

Your Plan has value

LAPP is a defined benefit pension plan. Meaning the pension paid to you each month in retirement is secure and can be estimated in advance—and it is based on your salary and years of service in LAPP, not investment performance. Your LAPP pension will be paid to you for your life.

Read more about how your pension is calculated at LAPP.ca/PensionCalculation

You are Always a LAPP Ahead!

- Your LAPP pension is a pension for life
- Your LAPP pension is predictable
- Your LAPP pension is stable and secure
- Your LAPP pension grows each year to help protect against inflation
- Your employer contributes 1% more than you
- You can choose to retire early
- You can choose the pension option that best fits your life



Your pension guide, Ben E. Fit (Benny)

Your Plan benefits & services

- **Increase your pension benefit** in retirement by buying prior service or leaves of absence.
- **Leave your benefits in the Plan**, allowing you to join again if you find yourself with another LAPP employer.
- **A disability pension** is there for you should you require it.
- **Transfer your service** into or out of one of the pension plans we have transfer agreements with to increase your pension while building your career.
- **LAPP.ca** has everything you need to know about your Plan—anytime—including a secure, online area where you can manage your personal pension details.
- **Support** is available by phone, email or in person.
- **Commissioner for Oaths** service for your pension documents.
- **Newsletters and publications** are easily accessible online.
- **Online tools** are available to estimate your pension and plan for retirement.

Who can be a LAPP member?

The rules for whether or not you can participate in LAPP are based on your regularly-scheduled hours of work.

All of the contracts you have with one LAPP employer are **counted together** to determine if you participate, or have the option to participate, in LAPP.

Hours Worked	Participation in LAPP
30 hours per week (1560 hours per year) or more under one employer in a continuous position	You are automatically a LAPP member. Membership is mandatory.
14 hours per week (728 hours per year) or more, but less than 30 hours under one employer in a continuous position	Membership is set by employer policy. Ask your employer for more information.
Less than 14 hours/week under one employer.	You are not able to be a member of LAPP.

What does it mean to be vested?

Becoming vested in LAPP means you qualify for a monthly, lifetime pension at retirement, paid for as long as you live. You are vested if:

- You have two or more years of LAPP membership or service (including purchased prior service), or
- You are at least 65 years of age and contributing to the Plan, regardless of how much membership or service you have.

What are contribution rates?

Both you and your employer pay contributions to LAPP at a set percentage of your pensionable salary. When you retire, you do not receive your contributions with interest back. Instead, you receive a monthly pension for life that you can estimate in advance because it is based on a set formula.

If you work part-time, we will use your annualized salary to apply the contribution rates up to and over \$61,600, but **you will only pay contributions on your actual earned pensionable salary.**

2021 Contribution Rates		
Members	8.39% on annualized salary up to \$61,600	12.84% on annualized salary over \$61,600
Employers	9.39% on annualized salary up to \$61,600	13.84% on annualized salary over \$61,600

You and your employer will only contribute to the Plan on pensionable salary up to the maximum amount allowed under the federal *Income Tax Act*. This maximum amount is known as the salary cap.

Read more at [LAPP.ca/Contributions](https://lapp.ca/Contributions)

Many ways to get information

[LAPP.ca](https://lapp.ca)

Go online to find everything you need to know about LAPP

Member Services Centre

Phone: 1-877-649-5277

Secure Messages: Submit requests for information/services or submit pension documents by logging in to Your Pension Profile at [LAPP.ca](https://lapp.ca)

Email for general inquiries: memberservices@lapp.ca

Your Pension Profile

On [LAPP.ca](https://lapp.ca) you'll find a login button at the top right for Your Pension Profile. This is where you can manage your personal information, view your pensionable service and salary, receive electronic annual statements, contact us through the Secure Messages, run pension calculations, and more.

This summary provides general information about the major provisions of LAPP. If anything in this summary conflicts with the governing legislation, the legislation will apply.

