



PENSION ADMINISTRATION
BULLETIN

Reference No. 2009-01 Date: February 12, 2009

**TO: All Pension Administration Contact Persons at
Contributing Member Organizations**

RE: NSAHO Pension Plan – April 1, 2009 Contribution Rate Increases

As per our December 12, 2008 memo (Reference No. 2008-10), the contribution rates are increasing effective April 1, 2009. Therefore, the 2009 year will be a transition year where two sets of contribution rates will be in effect. The impact of the contribution rate changes on the administration of your plan is covered in the remainder of this memo.

The new rates are shown in the table below:

Pensionable Earnings	Employee Contribution Rates		Employer Contribution Rates	
	Current	New	Current	New
Up to \$46,300 (i.e. YMPE)	5.95%	7.0666%	7.24% (7.84% if Employer participated in 94-98 ERIP)	8.4961% (9.0961% if Employer participated in 94-98 ERIP)
Above \$46,300 (i.e. YMPE)	7.95%	9.2555%	9.24% (9.84% if Employer participated in 94-98 ERIP)	10.6806% (11.2806% if Employer participated in 94-98 ERIP)

The Impact on the 2009 Yearly Maximums:

With the change in the contribution rates mid-way through the year, the 2009 Employee and Employer contribution maximums are blended based on the two levels of rates. Although the contribution maximums were already provided in our November 12, 2008 memo (Reference No. 2008-07), we include them below for your ready reference.

The maximum Employee contributions for 2009 are \$11,162.02.

The maximum Employer contributions (if Employer did not participate in ERIP*) are \$13,057.30.

The maximum Employer contributions (if Employer did participate in ERIP*) are \$13,873.98.

**ERIP – Early Retirement Incentive Plan that was in place from 1994 to 1998.*

Your Implementation of the New Rates:

The rate change date is April 1, 2009. For ease of administration, the new contribution rates should be applied to your ***first pay period beginning on or after April 1st***.

Special Reporting Requirements:

For our annual 2009 remittance reconciliation at year-end time and to ensure that each individual member has contributed the correct amount, we will require employers to report the portion of pensionable earnings earned prior to the April 1, 2009 rate increase. Therefore, each facility will need to retain a year-to-date record for each plan member that shows the total pensionable earnings up to the end of the pay period prior to the April, 2009 rate change date.

Employers will be required to report this breakdown to the NSAHO PP at year-end time when the annual data is collected for the 2009 Plan year.

Remittance Forms:

New remittance forms will be available on our website by the first of March. Please contact us directly if you would like us to send a supply to you.

If you have any questions about the content of this Bulletin, please contact our staff at 832-8500 or, if calling long distance, at 1-866-400-4400.