

Your Pension Plan @ UWindsor

**Planning Today
for the Path to Your Future**



Plan the Path to Your Future



Today's topics

- Plan the path to your future
- How to get there
- Know your plan
 - Overview of the University of Windsor Employees' Retirement Plan
- Take advantage of online resources
 - Pension Estimator
 - UWindsor Human Resources Pension Website
 - Human Resources **myUWinfo** employment information site
- Recap and questions



How to Get There

It's a relatively simple five-step process:

1. Know what you have today
2. Estimate your future benefit
 - **Take advantage of powerful online resources**
3. Estimate your future expenses and plan to fill the “gap” (if needed)
4. Monitor and adjust
5. Feel more confident about planning your path to the future



Know Your Plan

- University-sponsored plan
 - The University of Windsor Employees' Retirement Plan
(a *defined benefit* pension plan)
- Personal retirement savings – RRSP, TFSA etc.
- Government benefits
 - Canada/Quebec Pension Plan
 - ↳ In 2024, the maximum monthly pension from age 65 is **\$1,364.60**
 - ↳ In 2024, the maximum monthly Post-Retirement Benefit is **\$44.46**
 - Old Age Security
 - ↳ As of January 1, 2024, the maximum monthly pension from age 65 is **\$713.34**



University of Windsor Employees' Retirement Plan

Choosing Your Retirement Date

Category	Age	Conditions
1. Normal Retirement	65	Pension calculated using the pension formula with no pension reduction
2. Early Retirement	55 to 64	4% reduction for each year between age 60 and 64* 6% reduction for each year between age 55 and 59 *If you have 25 years or more pensionable service at age 63, no reduction If you retire early but defer your pension payments to a later date, this reduction will be reduced
3. Postponed Retirement	66 to 71	If you continue working, you continue making contributions to the plan and accruing pensionable service until age 71

No need to do the math yourself!

- Annual pension statement
- Pension Estimator



University of Windsor Employees' Retirement Plan Pension Formula

Basic pension benefit at retirement*, based on a formula:

1.5% of your **Best Average Earnings** up to the **BAYMPE** for the same period

plus

2.0% of your **Best Average Earnings** above the **BAYMPE** for the same period

multiplied by

Your years and part years of **Pensionable Service**

Best Average Earnings (BAE) = Your highest sixty (60) consecutive months of pensionable earnings prior to retirement or termination (annualized)

BAYMPE = Canada Pension Plan Year's Maximum Pensionable Earnings (\$68,500 in 2024)

** Subject to maximum pension limits under the Income Tax Act*



University of Windsor Employees' Retirement Plan

BAE and BAYMPE: An Example

Name: **Robert**

Retirement Date: **January 1, 2024**

Highest 60 consecutive months of pensionable earnings:
January 2019 to December 2023

	Pensionable Earnings	BAYMPE
2019	\$62,876	\$57,400
2020	\$63,505	\$58,700
2021	\$64,140	\$61,600
2022	\$64,782	\$64,900
2023	\$65,430	\$66,600
Total	\$320,733	\$309,200
Monthly Average	$\$320,733 \div 60$ = \$5,345.55	$\$309,200 \div 60$ = \$5,153.33
Annualized Amount	$\$5,345.55 \times 12$ = \$64,146.60 (Robert's BAE)	$\$5,153.33 \times 12$ = \$61,840 (Robert's BAYMPE)

To calculate Robert's BAE and BAYMPE for the pension formula, the numbers during his highest 60 consecutive months of pensionable earnings are totalled, then converted to a monthly average, and finally annualized.



University of Windsor Employees' Retirement Plan

Normal Retirement Pension formula: An Example

Name: **Robert**

Age at Retirement: **65**

Pensionable Service: **38 years**

Best Average Earnings: **\$ 64,146.60**

BAYMPE for the Same Period: **\$ 61,840.00**

1.5% of \$61,840 = \$927.60

plus

2.0% of (\$64,146.60 - \$61,840 = \$2,306.60) = \$46.13

\$927.60 + \$46.13 = \$973.73

multiplied by **38 years**

equals

An annual pension of \$37,001.74 → a monthly pension of \$3,083.48 (Life5)



University of Windsor Employees' Retirement Plan

Normal Retirement Pension formula: Your Turn!

Name: **Carole**

Age at Retirement: **65**

Pensionable Service: **32 years**

Best Average Earnings: **\$66,450**

BAYMPE for the Same Period: **\$61,840**

Calculate Carole's basic pension benefit at retirement using the formula:

1.5% of her **Best Average Earnings** up to the **BAYMPE** for the same period

1.5% x _____ = _____

plus

2.0% of her **Best Average Earnings** above the **BAYMPE** for the same period

2.0% x (_____ - _____) = _____ + _____ = _____

multiplied by

Her years and part years of **Pensionable Service**

x _____

= _____



University of Windsor Employees' Retirement Plan

Normal Retirement : Let's Check!

Name: **Carole**

Age at Retirement: **65**

Pensionable Service: **32 years**

Best Average Earnings: **\$66,450**

BAYMPE for the Same Period: **\$61,840**

Calculate Carole's basic pension benefit at retirement using the formula:

1.5% of her **Best Average Earnings** up to the **BAYMPE** for the same period

$$1.5\% \times \frac{61,840}{100} = 927.60$$

plus

2.0% of her **Best Average Earnings** above the **BAYMPE** for the same period

$$2.0\% \times (66,450 - 61,840) = 92.20 + 927.60 = 1,019.80$$

multiplied by

Her years and part years of **Pensionable Service**

$$\times 32$$

$$= 32,633.60$$



University of Windsor Employees' Retirement Plan

Early retirement Pension Formula: Pre-January 1, 2023 Provision

Name: **Robert**

Age at Retirement: **60 (5 years early)**

Pensionable Service: **33 years**

Best Average Earnings: **\$ 62,821.44**

BAYMPE for the Same Period: **\$ 57,780**

1.5% of \$57,780 = \$866.70

plus

2.0% of (\$62,821.44 - \$57,780 = \$5,041.44) = \$100.83

\$866.70 + \$100.83 = \$967.53

multiplied by

33 years

equals \$31,928.49

less a 20% reduction (4% x 5 years) of \$6,385.70

equals

An annual pension of \$25,542.79 → a monthly pension of \$2,128.57 (Life5)



University of Windsor Employees' Retirement Plan

Early retirement Pension Formula: Post-January 1, 2023 Provision

Name: **Robert**

Age at Retirement: **60 (5 years early)**

Pensionable Service: **33 years**

Best Average Earnings: **\$ 62,821.44**

BAYMPE for the Same Period: **\$ 57,780**

1.5% of \$57,780 = \$866.70

plus

2.0% of (\$62,821.44 - \$57,780 = \$5,041.44) = \$100.83

\$866.70 + \$100.83 = \$967.53

multiplied by

33 years

equals **\$31,928.49**

less a 12% reduction (4% x 3 years) of \$3,831.41

equals

An annual pension of **\$28,097.08** → a monthly pension of **\$2,341.42 (Life5)**



University of Windsor Employees' Retirement Plan

Early retirement Pension Formula: Your Turn!

Name: **Carole**

Best Average Earnings: **\$66,450**

Age at Retirement: **62 (3 years early)**

BAYMPE for the Same Period: **\$59,780**

Pensionable Service: **29 years**

Calculate Carole's basic pension benefit at retirement using the formula:

1.5% of her **Best Average Earnings** up to the **BAYMPE** for the same period

1.5% x _____ = _____

plus

2.0% of her **Best Average Earnings** above the **BAYMPE** for the same period

2.0% x (_____ - _____) = _____

multiplied by

Her years and part years of **Pensionable Service**

x _____ = _____

less a

4% reduction (4% x 1 years) *Carole has 25 years of service so no reduction after age 63

12% x _____ = _____

_____ - _____ = _____



University of Windsor Employees' Retirement Plan

Early retirement: Let's check!

Name: **Carole**

Best Average Earnings: **\$66,450**

Age at Retirement: **62 (3 years early)**

BAYMPE for the Same Period: **\$59,780**

Pensionable Service: **29 years**

Calculate Carole's basic pension benefit at retirement using the formula:

1.5% of her **Best Average Earnings** up to the **BAYMPE** for the same period

$$1.5\% \times \underline{59,780} = \underline{896.70}$$

plus

2.0% of her **Best Average Earnings** above the **BAYMPE** for the same period

$$2.0\% \times (\underline{66,450} - \underline{59,780}) = \underline{133.40 + 896.70 = 1,030.10}$$

multiplied by

Her years and part years of **Pensionable Service**

$$\times \underline{29} = \underline{29,872.90}$$

less a

4% reduction (4% x 1 years) *Carole has 25 years of service so no reduction after age 63

$$4\% \times \underline{29,872.90} = \underline{1,194.92}$$

$$\underline{29,872.90} - \underline{1,194.92} = \underline{28,677.98} \text{ per year}$$



University of Windsor Employees' Retirement Plan

Your 2024 Contributions

- The University of Windsor Employees' Retirement Plan is cost shared
- Member contribution rates may vary from one period to the next depending on the financial status of the plan

Currently, your contributions to the plan are based on this formula:

9.0% of your first **\$3,500** of earnings

plus

6.3% of your next **\$65,000** of earnings (2024 CPP YMPE is \$68,500)

plus

9.0% of any remaining pensionable earnings

equals your contribution amount

Pensionable Earnings include base earnings, overtime, vacation pay, shift premium, and weekend premium; but exclude sessional stipends



University of Windsor Employees' Retirement Plan 2023 and 2024 Contributions: An Example

prior to January 1, 2023

Pensionable Earnings for 2023 **\$70,685**

YMPE for 2023: **\$66,600**

YBE for 2023: **\$3,500**

8.9% of \$3,500 = \$311.50

plus

6.2% of \$63,100 = \$3,912.20

plus

8.9% of \$4,085 = \$363.57

equals

An annual contribution of
\$4,587.27 for 2023

2024

Pensionable Earnings for 2024: **\$71,392**

YMPE for 2024: **\$68,500**

YBE for 2024: **\$3,500**

9.0% of \$3,500 = \$315

plus

6.3% of \$65,000 = \$4,095

plus

9.0% of \$2,892 = \$260.28

equals

An annual contribution of
\$4,670.28 for 2024

** These amounts are based on the current contribution formula, which is subject to change.*



University of Windsor Employees' Retirement Plan

How Pensions Are Paid

- For you
 - Life only
- For you and your spouse
 - Joint & Survivor 60%*
 - Joint & Survivor 75%
 - Joint & Survivor 100%
- Guaranteed form of pension
 - 5 years (normal form as shown on your pension statement)**
 - 10 years
 - 15 years

**** If you have a spouse, you must take your pension in a Joint and Survivor 60% form or another form that provides a more generous survivor benefit, unless your spouse agrees to another arrangement***

- Normal form of pension[†] will be reduced to pay for the J&S options and any guarantee options because these forms of pension are **more valuable** than the normal form

† The normal form of pension is the default method of payment that is applied to a pension plan. For the University of Windsor plan, the normal form is Single Life & Guaranteed 5 Years. This is the payment method illustrated in your annual pension statement.



University of Windsor Employees' Retirement Plan Indexing

- A valuable post retirement feature that increases your pension payments to maintain purchasing power
- After pension commencement, your pension is reviewed each year and increases are tied to changes in the Consumer Price Index (CPI)
- Your pension is never decreased
- Indexing Plan formula
 - 50% of the 4-year average Pension Fund rate of return above 6%
 - limited to 50% of the CPI increase for the year



University of Windsor Employees' Retirement Plan Indexing: 2023 Plan Year

NO indexing increase for the plan year ending June 30, 2023
50% of the 4-year average Pension Fund rate of return above 6%
(limited to 50% of the CPI increase for the year)



Year	Rate of Return
2023	12.47%
2022	-16.90%
2021	16.99%
2020	5.43%
Average	17.99% / 4 = 4.50%
4-year average rate of return was not above 6%	



**Average Consumer Price Indexes
(Base: 2002 = 100):**

July 1, 2022 to June 30, 2023 = 154.47

July 1, 2021 to June 30, 2022 = 146.29

CPI Increase = 5.59% (x 50% = 2.80%)

2023 Pension increase = 0.0%

**No indexing increase for
2024 plan year**



University of Windsor Employees' Retirement Plan

Indexing: 2021 Plan Year

Indexing increase for plan year ending June 30, 2021

50% of the 4-year average Pension Fund rate of return above 6%
(cannot exceed 50% of the CPI increase for the year)



Year	Rate of Return
2021	16.99%
2020	5.43%
2019	4.72%
2018	9.03%
Average	$36.17\% / 4 = 9.04\%$
$9.04\% - 5.30\% = 3.74\%$	
$3.74\% \times 0.50 = 1.87\%$	



Average Consumer Price Indexes
(Base: 2002 = 100):

July 1, 2020 to June 30, 2021 = 138.59

July 1, 2019 to June 30, 2020 = 136.60

CPI Increase = 1.46% (x 50%= 0.73%)

2021 Pension increase = 0.73%



University of Windsor Employees' Retirement Plan

If You Leave Before Your Normal Retirement Date

- You are still entitled to a benefit
- You may have the option of:
 - Deferring your pension (leaving your money in the plan and taking a benefit at retirement)
 - Transfer to a subsequent employer
 - Transfer to an RRSP or LIRA
 - Receiving cash value less taxes (limited to certain cases)
- Use the Pension Estimator to calculate your benefit
- Your pension benefits are vested immediately (there is no waiting period to have full ownership of your pension benefits)



University of Windsor Employees' Retirement Plan

If You Die Before Retiring

- If you have a spouse at death, he or she is entitled to a death benefit
- The spousal death benefit is payable as an immediate or deferred monthly lifetime pension or as a lump sum (can be transferred to the spouse's RRSP with no impact to the spousal room)
- If you do not have a spouse at death or if you and your spouse have both signed a waiver form, your beneficiary is entitled to a death benefit
- Payable in a lump sum, less withholding taxes:

Lump-sum amount	Tax rate
Less than \$5,000	10%
\$5,000 to \$15,000	20%
More than \$15,000	30%

Note: There will be a "true-up" at time of filing next tax return based on your personal marginal tax rate



The University of Windsor Pension Estimator

What is it?

<https://www.uwindsor-ret.ca/>

- Features
 - Web-based
 - Secure
 - Personalized
- Functionality
 - Learn about your pension plan
 - Project your future pension benefit
 - View and request any updates to your personal information if required



Why Was the Pension Estimator Developed?

- To serve you better
 - Information is available on a faster and more efficient basis
 - Information is easier to obtain
 - Online member self-service promotes increased understanding of your Plan
- Provide versatility
 - Modelling of and saving different scenarios is now possible
 - You can find out about your Pension Plan provisions in a few clicks
 - You can access your personal pension data on file



How Can Members Use the Pension Estimator? Create Estimates

Three types of estimates

- Retirement
 - Estimates your pension benefit at a specified retirement date, whether on an early, normal, or postponed basis
- Termination
 - Estimates your pension benefit if you leave the University before commencing your pension
- Death
 - Estimates your pension benefit for your beneficiary, spouse, or Estate if you should die before retiring



How Can Members Use the Pension Estimator? Create Estimates

- Before running an estimate, you will need to:
 - Confirm your personal data
 - Enter a future date of retirement, termination, or death
 - Enter certain economic assumptions, such as your expected salary rate increases
- Note that the pension estimator uses true data to the most recent plan year end – and projects forward from there to the date you have selected.
 - Example: Retirement Estimate for January 1, 2025 run today. Estimate is run using data at June 30, 2023 and projects forward to December 31, 2024.



How Can Members Use the Pension Estimator?

Create Estimates

- After you run an estimate, the Pension Estimator will give you a detailed summary of your results, including:
 - The dollar value of your pension benefit based on the scenario you chose
 - A breakdown of the different forms of pension payment that may be available to you, your spouse, and/or your beneficiary
 - Personal information used to calculate the results
 - Your contribution balance as of the most recent plan year end (June 30, 2023)
 - The assumptions used to calculate the results
 - The projections used to estimate the effective date
 - Other general information that may be helpful



How Can Members Use the Pension Estimator?

View and Update Pension Information

- View personal information regarding the pension plan that the University has on record
 - Information is current as of the last plan year end
 - Reflects the data shown on your annual pension statement
- If you notice an error, you can submit corrections through the tool. HR will verify and process any required corrections
- You can also access your personalized annual pension statements available from the current year and previous plan years starting from 2002



How Can Members Use the Pension Estimator?

Learn about the Pension Plan

- Read “Understanding My Pension” for highlights of your pension plan’s terms and conditions
 - For a more detailed description of your pension plan, you can access the official plan documents
- Use hyperlinks to access useful websites related to retirement and pension plans
- Use the glossary if you encounter a pension term you are uncertain about



The University of Windsor Pension Estimator Getting Started

Your User ID# and Password are case-sensitive. Ensure that your Caps Lock key is not on and that you are typing your User ID# and Password in the proper case.

For security reasons, after three (3) failed log in attempts you will automatically be locked out. If this happens you will need to contact the Human Resources Department to have your account reset. Also, if this screen is left open for 30 minutes or more your session will be automatically terminated and you will need to log in again in order to access the site.

If you don't know your User ID#, click on this link for more information:
[What is my User ID#?](#)

Login

User ID#



Password



LOG IN ✓

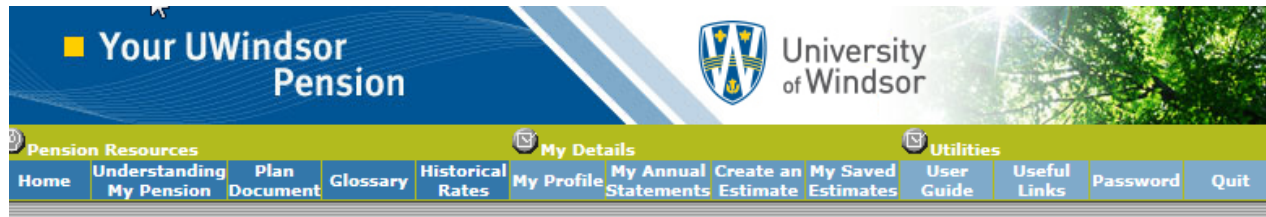
[First time user?](#)

[Forgot your password?](#)

SECLON
A PENAD COMPANY



The University of Windsor Pension Estimator Home Page



Welcome to the University of Windsor Pension Estimator

The University of Windsor Pension Estimator is a simple and secure tool that uses data about your Pension Plan and your planned retirement to create personalized pension information that can assist you in preparing for your financial future. Using the Pension Estimator, you can:

- Learn about your Pension Plan
- Estimate your future pension benefit based on a scenario that you choose (for example, on a future date that you choose to retire or terminate your employment with the University)
- View your personal information related to retirement, including your annual pension statement

Before you begin using the tool, you should review the information contained in the [My Profile](#) section to ensure that your records are up to date.

If you need general information about the Pension Plan, visit the [Pension Resources](#) section.

If you want to view your last annual pension statement, visit [My Annual Statements](#).

To begin estimating your future pension entitlement, visit the [Create an Estimate](#) section.

If you need help while using the Pension Estimator, visit the [User Guide](#) section.

Not sure about a pension term?

Try the [Glossary](#). It contains the definitions of many terms used in the Pension Estimator.


Have questions?

If you can't find what you're looking for anywhere on the site, please email your question(s) to pensions@uwindsor.ca.



The University of Windsor Pension Estimator - Your Profile

Your UWindsor Pension



University of Windsor

My Profile

This section contains your personal information regarding the Pension Plan that the University has on record. With the exception of the spousal and beneficiary data which is current to date, this information reflects the data at June 30, 2018 as shown on your annual pension statement.

If you notice any errors, please email your correction(s) using the tool below. You will receive a notice once your records have been reviewed and/or updated. It is recommended that you do not create estimates until after your personal information has been corrected as the accuracy of the results may be affected.

Note: The Pension Estimator uses personal data as of June 30, 2018 in its calculations. If any changes were made to this data since your last annual statement was issued, you may notice a difference between the numbers in your last annual statement and the estimates created with the Pension Estimator.

Current Member Information

Member's Name:	Province:
Employee ID #:	Spouse:
Date of Birth:	Spousal Date of Birth:
Date of Employment:	Beneficiary(s):
Date of Registration (Plan Entry):	
Normal Retirement Date:	
Date Eligible for Early Retirement:	Email Address:

SUBJECT: Profile Request
COMMENT: Please identify the data change that is required and click on the 'Update' button below.
CC (Note: For your records, your request will automatically be sent to your email.)
<div style="border: 1px solid black; height: 100px; width: 100%;"></div>

Please update my record



The University of Windsor Pension Estimator - Creating an Estimate

■ Your UWindsor Pension



University of Windsor

Pension Resources
My Details
Utilities

Home
Understanding My Pension
Plan Document
Glossary
Historical Rates
My Profile
My Annual Statements
Create an Estimate
My Saved Estimates
User Guide
Useful Links
Password
Quit



Estimate Assumptions

This is where you select the assumptions that will affect the future pension benefit calculated. You may wish to try different assumptions as they may have a significant impact on the estimate results.

Basic quote information		
Type of Calculation	Retirement <input type="button" value="v"/>	Select Retirement to create an estimate of your pension benefit at a specified retirement date. Select Termination to create an estimate of your pension benefit upon termination of plan membership. This option is only available up to your Normal Retirement Date. Select Death to create possible settlement options in the event of death prior to retirement.
Save the Estimate?	No <input type="button" value="v"/>	You may choose to save the results of this estimate and retrieve them later on the My Saved Estimates page.
Description	<input type="text"/>	If you choose to save the results of your estimate for future reference enter a name for the estimate here. The description cannot exceed 50 characters.
Adjustments to member's basic data		
Annual salary	100,000 <input type="text"/>	This is your most recent salary as at July 1 st following the Starting Year-End Date shown below. This salary figure is used in the first year of the calculation and becomes the annual salary rate used to estimate your pensionable earnings to your estimated last day of membership. It is estimated to increase at each July 1st by the salary increase rate you choose below.
Full Time Employment Percentage	100% <input type="button" value="v"/>	Select the percentage of full-time equivalent to be applied to the estimated future service and contributions between the Starting Year-End Date and your estimated last day of membership. Click here for a credited service chart.
Assumptions and Parameters (Click here for more information)		



The University of Windsor Pension Estimator

Viewing Your Results

Statement of Election of Benefits for Early Retirement at June 1, 2022

Member Name: _____

Employee ID # _____

This statement advises you of the estimated amount of your monthly pension benefits and the various forms of payment available to you. Please read the information carefully and complete the form where indicated.

A. BENEFIT ENTITLEMENT

You have earned a monthly pension benefit commencing on your actual retirement date, of **\$2,275.87** basic. Please note that this pension is quoted in the form which is payable for your lifetime, with a guarantee that at least sixty (60) monthly pension payments will be made in any event to you, or your beneficiary (Life Pension Guaranteed 5 years).

Once the pension commences, it will be increased annually on each July 1 by the lesser of a percentage equal to one-half of the excess of the four year Average Fund Rate of Return above 6%, and 50% of the CPI increase for that year. However, if the Average Fund Rate of Return is less than or equal to 6%, the pension income will remain unchanged.

B. PENSION PAYMENT CONDITIONS

If you have a spouse at the time your pension commences, the pension must be paid at a minimum, in a Joint and Survivor 60% form rather than in the Life Guaranteed 5 form. Under the Joint and Survivor 60% form, you will receive a pension that is the actuarial equivalent of the Life Guaranteed 5 form. Upon your death, if the same spouse is still living, that spouse will receive a pension payable for his/her lifetime of at least 60% of the amount you were receiving at the date of your death. An alternative option may be elected providing you and your spouse sign the "Waiver of Joint and Survivor Pension (Form 3)" provided in this package. Please note that a "Declaration of Marital Status" must be completed and submitted in any event.

It is important to note that regardless of the form of pension chosen, the pension, in all cases, is payable for your lifetime, at a minimum.

It is also important to note that should you elect one of the Joint & Survivor options, and should your spouse pre-decease you, your pension is not restored to single amounts and ceases upon your death.

MONTHLY PENSION SUMMARY OPTIONS

Form	Joint & 60% Survivor *	Joint & 75% Survivor	Joint & 100% Survivor	Life Only	Life & Guaranteed 5 year (Normal Form)	Life & Guaranteed 10 year	Life & Guaranteed 15 year
BASIC PENSION	\$2,142.59	\$2,109.81	\$2,057.35	\$2,284.56	\$2,275.87	\$2,254.89	\$2,219.91
PENSION	\$2,142.59	\$2,109.81	\$2,057.35	\$2,284.56	\$2,275.87	\$2,254.89	\$2,219.91

* In accordance with provincial pension benefits legislation (Ontario), the Plan provides that if you have a spouse at the time your pension commences, your pension must be payable on a joint and survivor basis where at least 60% of your initial pension benefit continues to that spouse (if living), after your death. An alternative option may be elected providing you and your spouse sign a Waiver of Joint and Survivor Pension form.

ACTUARIAL ASSUMPTIONS

Pension conversion mortality basis: Unisex UP94 Generational 40% Male at 6.0%
Pension benefit level: 1.5% below YMPE and 2% thereafter



Department of Human Resources Pension Website

<https://www.uwindsor.ca/humanresources/faculty-staff/pensions>



Human Resources

- Home
- > Welcome
- > Faculty & Staff
 - > Benefits
 - > Pensions
 - > Employees' Plan
 - > Faculty and Certain Employees Plan
 - > Faculty and Certain Employees and Employee's Plans
 - > Committees
 - > OTPP Plan
 - Forms
 - Useful Links
- > Professional Development
- > Workplace Wellness
- Academic Labour Relations
- Employee Relations
- Staff Labour Relations
- > New Employee Hub
- > Safety

Human Resources > Faculty & Staff > Pensions

Pensions

Pension Plans at the University of Windsor

The University of Windsor supports the retirement savings plans of its eligible faculty and employees, through contributions to one of four registered pension plans. The University sponsors and administers two pension plans: the **Retirement Plan for Faculty and Certain Employees and the Employees' Retirement Plan**. In addition, the University, along with applicable members, contributes to the **C.U.P.E. 1001 Pension Plan and the Ontario Teachers' Pension Plan (OTPP)**.

A pension plan is more than a valuable feature of your total compensation package – it also plays a critical part in your overall financial plan. So, whether you are two or twenty years away from retirement, get to know your pension plan. While you're at it, give some thought to your financial future. The resources on this page will provide you with a good start.

Retiring can be one of the biggest changes that we'll face in our lives, so it's normal to feel a little uncertainty around such an important event. With the right amount of planning, however, you'll be able to spend less time worrying about your finances and more of your retirement years doing the things you enjoy.

As part of an ongoing initiative to provide you with personalized information and support, the University has developed a convenient, **online Pension Estimator** for members of the University-sponsored plans that allows you to calculate a future pension benefit based on the assumptions that you enter. It can be a valuable tool to use in your overall financial planning. The site also contains a wealth of other plan-specific information such as your most recent and historical pension statements, the official Plan documents, and an extensive glossary of Plan terms.



Your User ID# and Password are case-sensitive. Ensure that your Caps Lock key is not on and that you are typing your User ID# and Password in the proper case.

For security reasons, after three (3) failed log in attempts you will automatically be locked out. If this happens you will need to contact the Human Resources Department to have your account reset. Also, if this screen is left open for 30 minutes or more your session will be automatically terminated and you will need to log in again in order to access the site.

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YOUR PENSION ESTIMATOR

[Pension Estimator](#)

[User Guide - Active Employees](#)

[User Guide - Retirees](#)

PENSION NEWS & UPCOMING EVENTS


[Pension Statements at June 30, 2021 for members of the Faculty and the Employees' Retirement Plans](#)

[Annual Open Pension Meeting](#)

PENSION WORKSHOPS

[Employee Plan Workshops](#)

[Faculty and Certain Employees Plan Workshops](#)


University of Windsor

Home


My File

My Pay

My Benefits

My Pension

My Training



My File

Review your personal data. Change your address or update your emergency contact by clicking on the highlighted blue title bar.

<h3 style="background-color: #ADD8E6; margin: 0;">Personal Information</h3> <p>Employee Number Student No. : Salutation : Ms. Preferred Name : BRIDGET Legal First Name : BRIDGET Surname : AGUILAR Initials : M. Gender : FEMALE Date of Birth : Marital Status :</p>	<h3 style="background-color: #ADD8E6; margin: 0;">Address</h3> <p>@ bridgetb@uwindsor.ca</p>	<h3 style="background-color: #ADD8E6; margin: 0;">Position History</h3> <p>Current Primary Assignment Job : PENSION ADMINISTRATOR [2630] Position : HUMAN RESOURCES [09428] Pos. Eff. Date : Employee Type : REGULAR EMPLOYEE Comp Group : M & P - PERMANENT FULL TIME Permanent : <input checked="" type="checkbox"/> Full Time : <input checked="" type="checkbox"/> Supervisor : PAGLIONE, CHERYL Basic Salary : Period : YEARLY <i>If you are paid only by a contract or stipend your basic salary amount may show \$0</i></p>											
<h3 style="background-color: #ADD8E6; margin: 0;">Emergency Contact</h3>	<h3 style="background-color: #ADD8E6; margin: 0;">Employment Status</h3> <p>Currently : ACTIVE Last Pay End Date :</p>	<h3 style="background-color: #ADD8E6; margin: 0;">Limited Term Contracts</h3> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Transaction</th> <th style="text-align: left;">Start Date</th> <th style="text-align: left;">Sequence</th> </tr> </thead> <tbody> <tr> <td colspan="3" style="text-align: center;"><i>No Current Data</i></td> </tr> </tbody> </table>	Transaction	Start Date	Sequence	<i>No Current Data</i>							
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<i>No Current Data</i>													
<h3 style="background-color: #ADD8E6; margin: 0;">Phone and PIN info</h3> <p>Extension : x2053 Long Distance Acces Cell Phone :</p>	<h3 style="background-color: #ADD8E6; margin: 0;">Official Document</h3> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Type</th> <th style="text-align: left;">Expiry Date</th> </tr> </thead> <tbody> <tr> <td colspan="2" style="text-align: center;"><i>No Current Data</i></td> </tr> </tbody> </table>	Type	Expiry Date	<i>No Current Data</i>		<h3 style="background-color: #ADD8E6; margin: 0;">Tenure</h3> <p>Tenure Type : Effective :</p>	<h3 style="background-color: #ADD8E6; margin: 0;">Consent or Agreement</h3> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Consent or Agreement</th> <th style="text-align: left;">Status</th> </tr> </thead> <tbody> <tr> <td>Online Tax Slips</td> <td style="text-align: center;">✓</td> </tr> <tr> <td>Online Pay Statements</td> <td style="text-align: center;">✓</td> </tr> </tbody> </table>	Consent or Agreement	Status	Online Tax Slips	✓	Online Pay Statements	✓
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Consent or Agreement	Status												
Online Tax Slips	✓												
Online Pay Statements	✓												
<h3 style="background-color: #ADD8E6; margin: 0;">Help</h3> <p>Have a Question - myUWinfo Have a question about your information?</p>													



Home



My File



My Pay



My Benefits



My Pension



My Training



My Pension

Review your basic pension and pension beneficiary information, and view content regarding your pension and pensions in general.

Current Information

PENSION STATUS

Pension Entry Date : 01/02/2018

Pension Exit Date :

Normal Retirement Date :

Pension Plan : EMPLOYEE RETIREMENT PLAN

Administration Group : EMPLOYEE RETIREMENT PLAN ...

Beneficiary

Name	Relationship	Payment Pct
		100.00

Additional Items

[University of Windsor Pension Page](#)
[University of Windsor Pension Estimator](#)
[Pension Information Presentations](#)
[Employees' Plan](#)
[Faculty Plan](#)
[OTPP - Ontario Teachers' Pension Plan](#)

Informational Links

[Canada Pension Plan](#)
[Quebec Pension Plan](#)
[Old Age Security Pension](#)

A Recap

It's a relatively simple five-step process:

1. Know what you have today
2. Estimate your future benefit
 - **Take advantage of powerful online resources**
3. Estimate your future expenses and plan to fill the “gap” (if needed)
4. Monitor and adjust
5. Feel more confident about planning your path to the future



Questions?



Contact Us



**By phone: Cheryl Paglione – Executive Director of Pensions,
Benefits, & HRIS - Ext. 2014**

Victoria Meluso - Pension Administrator - Ext. 2053

Bridget Aguilar - Pension Administrator - Ext. 2083



By email: pensions@uwindsor.ca



In person: Human Resources – Room 512 CHT



