

Approximate Cost of Maintaining the Rule of 80 for Various Income Levels

(These are the costs if members vote to maintain the Rule of 80)

		Approximate Additional Cost					
		as of Jan. 6, 2013: 0.75% Catch-up + 0.56% Maintenance Contribution			as of Sept. 14, 2014: 0.56% Maintenance contribution		
Annual Gross Income	Approximate Marginal Taxation Rate	Contribution per year	Contribution per pay period	Impact after tax as a percentage of Gross Income	Contribution per year	Contribution per pay period	Impact after tax as a percentage of Gross Income
\$30,000	20.05%	\$314.20	\$13.09	1.05%	\$134.32	\$5.60	0.45%
\$40,000	20.05%	\$418.94	\$17.46	1.05%	\$179.09	\$7.46	0.45%
\$50,000	24.15%	\$496.82	\$20.70	0.99%	\$212.38	\$8.85	0.42%
\$60,000	31.15%	\$541.16	\$22.55	0.90%	\$231.34	\$9.64	0.39%
\$70,000	31.15%	\$631.35	\$26.31	0.90%	\$269.89	\$11.25	0.39%
\$80,000	31.15%	\$721.55	\$30.06	0.90%	\$308.45	\$12.85	0.39%
\$90,000	33.16%	\$788.04	\$32.84	0.88%	\$336.87	\$14.04	0.37%

The approximate reduction in take-home pay in each pay period for the 20 months from Jan. 6, 2013 to Sept. 14, 2014.

The approximate ongoing reduction in take-home pay after Sept. 14, 2014.

Notes:

1. As of Jan. 6, 2013 the additional amount of 1.31% is the sum of a 0.75% "catch-up" and a 0.56% ongoing rate to maintain the Rule of 80.
2. About 20 months later, the additional amount needed to maintain the Rule of 80 drops to a 0.56% maintenance rate which may be adjusted from time to time, based on experience and anticipated usage.
3. The numbers above include the net tax benefit for a single person with no additional deductions.
A person with additional tax credits could see different numbers.
4. Generally speaking, an employee with a higher marginal tax rate benefits proportionally more from an additional tax credit.
Members can get a good estimate of the actual after-tax impact by using a simple and inexpensive tax calculation software such as Ufile.

Summary of CAW Member Pension Contribution Rates at various points in time and Comparison of Cost to Maintain Rule of 80 versus Rule of 85

Example #1: Salary of: \$30,000
Approx. Marginal Tax Rate: 20.05%

Contribution Rates over Time

Effective Date	Basic Rate on Regular Annual Salary		Extra % to Maintain Rule of 80		Total Rates if Rule of 80 continues after Jan. 4, 2013		Total Rates if we move to Rule of 85 on or before Jan. 4, 2013		YMPE *(1)	Contributions from the past and if Rule of 80 Maintained in future			Approx. Net after Tax Credit	Contributions if we move to Rule of 85 and Do NOT make added contributions to maintain Rule of 80			Net additional amount to maintain Rule of 80		After tax as % of Gross Salary	
	Up to YMPE *(1)	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE		Up to YMPE	In Excess of YMPE	Total		Up to YMPE	In Excess of YMPE	Total	Approx. Net after Tax Credit	per Year		per Pay Period
Prior to July 1, 2006	3.50%	5.00%			3.50%	5.00%			\$41,100	\$1,050.00	\$0.00	\$1,050.00	\$839.48							
July 1, 2006	4.25%	5.75%			4.25%	5.75%			\$42,100	\$1,275.00	\$0.00	\$1,275.00	\$1,019.36							
July 1, 2007	5.00%	6.50%			5.00%	6.50%			\$43,700	\$1,500.00	\$0.00	\$1,500.00	\$1,199.25							
June 16, 2008 *(2)	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$44,900	\$1,650.00	\$0.00	\$1,650.00	\$1,319.18							
June 16, 2009	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$46,300	\$1,650.00	\$0.00	\$1,650.00	\$1,319.18							
Jan. 10, 2010	5.50%	7.25%	0.25%	0.25%	5.75%	7.50%			\$47,200	\$1,725.00	\$0.00	\$1,725.00	\$1,379.14							
Jan. 9, 2011	6.00%	8.00%	0.25%	0.25%	6.25%	8.25%			\$48,300	\$1,875.00	\$0.00	\$1,875.00	\$1,499.06							
Jan. 8, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$1,950.00	\$0.00	\$1,950.00	\$1,559.03							
Oct. 16, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$1,950.00	\$0.00	\$1,950.00	\$1,559.03							
Jan. 6, 2013 *(3)	6.50%	8.75%	1.31%	1.31%	7.81%	10.06%	6.50%	8.75%	\$51,100	\$2,343.00	\$0.00	\$2,343.00	\$1,873.23	\$1,950.00	\$0.00	\$1,950.00	\$1,559.03	\$314.20	\$13.09	1.05%
Sept. 14, 2014 *(4)	7.00%	10.00%	0.56%	0.56%	7.56%	10.56%	7.00%	10.00%	\$52,100	\$2,268.00	\$0.00	\$2,268.00	\$1,813.27	\$2,100.00	\$0.00	\$2,100.00	\$1,678.95	\$134.32	\$5.60	0.45%

Footnotes:

(1) Year's Maximum Pensionable Earnings (as set each year by Canada Revenue Agency). The amount stated for 2014 is an estimate based on the past pattern.

(2) When additional contributions to maintain Rule of 80 commenced.

(3) The 1.31% is the sum of a 0.75% "catch-up" and a 0.56% maintenance amount to maintain the Rule of 80..

The "catch-up" of 0.75 % is to make up for the period from Jan. 10, 2010 to now when CAW members made less than needed contributions for the Rule of 80.

If members choose to maintain the Rule of 80, the 0.75% contribution would be added in from Jan. 6, 2013 to Sept. 14, 2014.

The 0.56 % is the amount needed to maintain Rule of 80 on an ongoing basis. If members choose to maintain the Rule of 80,

the 0.56% contribution would be added in from Jan. 6, 2013 and would be adjusted from time to time based on experience and anticipated take-up.

(4) Increase in the basic contribution rates are required by provincial government for University to qualify for Pension Solvency Funding relief.

Summary of CAW Member Pension Contribution Rates at various points in time and Comparison of Cost to Maintain Rule of 80 versus Rule of 85

Example #2: Salary of: \$40,000
 Approx. Marginal Tax Rate: 20.05%

Contribution Rates over Time

Effective Date	Basic Rate on Regular Annual Salary		Extra % to Maintain Rule of 80		Total Rates if Rule of 80 continues after Jan. 4, 2013		Total Rates if we move to Rule of 85 on or before Jan. 4, 2013		YMPE *(1)	Contributions from the past and if Rule of 80 Maintained in future			Approx. Net after Tax Credit	Contributions if we move to Rule of 85 and Do NOT make added contributions to maintain Rule of 80			Net additional amount to maintain Rule of 80			
	Up to YMPE *(1)	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE		Up to YMPE	In Excess of YMPE	Total		Up to YMPE	In Excess of YMPE	Total	Approx. Net after Tax Credit	per Year	per Pay Period	After tax as % of Gross Salary
Prior to July 1, 2006	3.50%	5.00%			3.50%	5.00%			\$41,100	\$1,400.00	\$0.00	\$1,400.00	\$1,119.30							
July 1, 2006	4.25%	5.75%			4.25%	5.75%			\$42,100	\$1,700.00	\$0.00	\$1,700.00	\$1,359.15							
July 1, 2007	5.00%	6.50%			5.00%	6.50%			\$43,700	\$2,000.00	\$0.00	\$2,000.00	\$1,599.00							
June 16, 2008 *(2)	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$44,900	\$2,200.00	\$0.00	\$2,200.00	\$1,758.90							
June 16, 2009	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$46,300	\$2,200.00	\$0.00	\$2,200.00	\$1,758.90							
Jan. 10, 2010	5.50%	7.25%	0.25%	0.25%	5.75%	7.50%			\$47,200	\$2,300.00	\$0.00	\$2,300.00	\$1,838.85							
Jan. 9, 2011	6.00%	8.00%	0.25%	0.25%	6.25%	8.25%			\$48,300	\$2,500.00	\$0.00	\$2,500.00	\$1,998.75							
Jan. 8, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$2,600.00	\$0.00	\$2,600.00	\$2,078.70							
Oct. 16, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$2,600.00	\$0.00	\$2,600.00	\$2,078.70							
Jan. 6, 2013 *(3)	6.50%	8.75%	1.31%	1.31%	7.81%	10.06%	6.50%	8.75%	\$51,100	\$3,124.00	\$0.00	\$3,124.00	\$2,497.64	\$2,600.00	\$0.00	\$2,600.00	\$2,078.70	\$418.94	\$17.46	1.05%
Sept. 14, 2014 *(4)	7.00%	10.00%	0.56%	0.56%	7.56%	10.56%	7.00%	10.00%	\$52,100	\$3,024.00	\$0.00	\$3,024.00	\$2,417.69	\$2,800.00	\$0.00	\$2,800.00	\$2,238.60	\$179.09	\$7.46	0.45%

Footnotes:

(1) Year's Maximum Pensionable Earnings (as set each year by Canada Revenue Agency). The amount stated for 2014 is an estimate based on the past pattern.

(2) When additional contributions to maintain Rule of 80 commenced.

(3) The 1.31% is the sum of a 0.75% "catch-up" and a 0.56% maintenance amount to maintain the Rule of 80..

The "catch-up" of 0.75 % is to make up for the period from Jan. 10, 2010 to now when CAW members made less than needed contributions for the Rule of 80.

If members choose to maintain the Rule of 80, the 0.75% contribution would be added in from Jan. 6, 2013 to Sept. 14, 2014.

The 0.56 % is the amount needed to maintain Rule of 80 on an ongoing basis. If members choose to maintain the Rule of 80,

the 0.56% contribution would be added in from Jan. 6, 2013 and would be adjusted from time to time based on experience and anticipated take-up.

(4) Increase in the basic contribution rates are required by provincial government for University to qualify for Pension Solvency Funding relief.

Summary of CAW Member Pension Contribution Rates at various points in time and Comparison of Cost to Maintain Rule of 80 versus Rule of 85

Example #3: Salary of: \$50,000
 Approx. Marginal Tax Rate: 24.15%

Contribution Rates over Time

Effective Date	Basic Rate on Regular Annual Salary		Extra % to Maintain Rule of 80		Total Rates if Rule of 80 continues after Jan. 4, 2013		Total Rates if we move to Rule of 85 on or before Jan. 4, 2013		YMPE *(1)	Contributions from the past and if Rule of 80 Maintained in future			Approx. Net after Tax Credit	Contributions if we move to Rule of 85 and Do NOT make added contributions to maintain Rule of 80			Net additional amount to maintain Rule of 80			
	Up to YMPE *(1)	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE		Up to YMPE	In Excess of YMPE	Total		Up to YMPE	In Excess of YMPE	Total	Approx. Net after Tax Credit	per Year	per Pay Period	After tax as % of Gross Salary
	Prior to July 1, 2006	3.50%	5.00%			3.50%	5.00%				\$41,100	\$1,438.50		\$445.00	\$1,883.50	\$1,428.63				
July 1, 2006	4.25%	5.75%			4.25%	5.75%			\$42,100	\$1,789.25	\$454.25	\$2,243.50	\$1,701.69							
July 1, 2007	5.00%	6.50%			5.00%	6.50%			\$43,700	\$2,185.00	\$409.50	\$2,594.50	\$1,967.93							
June 16, 2008 *(2)	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$44,900	\$2,469.50	\$357.00	\$2,826.50	\$2,143.90							
June 16, 2009	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$46,300	\$2,546.50	\$259.00	\$2,805.50	\$2,127.97							
Jan. 10, 2010	5.50%	7.25%	0.25%	0.25%	5.75%	7.50%			\$47,200	\$2,714.00	\$210.00	\$2,924.00	\$2,217.85							
Jan. 9, 2011	6.00%	8.00%	0.25%	0.25%	6.25%	8.25%			\$48,300	\$3,018.75	\$140.25	\$3,159.00	\$2,396.10							
Jan. 8, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,250.00	\$0.00	\$3,250.00	\$2,465.13							
Oct. 16, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,250.00	\$0.00	\$3,250.00	\$2,465.13							
Jan. 6, 2013 *(3)	6.50%	8.75%	1.31%	1.31%	7.81%	10.06%	6.50%	8.75%	\$51,100	\$3,905.00	\$0.00	\$3,905.00	\$2,961.94	\$3,250.00	\$0.00	\$3,250.00	\$2,465.13	\$496.82	\$20.70	0.99%
Sept. 14, 2014 *(4)	7.00%	10.00%	0.56%	0.56%	7.56%	10.56%	7.00%	10.00%	\$52,100	\$3,780.00	\$0.00	\$3,780.00	\$2,867.13	\$3,500.00	\$0.00	\$3,500.00	\$2,654.75	\$212.38	\$8.85	0.42%

Footnotes:

(1) Year's Maximum Pensionable Earnings (as set each year by Canada Revenue Agency). The amount stated for 2014 is an estimate based on the past pattern.

(2) When additional contributions to maintain Rule of 80 commenced.

(3) The 1.31% is the sum of a 0.75% "catch-up" and a 0.56% maintenance amount to maintain the Rule of 80..

The "catch-up" of 0.75 % is to make up for the period from Jan. 10, 2010 to now when CAW members made less than needed contributions for the Rule of 80.

If members choose to maintain the Rule of 80, the 0.75% contribution would be added in from Jan. 6, 2013 to Sept. 14, 2014.

The 0.56 % is the amount needed to maintain Rule of 80 on an ongoing basis. If members choose to maintain the Rule of 80,

the 0.56% contribution would be added in from Jan. 6, 2013 and would be adjusted from time to time based on experience and anticipated take-up.

(4) Increase in the basic contribution rates are required by provincial government for University to qualify for Pension Solvency Funding relief.

Summary of CAW Member Pension Contribution Rates at various points in time and Comparison of Cost to Maintain Rule of 80 versus Rule of 85

Example #4: Salary of: **\$60,000**

Approx. Marginal Tax Rate: 31.15%

Contribution Rates over Time

Effective Date	Basic Rate on Regular Annual Salary		Extra % to Maintain Rule of 80		Total Rates if Rule of 80 continues after Jan. 4, 2013		Total Rates if we move to Rule of 85 on or before Jan. 4, 2013		YMPE *(1)	Contributions from the past and if Rule of 80 Maintained in future			Approx. Net after Tax Credit	Contributions if we move to Rule of 85 and Do NOT make added contributions to maintain Rule of 80			Net additional amount to maintain Rule of 80			
	Up to YMPE *(1)	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE		Up to YMPE	In Excess of YMPE	Total		Up to YMPE	In Excess of YMPE	Total	Approx. Net after Tax Credit	per Year	per Pay Period	After tax as % of Gross Salary
Prior to July 1, 2006	3.50%	5.00%			3.50%	5.00%			\$41,100	\$1,438.50	\$945.00	\$2,383.50	\$1,641.04							
July 1, 2006	4.25%	5.75%			4.25%	5.75%			\$42,100	\$1,789.25	\$1,029.25	\$2,818.50	\$1,940.54							
July 1, 2007	5.00%	6.50%			5.00%	6.50%			\$43,700	\$2,185.00	\$1,059.50	\$3,244.50	\$2,233.84							
June 16, 2008 *(2)	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$44,900	\$2,469.50	\$1,057.00	\$3,526.50	\$2,428.00							
June 16, 2009	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$46,300	\$2,546.50	\$959.00	\$3,505.50	\$2,413.54							
Jan. 10, 2010	5.50%	7.25%	0.25%	0.25%	5.75%	7.50%			\$47,200	\$2,714.00	\$960.00	\$3,674.00	\$2,529.55							
Jan. 9, 2011	6.00%	8.00%	0.25%	0.25%	6.25%	8.25%			\$48,300	\$3,018.75	\$965.25	\$3,984.00	\$2,742.98							
Jan. 8, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,256.50	\$866.25	\$4,122.75	\$2,838.51							
Oct. 16, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,256.50	\$866.25	\$4,122.75	\$2,838.51							
Jan. 6, 2013 *(3)	6.50%	8.75%	1.31%	1.31%	7.81%	10.06%	6.50%	8.75%	\$51,100	\$3,990.91	\$895.34	\$4,886.25	\$3,364.18	\$3,321.50	\$778.75	\$4,100.25	\$2,823.02	\$541.16	\$22.55	0.90%
Sept. 14, 2014 *(4)	7.00%	10.00%	0.56%	0.56%	7.56%	10.56%	7.00%	10.00%	\$52,100	\$3,938.76	\$834.24	\$4,773.00	\$3,286.21	\$3,647.00	\$790.00	\$4,437.00	\$3,054.87	\$231.34	\$9.64	0.39%

Footnotes:

(1) Year's Maximum Pensionable Earnings (as set each year by Canada Revenue Agency). The amount stated for 2014 is an estimate based on the past pattern.

(2) When additional contributions to maintain Rule of 80 commenced.

(3) The 1.31% is the sum of a 0.75% "catch-up" and a 0.56% maintenance amount to maintain the Rule of 80..

The "catch-up" of 0.75 % is to make up for the period from Jan. 10, 2010 to now when CAW members made less than needed contributions for the Rule of 80.

If members choose to maintain the Rule of 80, the 0.75% contribution would be added in from Jan. 6, 2013 to Sept. 14, 2014.

The 0.56 % is the amount needed to maintain Rule of 80 on an ongoing basis. If members choose to maintain the Rule of 80,

the 0.56% contribution would be added in from Jan. 6, 2013 and would be adjusted from time to time based on experience and anticipated take-up.

(4) Increase in the basic contribution rates are required by provincial government for University to qualify for Pension Solvency Funding relief.

Summary of CAW Member Pension Contribution Rates at various points in time and Comparison of Cost to Maintain Rule of 80 versus Rule of 85

Example #5: Salary of \$70,000
Approx. Marginal Tax Rate 31.15%

Contribution Rates over Time

Effective Date	Basic Rate on Regular Annual Salary		Extra % to Maintain Rule of 80		Total Rates if Rule of 80 continues after Jan. 4, 2013		Total Rates if we move to Rule of 85 on or before Jan. 4, 2013		YMPE *(1)	Contributions from the past and if Rule of 80 Maintained in future			Approx. Net after Tax Credit	Contributions if we move to Rule of 85 and Do NOT make added contributions to maintain Rule of 80			Net additional amount to maintain Rule of 80			
	Up to YMPE *(1)	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE		Up to YMPE	In Excess of YMPE	Total		Up to YMPE	In Excess of YMPE	Total	per Year	per Pay Period	After tax as % of Gross Salary	
Prior to July 1, 2006	3.50%	5.00%			3.50%	5.00%			\$41,100	\$1,438.50	\$1,445.00	\$2,883.50	\$1,985.29							
July 1, 2006	4.25%	5.75%			4.25%	5.75%			\$42,100	\$1,789.25	\$1,604.25	\$3,393.50	\$2,336.42							
July 1, 2007	5.00%	6.50%			5.00%	6.50%			\$43,700	\$2,185.00	\$1,709.50	\$3,894.50	\$2,681.36							
June 16, 2008 *(2)	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$44,900	\$2,469.50	\$1,757.00	\$4,226.50	\$2,909.95							
June 16, 2009	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$46,300	\$2,546.50	\$1,659.00	\$4,205.50	\$2,895.49							
Jan. 10, 2010	5.50%	7.25%	0.25%	0.25%	5.75%	7.50%			\$47,200	\$2,714.00	\$1,710.00	\$4,424.00	\$3,045.92							
Jan. 9, 2011	6.00%	8.00%	0.25%	0.25%	6.25%	8.25%			\$48,300	\$3,018.75	\$1,790.25	\$4,809.00	\$3,311.00							
Jan. 8, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,256.50	\$1,741.25	\$4,997.75	\$3,440.95							
Oct. 16, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,256.50	\$1,741.25	\$4,997.75	\$3,440.95							
Jan. 6, 2013 *(3)	6.50%	8.75%	1.31%	1.31%	7.81%	10.06%	6.50%	8.75%	\$51,100	\$3,990.91	\$1,901.34	\$5,892.25	\$4,056.81	\$3,321.50	\$1,653.75	\$4,975.25	\$3,425.46	\$631.35	\$26.31	0.90%
Sept. 14, 2014 *(4)	7.00%	10.00%	0.56%	0.56%	7.56%	10.56%	7.00%	10.00%	\$52,100	\$3,938.76	\$1,890.24	\$5,829.00	\$4,013.27	\$3,647.00	\$1,790.00	\$5,437.00	\$3,743.37	\$269.89	\$11.25	0.39%

Footnotes:

(1) Year's Maximum Pensionable Earnings (as set each year by Canada Revenue Agency). The amount stated for 2014 is an estimate based on the past pattern.

(2) When additional contributions to maintain Rule of 80 commenced.

(3) The 1.31% is the sum of a 0.75% "catch-up" and a 0.56% maintenance amount to maintain the Rule of 80..

The "catch-up" of 0.75 % is to make up for the period from Jan. 10, 2010 to now when CAW members made less than needed contributions for the Rule of 80.

If members choose to maintain the Rule of 80, the 0.75% contribution would be added in from Jan. 6, 2013 to Sept. 14, 2014.

The 0.56 % is the amount needed to maintain Rule of 80 on an ongoing basis. If members choose to maintain the Rule of 80, the 0.56% contribution would be added in from Jan. 6, 2013 and would be adjusted from time to time based on experience and anticipated take-up.

(4) Increase in the basic contribution rates are required by provincial government for University to qualify for Pension Solvency Funding relief.

Summary of CAW Member Pension Contribution Rates at various points in time and Comparison of Cost to Maintain Rule of 80 versus Rule of 85

Example #6: Salary of: \$80,000
 Approx. Marginal Tax Rate: 31.15%

Contribution Rates over Time

Effective Date	Basic Rate on Regular Annual Salary		Extra % to Maintain Rule of 80		Total Rates if Rule of 80 continues after Jan. 4, 2013		Total Rates if we move to Rule of 85 on or before Jan. 4, 2013		YMPE *(1)	Contributions from the past and if Rule of 80 Maintained in future			Approx. Net after Tax Credit	Contributions if we move to Rule of 85 and Do NOT make added contributions to maintain Rule of 80			Net additional amount to maintain Rule of 80			
	Up to YMPE *(1)	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE		Up to YMPE	In Excess of YMPE	Total		Up to YMPE	In Excess of YMPE	Total	Approx. Net after Tax Credit	per Year	per Pay Period	After tax as % of Gross Salary
Prior to July 1, 2006	3.50%	5.00%			3.50%	5.00%			\$41,100	\$1,438.50	\$1,945.00	\$3,383.50	\$2,329.54							
July 1, 2006	4.25%	5.75%			4.25%	5.75%			\$42,100	\$1,789.25	\$2,179.25	\$3,968.50	\$2,732.31							
July 1, 2007	5.00%	6.50%			5.00%	6.50%			\$43,700	\$2,185.00	\$2,359.50	\$4,544.50	\$3,128.89							
June 16, 2008 *(2)	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$44,900	\$2,469.50	\$2,457.00	\$4,926.50	\$3,391.90							
June 16, 2009	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$46,300	\$2,546.50	\$2,359.00	\$4,905.50	\$3,377.44							
Jan. 10, 2010	5.50%	7.25%	0.25%	0.25%	5.75%	7.50%			\$47,200	\$2,714.00	\$2,460.00	\$5,174.00	\$3,562.30							
Jan. 9, 2011	6.00%	8.00%	0.25%	0.25%	6.25%	8.25%			\$48,300	\$3,018.75	\$2,615.25	\$5,634.00	\$3,879.01							
Jan. 8, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,256.50	\$2,616.25	\$5,872.75	\$4,043.39							
Oct. 16, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,256.50	\$2,616.25	\$5,872.75	\$4,043.39							
Jan. 6, 2013 *(3)	6.50%	8.75%	1.31%	1.31%	7.81%	10.06%	6.50%	8.75%	\$51,100	\$3,990.91	\$2,907.34	\$6,898.25	\$4,749.45	\$3,321.50	\$2,528.75	\$5,850.25	\$4,027.90	\$721.55	\$30.06	0.90%
Sept. 14, 2014 *(4)	7.00%	10.00%	0.56%	0.56%	7.56%	10.56%	7.00%	10.00%	\$52,100	\$3,938.76	\$2,946.24	\$6,885.00	\$4,740.32	\$3,647.00	\$2,790.00	\$6,437.00	\$4,431.87	\$308.45	\$12.85	0.39%

Footnotes:

(1) Year's Maximum Pensionable Earnings (as set each year by Canada Revenue Agency). The amount stated for 2014 is an estimate based on the past pattern.

(2) When additional contributions to maintain Rule of 80 commenced.

(3) The 1.31% is the sum of a 0.75% "catch-up" and a 0.56% maintenance amount to maintain the Rule of 80..

The "catch-up" of 0.75 % is to make up for the period from Jan. 10, 2010 to now when CAW members made less than needed contributions for the Rule of 80.

If members choose to maintain the Rule of 80, the 0.75% contribution would be added in from Jan. 6, 2013 to Sept. 14, 2014.

The 0.56 % is the amount needed to maintain Rule of 80 on an ongoing basis. If members choose to maintain the Rule of 80,

the 0.56% contribution would be added in from Jan. 6, 2013 and would be adjusted from time to time based on experience and anticipated take-up.

(4) Increase in the basic contribution rates are required by provincial government for University to qualify for Pension Solvency Funding relief.

Summary of CAW Member Pension Contribution Rates at various points in time and Comparison of Cost to Maintain Rule of 80 versus Rule of 85

Example #7: Salary of: \$90,000
 Approx. Marginal Tax Rate: 33.16%

Contribution Rates over Time

Effective Date	Basic Rate on Regular Annual Salary		Extra % to Maintain Rule of 80		Total Rates if Rule of 80 continues after Jan. 4, 2013		Total Rates if we move to Rule of 85 on or before Jan. 4, 2013		YMPE *(1)	Contributions from the past and if Rule of 80 Maintained in future			Approx. Net after Tax Credit	Contributions if we move to Rule of 85 and Do NOT make added contributions to maintain Rule of 80			Net additional amount to maintain Rule of 80			
	Up to YMPE *(1)	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE	Up to YMPE	In Excess of YMPE		Up to YMPE	In Excess of YMPE	Total		Up to YMPE	In Excess of YMPE	Total	Approx. Net after Tax Credit	per Year	per Pay Period	After tax as % of Gross Salary
Prior to July 1, 2006	3.50%	5.00%			3.50%	5.00%			\$41,100	\$1,438.50	\$2,445.00	\$3,883.50	\$2,595.73							
July 1, 2006	4.25%	5.75%			4.25%	5.75%			\$42,100	\$1,789.25	\$2,754.25	\$4,543.50	\$3,036.88							
July 1, 2007	5.00%	6.50%			5.00%	6.50%			\$43,700	\$2,185.00	\$3,009.50	\$5,194.50	\$3,472.00							
June 16, 2008 *(2)	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$44,900	\$2,469.50	\$3,157.00	\$5,626.50	\$3,760.75							
June 16, 2009	5.00%	6.50%	0.50%	0.50%	5.50%	7.00%			\$46,300	\$2,546.50	\$3,059.00	\$5,605.50	\$3,746.72							
Jan. 10, 2010	5.50%	7.25%	0.25%	0.25%	5.75%	7.50%			\$47,200	\$2,714.00	\$3,210.00	\$5,924.00	\$3,959.60							
Jan. 9, 2011	6.00%	8.00%	0.25%	0.25%	6.25%	8.25%			\$48,300	\$3,018.75	\$3,440.25	\$6,459.00	\$4,317.20							
Jan. 8, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,256.50	\$3,491.25	\$6,747.75	\$4,510.20							
Oct. 16, 2012	6.50%	8.75%			6.50%	8.75%			\$50,100	\$3,256.50	\$3,491.25	\$6,747.75	\$4,510.20							
Jan. 6, 2013 *(3)	6.50%	8.75%	1.31%	1.31%	7.81%	10.06%	6.50%	8.75%	\$51,100	\$3,990.91	\$3,913.34	\$7,904.25	\$5,283.20	\$3,321.50	\$3,403.75	\$6,725.25	\$4,495.16	\$788.04	\$32.84	0.88%
Sept. 14, 2014 *(4)	7.00%	10.00%	0.56%	0.56%	7.56%	10.56%	7.00%	10.00%	\$52,100	\$3,938.76	\$4,002.24	\$7,941.00	\$5,307.76	\$3,647.00	\$3,790.00	\$7,437.00	\$4,970.89	\$336.87	\$14.04	0.37%

Footnotes:

(1) Year's Maximum Pensionable Earnings (as set each year by Canada Revenue Agency). The amount stated for 2014 is an estimate based on the past pattern.

(2) When additional contributions to maintain Rule of 80 commenced.

(3) The 1.31% is the sum of a 0.75% "catch-up" and a 0.56% maintenance amount to maintain the Rule of 80..

The "catch-up" of 0.75 % is to make up for the period from Jan. 10, 2010 to now when CAW members made less than needed contributions for the Rule of 80.

If members choose to maintain the Rule of 80, the 0.75% contribution would be added in from Jan. 6, 2013 to Sept. 14, 2014.

The 0.56 % is the amount needed to maintain Rule of 80 on an ongoing basis. If members choose to maintain the Rule of 80,

the 0.56% contribution would be added in from Jan. 6, 2013 and would be adjusted from time to time based on experience and anticipated take-up.

(4) Increase in the basic contribution rates are required by provincial government for University to qualify for Pension Solvency Funding relief.