



## For Board of Governors of Lakehead University (Lakehead University) contract lecturers

DBplus members can rely on a lifetime pension based on earnings that removes the need to worry about complex investments, market downturns, or outliving their savings. DBplus offers valuable features, such as predictable, lifetime income in retirement, inflation protection, and survivor benefits.

If you are employed by Lakehead University as a contract lecturer, are represented by Lakehead University Faculty Association (LUFA) and are a member of the Lakehead University Employee Pension Plan (LUEPP), you will participate in the CAAT Pension Plan's DBplus design effective January 1, 2023. All other contract lecturers who are not members of LUEPP as of January 1, 2023 or hired after January 1, 2023 will have an option to join the Plan once they become members of LUFA.

Your contribution rate and your employer's contribution rate will be based on the percentage of pay when you become a DBplus member as shown in the table below:

Effective date	Employee Contributions	Employer Contributions	Total Contributions
January 1, 2023 and thereafter	6.50%	7.90%	14.40%

While you are working, your DBplus pension receives conditional Average Industrial Wage (AIW) enhancements that help keep your pension in line with wage inflation. Once you have retired, conditional inflation protection increases help your DBplus pension maintain purchasing power year after year.

To learn more about DBplus, consult your Member Handbook, or visit:

[www.caatpension.ca/members](http://www.caatpension.ca/members)

For questions about your pension benefits, contact CAAT member services at the CAAT Pension Plan by phone: 416-673-9000

**Toll Free:** 1-866-350-2228

**Email:** [info@dbplus.ca](mailto:info@dbplus.ca)