

## What happens with your CAAT pension if you leave your job before retirement?

Leaving your job doesn't mean you have to give up your valuable CAAT Plan pension. If you are not yet eligible or not yet ready for a pension, the Plan's termination options provide both flexibility and security so you can make the best choice for your retirement income.

### 24-month extension of membership

When you leave your job with a CAAT Plan employer, you stop accruing a pension, but your pension plan membership will be automatically extended for 24 months from the date of your last contribution to the Plan.

During this period, called the extension of membership, your pension will continue to grow with an annual increase based on the Average Industrial Wage index, a measurement of wage increases across Canada.

During the 24-month extension of membership period, you have portability options that allow you to move your pension to another pension plan if you start a new job. After the 24-month extension of membership period has ended, you'll gain additional options. Your age is also a factor in determining the options available to you, as outlined in the chart, below.

	During the 24-month extension of membership period	After the 24-month extension of membership period
Under age 50	<p>Transfer to another employer's registered pension plan provided the plan will accept the transfer.</p> <p>If you begin working for a CAAT Plan participating employer, you may be required to resume contributions.</p>	<p>Transfer to another employer's registered pension plan provided the plan will accept the transfer.</p> <p>Defer your pension to a later date and collect secure pension payments for life when you retire.</p> <p>Transfer the commuted value of your pension (within a six-month window).</p>
Age 50 to 65	<p>Transfer to another employer's registered pension plan provided the plan will accept the transfer.</p> <p>Start your pension early. An early start adjustment will apply.</p> <p>If you begin working for a CAAT Plan participating employer, you may be required to resume contributions.</p>	<p>Transfer to another employer's registered pension plan provided the plan will accept the transfer.</p> <p>Start your pension early. An early start adjustment will apply.</p> <p>Defer your pension to a later date and collect secure pension payments for life when you are ready.</p>

### **After the 24-month extension of membership**

At the end of the 24-month extension of membership period, the following options become available to you, in addition to those offered during the extension of membership period:

#### **The option to choose a secure lifetime pension**

By deferring your pension, you leave it in the CAAT Plan until you reach retirement age and are ready to start collecting it. The deferred pension includes all the benefits of a regular pension plus the following valuable features:

The option to begin your pension as early as age 50 (with an early start adjustment).

During the deferral period, your pension continues to grow with conditional inflation protection increases.

Conditional inflation protection increases also apply when you start collecting your pension.

A lifetime survivor pension for your eligible spouse on your death.

#### **The option to transfer the commuted value**

The commuted value is the amount of money that would have to be invested today, based on current interest rates, to be equivalent in today's dollars to your future pension stream.

If you are under 50 at the end of your 24-month extension of membership, you have six months to choose to transfer the commuted value of your benefit out of the Plan into a locked in retirement account or other locked-in retirement arrangement. The funds must remain locked-in and can only be used to provide retirement income. For information about the types of locked-in retirement accounts available to you, we suggest that you seek independent advice from a financial advisor.

If your pension meets the small pension criteria in your jurisdiction of employment other rules may apply.

There are different options for members whose jurisdiction of employment is Quebec. Contact the CAAT Pension Plan for more information.

If you take the commuted value out of the Plan, you have no further entitlement from the CAAT Plan and will be responsible for investing the funds yourself.