UPP UNIVERSITY PENSION PLAN ONTARIO

What is early unreduced retirement (EURD), and how do I know if I qualify?

Early unreduced retirement is a UPP benefit that may allow you to retire early with a full lifetime pension without reduction if you meet specific criteria. This guide applies to active members and explains the early retirement date and reduction rules for the UPP portion of your pension.

If you have prior service under a plan that joined UPP, the early retirement date and reduction rules for that portion of your pension follow the rules of that plan. See myupp.ca/members/prior-plans for details.

If you're a deferred member who has left the Plan, different early retirement rules may apply. Please visit myupp.ca/members/early-unreduced-retirement for more information.

WHEN CAN I RETIRE?

FULL PENSION
Age 65
Your normal retirement date

EARLIEST RETIREMENT
Age 55
A pension reduction may apply

EARLY UNREDUCED PENSION
Age 60–64
If your age + eligibility service = 80

Follow this path to find out if you qualify

DO I QUALIFY FOR EARLY UNREDUCED RETIREMENT?

Are you or will you be at least age 60 when you leave the Plan?

NO → You are not eligible for early unreduced retirement.

YES

Will your age plus eligibility service total 80 or more when you leave the Plan?

NO → You are not eligible for early unreduced retirement.

Eligibility service is the total of:

- Your years of continuous service with a UPP employer, and
- Any recognized service transferred from another plan (including prior service under a plan that joined UPP).

YES

If you retire before age 65 without meeting the age and 80-point criteria for an early unreduced pension, your UPP pension will be reduced by 5% for each year before age 65 (prorated for partial years) to account for a longer retirement period.





You qualify for early unreduced retirement.

WHAT DOES THIS LOOK LIKE?

Example A

60 (Age at retirement) + 20 (Years of service) = 80 (Point criteria)

Meets both requirements

Age requirement of 60 met and age plus years of eligibility service totals 80 or more.

UPP pension is

not reduced

Eligible for early unreduced retirement.

Example B

63 (Age at retirement) + 15 (Years of service) = 78 (Point criteria)

Meets the age requirement only

Age plus years of eligibility service totals less than 80.

UPP pension is

reduced by 10%

(5% × 2 years from age 65)

Not eligible for early unreduced retirement.

Example C

58 (Age at retirement) + 22 (Years of service) = 80 (Point criteria)

Meets the 80-point criteria only

Age requirement of 60 not met.

UPP pension is

reduced by 35%

(5% × 7 years from age 65)

Not eligible for early unreduced retirement.

IMPORTANT TO KNOW

- **Your eligibility service resets if you leave the Plan and return later.**

  Leaving the Plan means terminating your membership and:

  - Transferring your pension out of UPP;
  - Returning to work for a UPP participating employer more than 12 months later, or
  - Retiring.

  If this happens, your previous eligibility service will not count toward early unreduced retirement. Eligibility service will begin accumulating again from the date you rejoin the Plan.

- **Full-time and part-time or non-full-time contract positions receive the same eligibility service** (one year of employment = one year of eligibility service).

- **Approved leaves count toward eligibility service.**

- **If you have prior service under a plan that joined UPP, the early retirement date and reduction rules for that portion of your pension follow the rules of that plan.**

  See your prior plan guide for details at myupp.ca/members/prior-plans.

Explore your own eligibility

Use the Pension Estimate Calculator in your myUPP Member Portal or check your annual statement.

Learn more about estimating your pension at myupp.ca/members/estimate-your-pension



This document contains a summary of the plan provisions currently in effect. Every effort has been made to provide an accurate summary. In the event of a discrepancy, the Plan text, which may be amended from time to time, shall govern.