

The University Pension Plan – What’s been Happening and What’s Next?

As the 2018/2019 academic year begins, we want to report to you about the University Pension Plan (UPP) – the proposed jointly sponsored pension plan (JSPP) for the Ontario university sector – and about the steps being taken to implement this plan.

The UPP has been developed with extensive participation and direction by elected leaders of the University of Toronto Faculty Association (UTFA), the Queen’s University Faculty Association (QUFA), the University of Guelph Faculty Association (UGFA) and United Steelworkers Local 1998 (at the University of Toronto), USW Local 2010 (at Queen’s University) and USW Local 4120 (at the University of Guelph). These leaders have been meeting regularly with representatives of the administrations at the three universities, determining Plan details and transitional arrangements.

In the coming months you will receive more information about the UPP. You will also receive information about how Ontario’s pension legislation supports and regulates the conversion of single-employer pension plans into a new jointly sponsored pension plan.

Having your say

The faculty associations and USW locals at the three universities will hold ratification votes early in 2019. Over the coming months there will be much more information about the UPP and about the timing and process necessary to put it in place. Member meetings will be held where you will have the opportunity to ask questions. We will make sure you get the information you need to cast an informed vote.

We encourage you to visit the UPP website at universitypension.ca, where you can view past communications to members, details about the UPP and submit questions.

Please also feel free to contact your faculty association or USW local directly.

Why the jointly sponsored UPP?

The creation of the UPP represents a unique, once-in-a-generation opportunity to improve and sustain the retirement income system in the Ontario university sector. While there are several reasons to support this transition, they can be distilled to these two most significant:

- i) **Moving to a JSPP model means securing our defined benefit pension plan.** Our current circumstances carry too much risk for employers -- and, therefore, for plan members. The JSPP model addresses some of the financial challenges faced by our current ‘single-employer’ university pension plans, providing a solution that supports plan sustainability and alleviates employment risk, which includes the risk to other benefit programs.
- ii) **Moving to a JSPP provides joint governance** – employees, unions and faculty associations representing plan members will finally have an equal say with the university administration in the design, funding, investment and administration of our pensions.

