



# Employer Update

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December 10, 2024



# Update on Employer Services team

- Number of CAAT participating employers has grown rapidly
- Employer Services team is also expanding to meet the growing needs of more employers
  - Seven new analysts this year
  - Two new managers

# Update on Employer Services team

- Sandy Cook
- Manager, Employer Services
- Will oversee Employer Education and Special Projects in 2025



# Welcome to our new team members



- Anthony Phagoo
- Manager, Employer Services

# Welcome to our new team members

- Leah Tsang
- Manager, Employer Services



# Welcome to our new team members



- Shuyang Ma
- Senior Pension Analyst with Employer Services
- Six years of pension administration experience



# Agenda

- CAAT's progress
- 2025 rates and limits
- 2024 data collection schedule
- Contribution reconciliations
- Office closures
- Member learning sessions
- Canada Post update
- Non-contributing members reporting
- Upcoming events

# CAAT's progress

- 275 new employers in 2024
  - 140+ Nova Scotia Early Childhood Education providers; up to 220 by year-end
  - More than 11,000 new members by the end of Q3
- Three large employers joining on January 1, 2025



*“We focus on engagement, culture, and purpose because engaged, inspired employees are more productive and passionate about their work. They believe in and are inspired by our shared purpose, and each helps us deliver on our strategic plan.” — Julie Girdali, Chief Human Resources Officer*



2025 rates and limits

# Reminder: Plan changes, effective Jan. 1, 2025

## Changes to DBprime

See the [Plan changes factsheet](#)

- Contribution rates will **decrease** by 1%
  - 10.2% on earnings up to YMPE
  - 13.8% on earnings above YMPE
- Applies to both member and employer contributions
- New rates apply on the entire first pay **processed** in January


**Members are building the same great pension,  
but with lower contributions**

# 2025 rates

- 2025 inflation protection rate
  - 2.02%
- Average industrial wage (AIW) increase
  - 4.02%

## How we work with you


Tools and processes for administrative excellence



### Service standards

Service standards enable us to complete each transaction at our desired service level.


[Service standards](#)

USE S-DOC

### Send files via S-Doc

Use S-Doc to share files securely with the CAAT Pension Plan. (You will leave the CAAT site)

[Launch S-Doc now](#)



### Rates at a glance

Current and historical government of Canada and CAAT rates

[Rates at a glance](#)

Visit “Rates at a glance” on the [Employers page](#)

# 2025 limits – DBprime

**\$71,300**

year's maximum  
pensionable earnings  
(YMPE)

**\$212,788.50**

DBprime  
RCA earnings  
threshold

**\$33,210**

maximum  
pension adjustment (PA)

**\$3,756.67**

maximum  
benefit entitlement

# Reminder: Plan changes, effective Jan. 1, 2025

## Changes to DBplus

See the [Plan changes factsheet](#)

- Annual pension factor will be 9.5% of member and employer contributions (an **increase** from the current 8.5%)
- Applies to pension earned on and after January 1, 2025
- No need to change payroll systems for DBplus!

**Members' pensions are growing over 10% faster,  
while contributions stay the same**

# 2025 money purchase limit – DBplus

- Money purchase limit
  - Used to determine maximum DBplus contributions
  - Used for DBplus pension adjustment offset

**\$33,810**

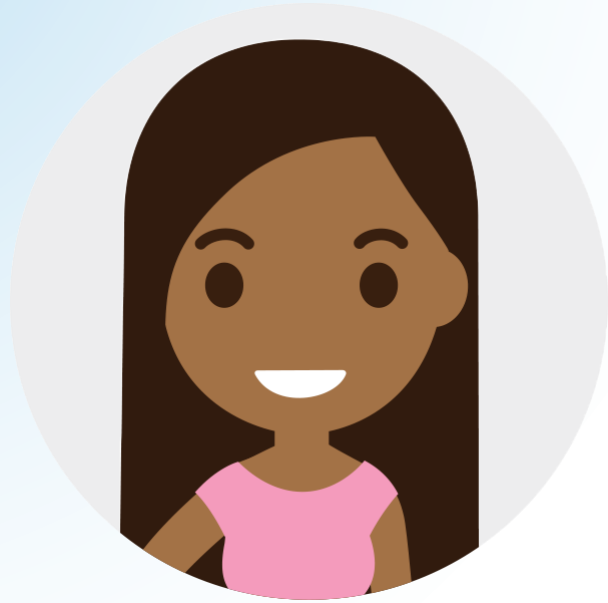
**maximum of total  
member and employer  
contributions**



Steve

## Example: Less than the maximum

- DBplus earnings = \$70,000
- 4% contribution rate for member and 8% for employer
- Member contributions = \$2,800
- Employer contribution = \$5,600
- Total contributions = \$8,400
- This total is under the 2025 DBplus maximum of \$33,810



Jill

## Example: Up to the maximum

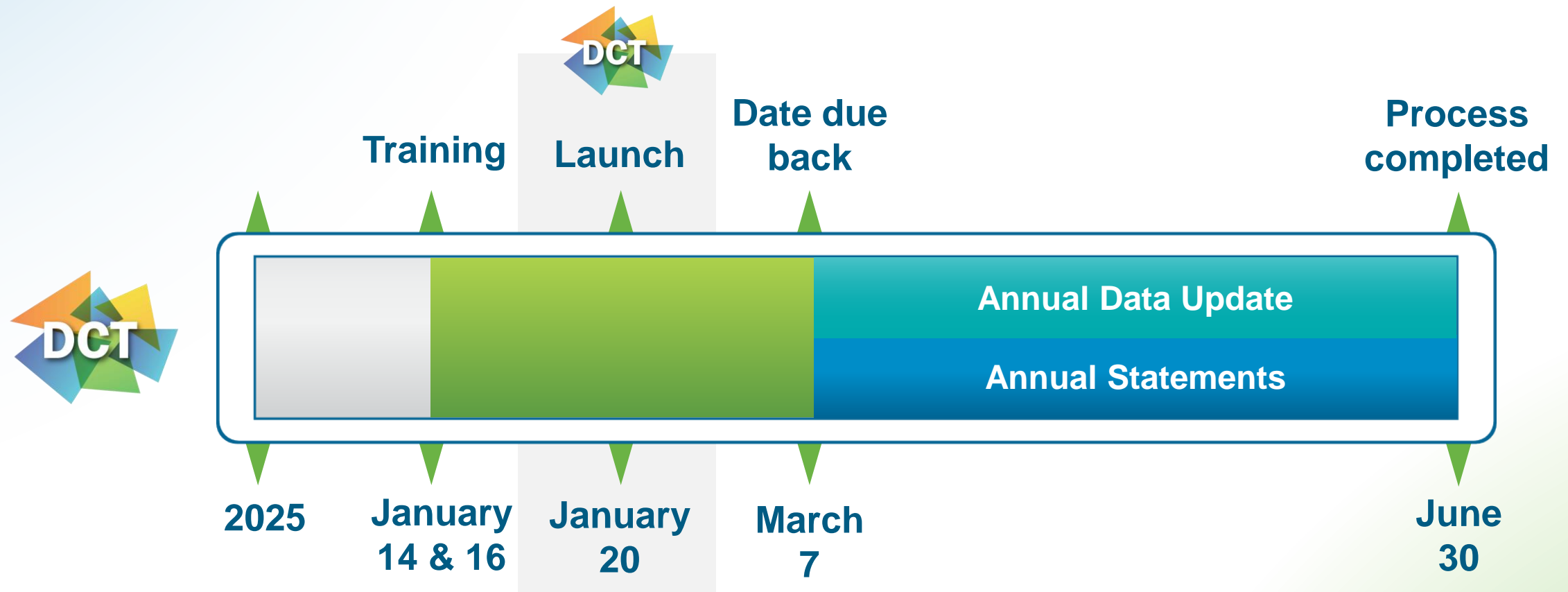
- DBplus earnings = \$190,000
- 9% contribution rate for member and employer
- Member contributions = \$17,100
- Employer contribution = \$17,100
- Total contributions = \$34,200
- This total exceeds the 2025 DBplus maximum of \$33,810 so contributions should be capped at \$16,905 for both member and employer



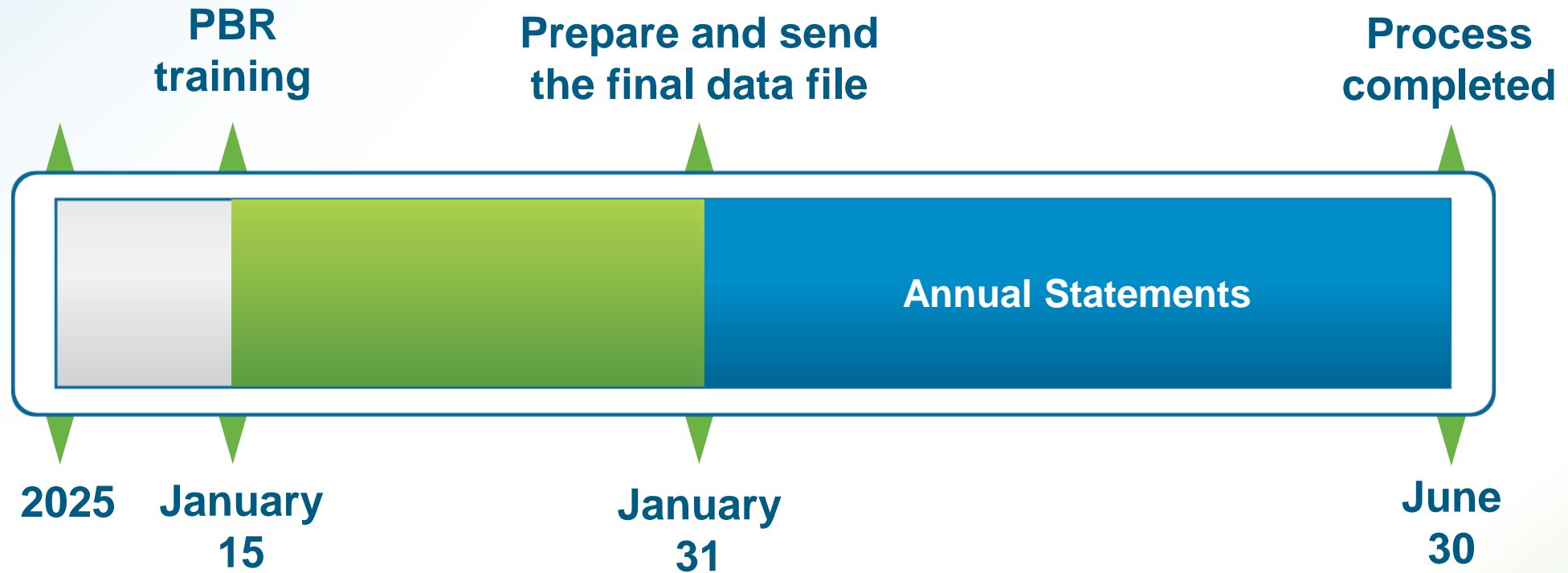
# 2024 data collection schedules

# 2024 Data Collection Tool (DCT) schedule

## Employers with both DBprime and DBplus

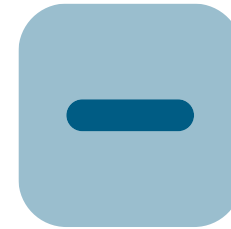


# Payroll-based reporting (PBR) data collection schedule



# Annual contribution reconciliations

- Delivery of reconciliations has started
- Remainder of reconciliations to be processed in December and January
- Notification will be sent to advise that your reconciliation package is available in PAL
- Please review and send payment or take your credit on your next monthly remittance



# Age 71 members

- Members must start collecting their pension in the year they reach age 71
- Pension payments must start by December 1 at the latest
- Members can collect their pension and also continue working
- A letter is sent to the member with their package advising that they must start their pension but can still be employed

References to “retirement” in the package refer to retirement under the Plan only.



## Office closures

- CAAT's office will be closed for the afternoon on **Friday, December 13**
- CAAT's office will be closed for the following days:
  - **Tuesday, December 24** at 1 p.m.
  - **Wednesday, December 25**
  - **Thursday, December 26**
  - **Friday, December 27**
  - **Monday, December 30**
  - **Wednesday, January 1, 2025**



# Member learning sessions

- Booking for 2025
- Webinar topics
  - A future you can count on:  
Your CAAT Pension
  - Planning for retirement
  - Pension purchases
    - DBprime service purchases
    - DBplus pension purchases

**Sessions include live demos of website tools**

# How to book a member webinar

[presentations@caatpension.ca](mailto:presentations@caatpension.ca)



You can follow us  
on Instagram!





# Non-contributing members

*For college employers:*

Non-contributing (NC) member process:

- College employers to report any OTRFT member who has not contributed to the Plan in the last 12 months
- CAAT will prepare an Extension of Membership (EOM) letter, a termination package or retirement package, as applicable
- Next report due December 31

# Canada Post strike

- CAAT service levels will continue
- No delay or hold on member transactions
- Communication options include My Pension, telephone, email
- Members encouraged to submit all files securely online:
  - Secure message feature in My Pension
  - S-Doc at <https://sdoc.caatpension.ca/filedrop/members>



# Upcoming events

- Employer education sessions
  - January 14 – DCT refresher training
  - January 15 – DBplus-only employers – Year-end updates training
  - January 16 – DCT training – Full overview

Be sure to check out the [Employer Resources](#) webpage



**Next Employer Update: February 25, 2025**

