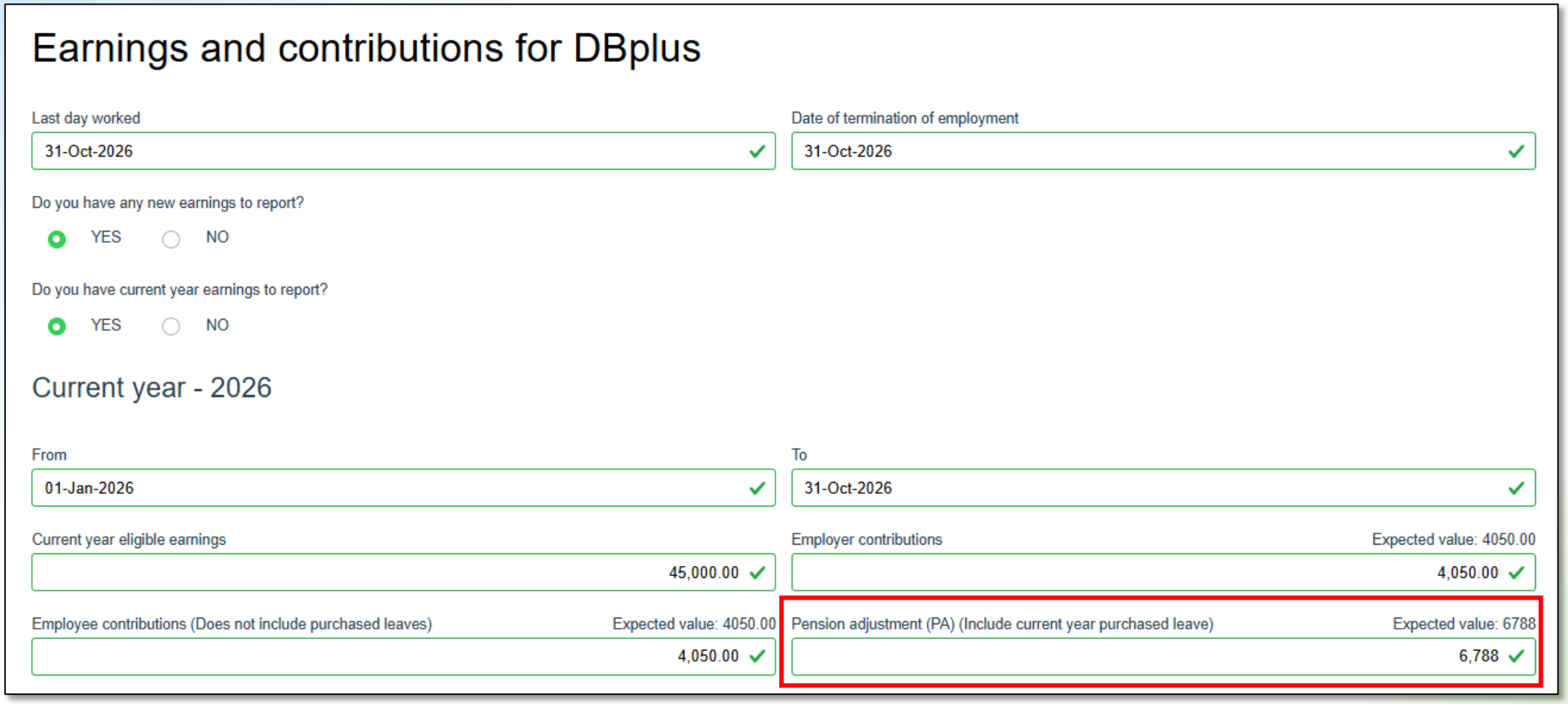


DBplus: Pension adjustment calculation



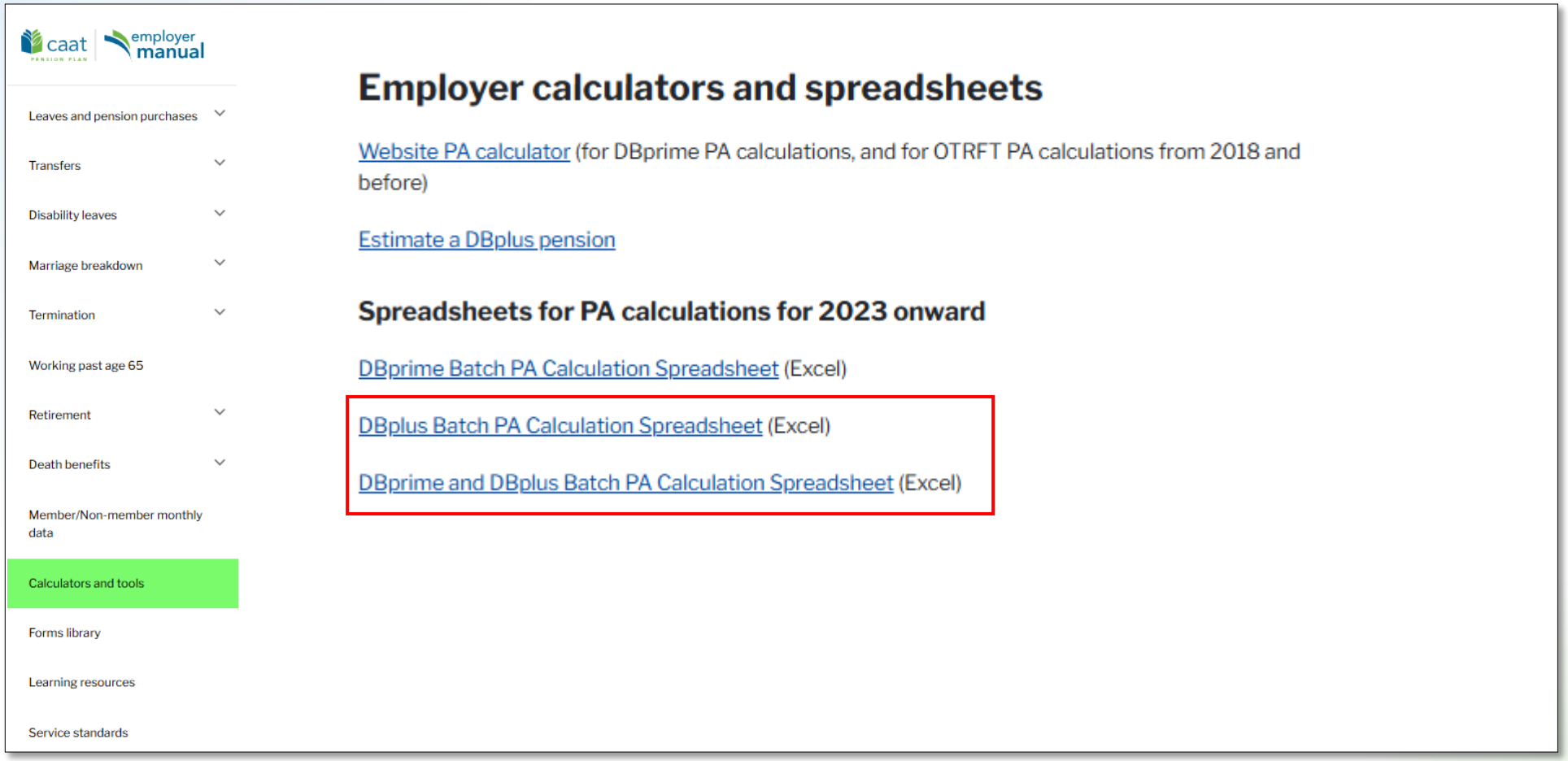
*** Prorated based on (member + employer contributions) ÷ money purchase limit**

DBplus Pension adjustments: Using PAL



PAL will calculate the pension adjustment when processing a application for termination or retirement.

DBplus: Pension adjustments



DBplus: Batch PA Calculation Spreadsheet

CAAT Pension Plan *ver: 1_2026 (expanded)*

DB*plus* Batch PA Calculation Spreadsheet

Year: 2026

Annual Pension Factor: 9.5%
Maximum Mbr/ER Conts: $17,695
Maximum PA: $34,790

Clear

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This spreadsheet is intended to be used for calculating PAs for active members at non-growth employers in the DBplus design contributing at 9%.
This spreadsheet should not be used for members at growth employers.

Results are based on information input by the user and the CAAT Plan does not review or verify the results . The CAAT Plan reserves the right to make any revisions to the tools. Please check the description of the spreadsheets in the Employer Manual to ensure you are using the correct version.

Member SIN/ID/EE No.	Name	Pensionable Earnings (actual)	Member Contributions	Employer Contributions	Total Contributions	Pension Accrual	Pension Adjustment
	Example 1	$400,000.00	$17,695.00	$17,695.00	$35,390.00	$3,362.05	**$29,658**
	Example 2	$300,000.00	$17,695.00	$17,695.00	$35,390.00	$3,362.05	**$29,658**
	Example 3	$200,000.00	$17,695.00	$17,695.00	$35,390.00	$3,362.05	**$29,658**
	Example 4	$150,000.00	$13,500.00	$13,500.00	$27,000.00	$2,565.00	**$22,627**
	Example 5	$100,000.00	$9,000.00	$9,000.00	$18,000.00	$1,710.00	**$15,085**
	Example 6	$80,000.00	$7,200.00	$7,200.00	$14,400.00	$1,368.00	**$12,068**
	Example 7	$50,000.00	$4,500.00	$4,500.00	$9,000.00	$855.00	**$7,542**
	Example 8	$30,000.00	$2,700.00	$2,700.00	$5,400.00	$513.00	**$4,525**

Contribution remittance



Contribution remittance:
Categories

Remittance of payroll contributions

- Ongoing member and employer contributions
- Based on contribution rates in your Participation Agreement

Remittance for pension purchases

- Separate from required contributions
- Relate to purchases of eligible periods (e.g., leaves of absence)

Contribution remittance summary

Funds can be deposited and allocated only after a **contribution remittance summary** is submitted via PAL

Breakdown of the funds sent to CAAT is essential, so delays in receiving a **contribution remittance summary** can have many downstream impacts

Missing remittance summaries can also lead to **late fees** and additional back-and-forth communication

Contribution remittance summaries are required with every payment made

Please ensure the payment date and the amount of the remittance match what was sent to CIBC Mellon

Contribution remittance: Due dates

- Key responsibility of all CAAT participating employers
- Accurate contribution data facilitates accurate pension calculations for members
- Remittance data identifies contribution amounts and the reporting period
- Contributions must be received by CIBC Mellon by the 30th calendar day following the end of the month to which the contributions relate

For example, contributions in respect of the month of May must be received **no later than** June 30.

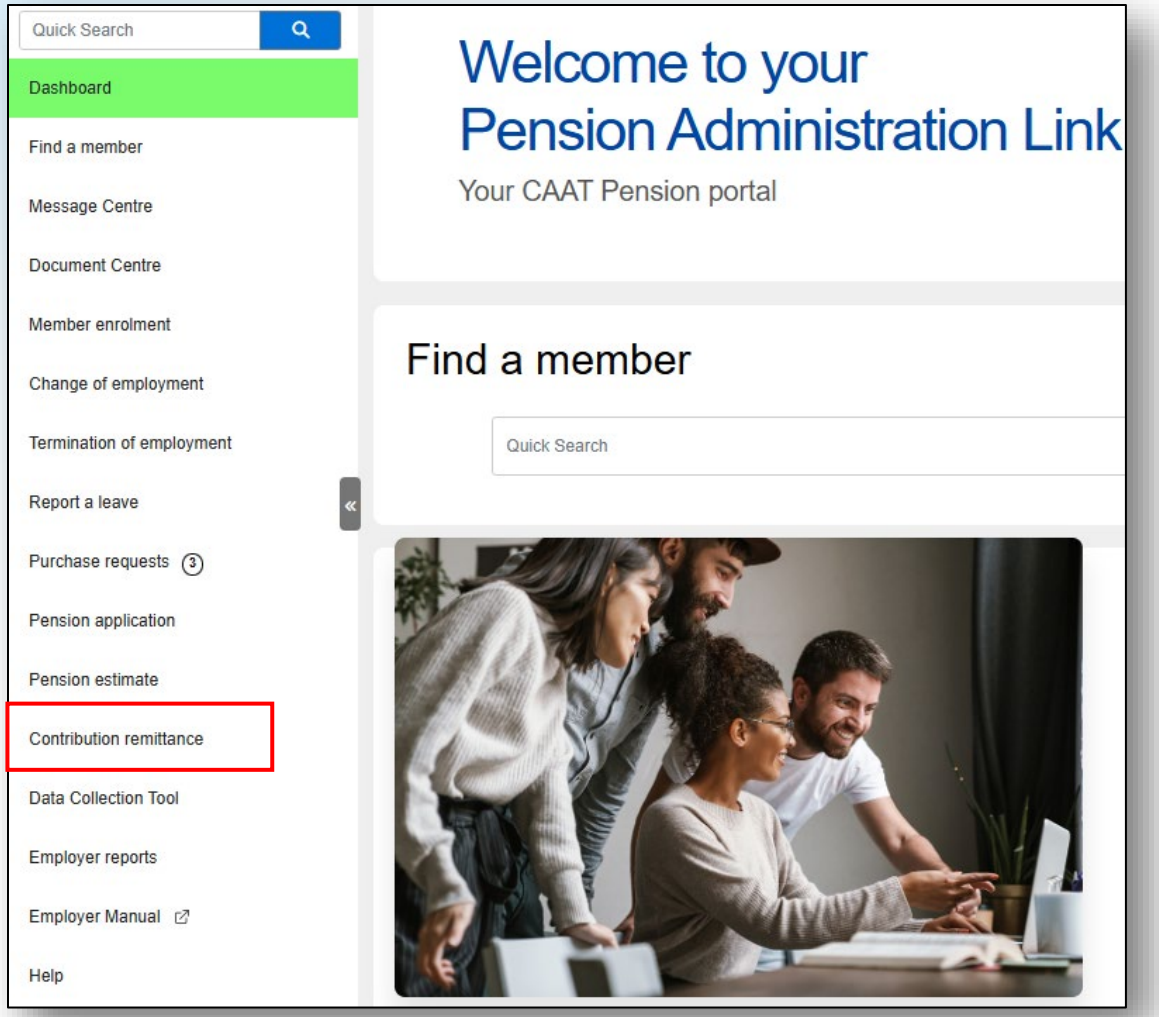
Exception: If the 30th day following the end of the month falls on a weekend or statutory holiday, the due date shifts to the previous business day.

This remittance timeline applies to all CAAT participating employers, including where a Participation Agreement and/or MOA between a participating employer and the Plan may provide for a less generous timeline.

Month	Deadline to file contribution remittance
January 2026	March 2, 2026
February 2026	March 30, 2026
March 2026	April 30, 2026
April 2026	May 29, 2026
May 2026	June 30, 2026
June 2026	July 30, 2026
July 2026	August 28, 2026
August 2026	September 29, 2026
September 2026	October 30, 2026
October 2026	November 30, 2026
November 2026	December 30, 2026
December 2026	January 29, 2027

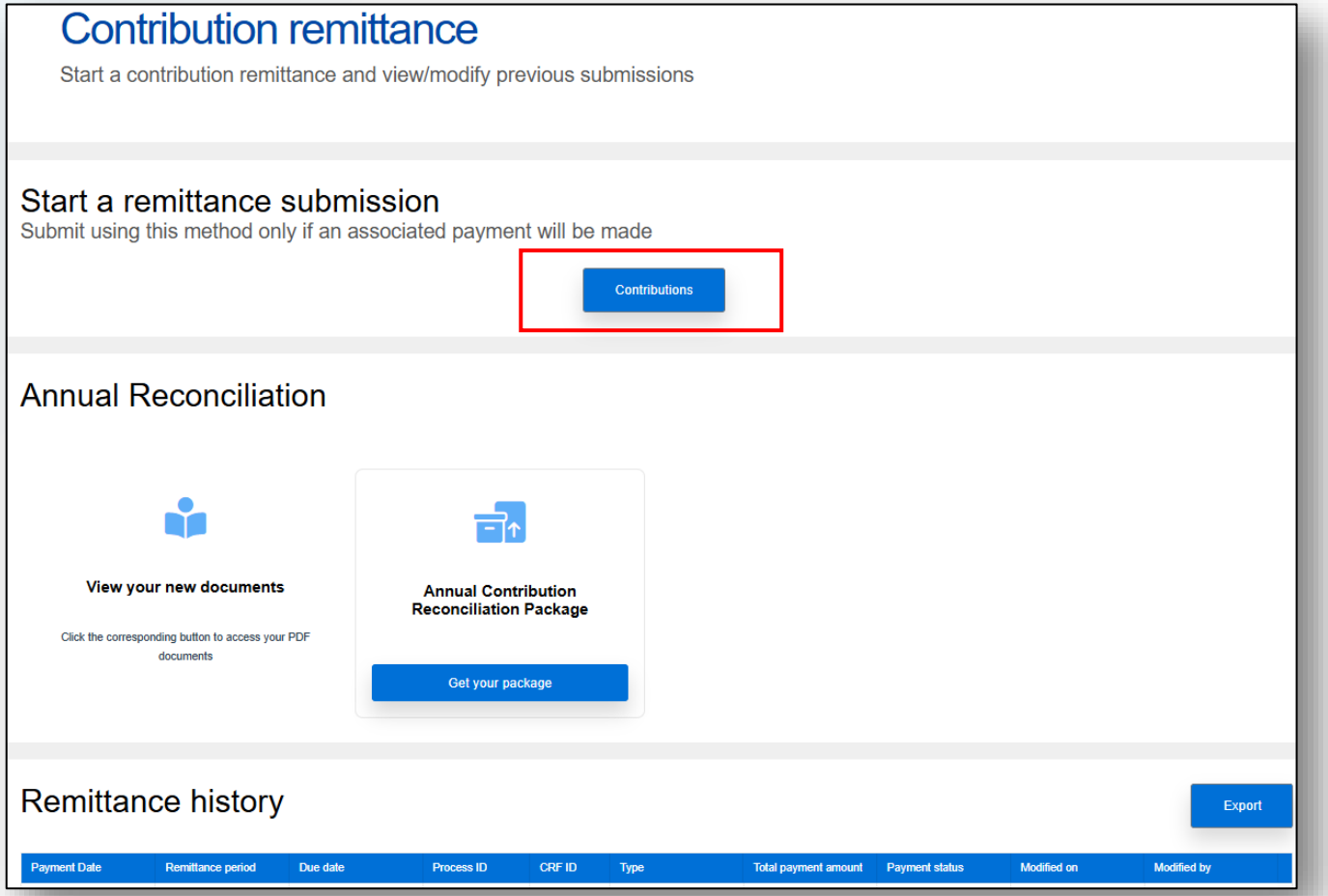
If the 30th of the next month falls on a weekend or holiday, the deadline is the closest previous business day

Contribution remittance:
Using PAL

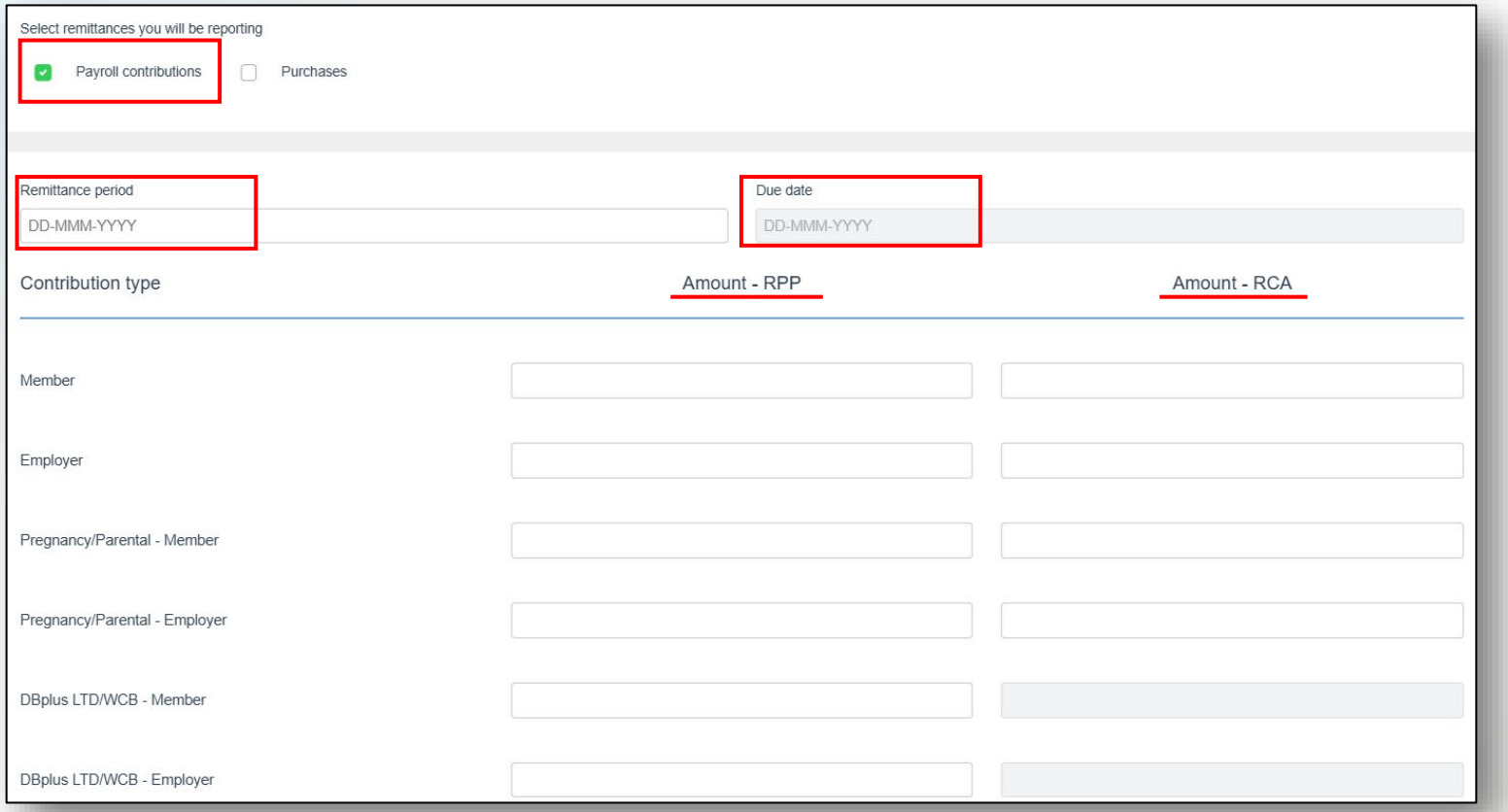


- Log in to PAL
- Select **Contribution remittance** from left navigation

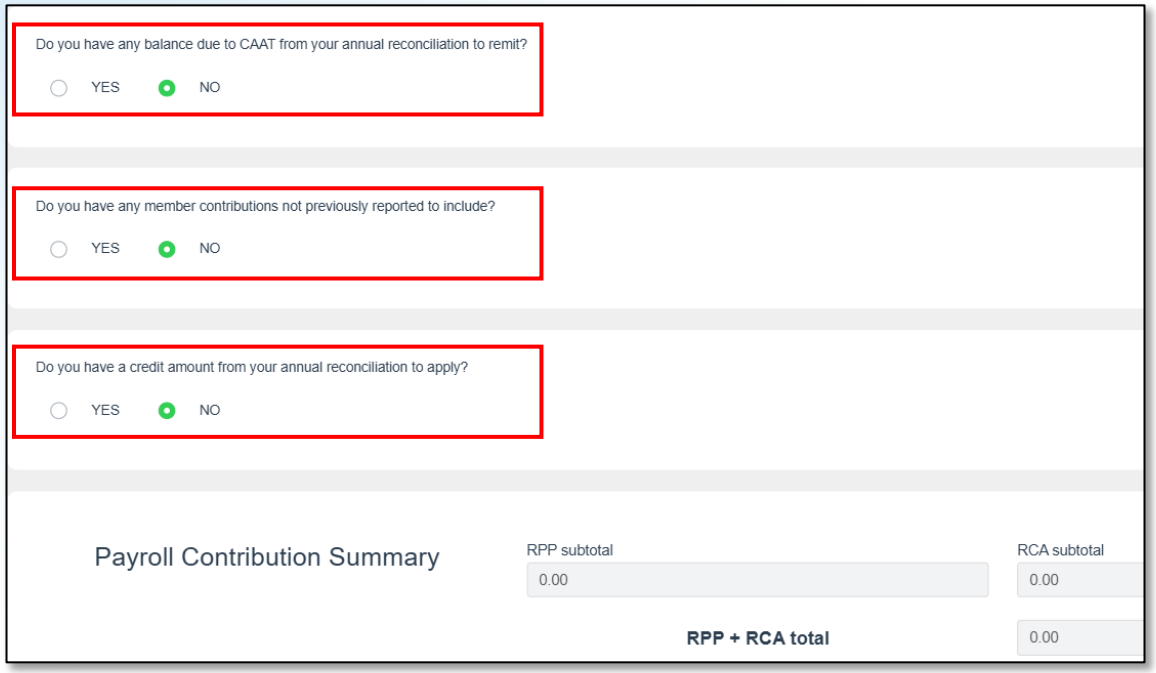
Contribution remittance:
Using PAL

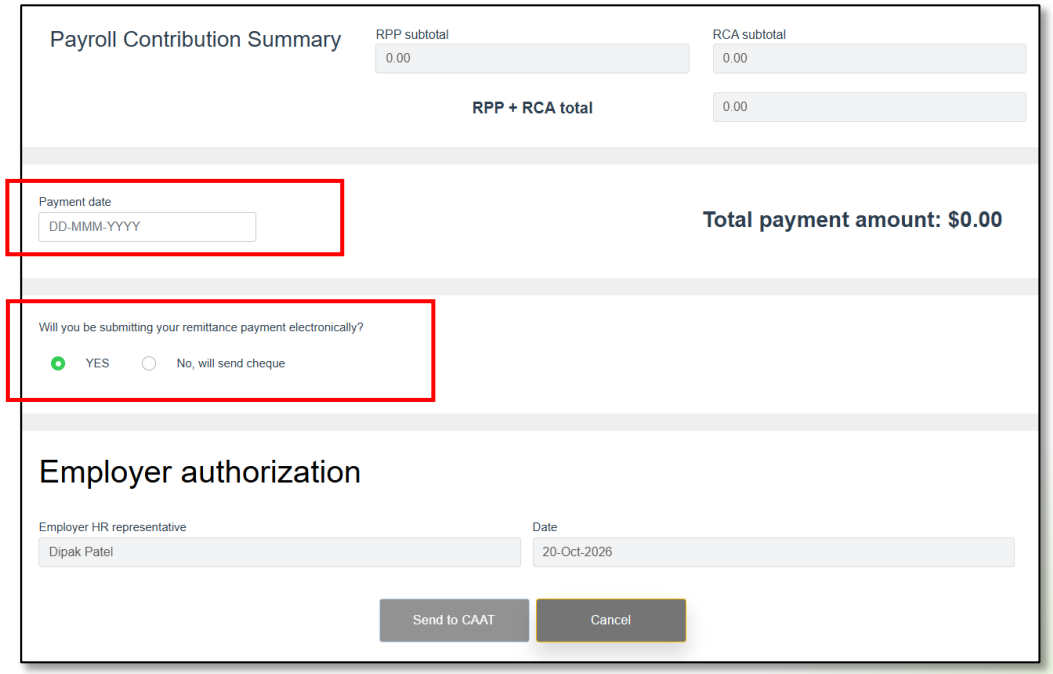


Contribution remittance summary:
Payroll contributions



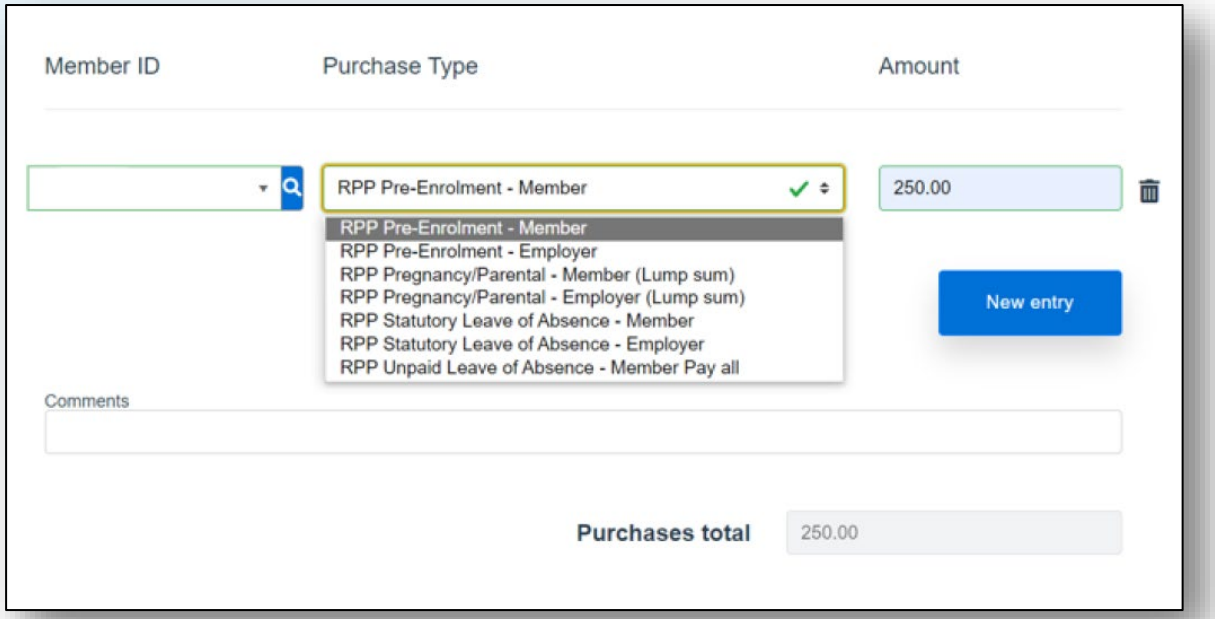
Contribution remittance summary
Payroll contributions





Contribution remittance summary:
For pension purchases

Purchases related to lump-sum pregnancy/parental/adoption leave, statutory leave of absence, transfer-in, etc.



To submit contributions for a pension purchase:

- Search for the **Member ID**
- Select the **Purchase Type**
- Include the **Amount**
- Add **Comments** if you wish

Contribution remittance: EFT

- Electronic funds transfer (EFT) is CAAT's preferred method for employers to remit funds
- Upon receipt, CAAT's custodian, CIBC Mellon, will transfer the funds to CAAT's custody account

Please contact your Pension Analyst for information about other forms of payment if you are unable to remit by EFT

Contributions: Correcting errors

If you find an error in your contribution remittance summary

- Find the remittance record in the **Remittance history** table
  - If **Payment status** is still **Pending**, select the record from the table, check the box **“Are you reporting a data change?”** – then edit the summary and resubmit it
  - If **Payment status** is **Payment received**, you cannot edit the summary
  - To correct an error in the amount, you can remit more or less on the next remittance



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