



Maximizing Retirement - Pension, Benefits & Life After Work

Benefits, Human Resources

January 30, 2026: 1-2:20

Outline

This session will address key considerations for academic members who wish to retire.

- LAPP
- Full Retirement
- Preparing for your Retirement
- Mount Royal Retirement Perks
- Resources

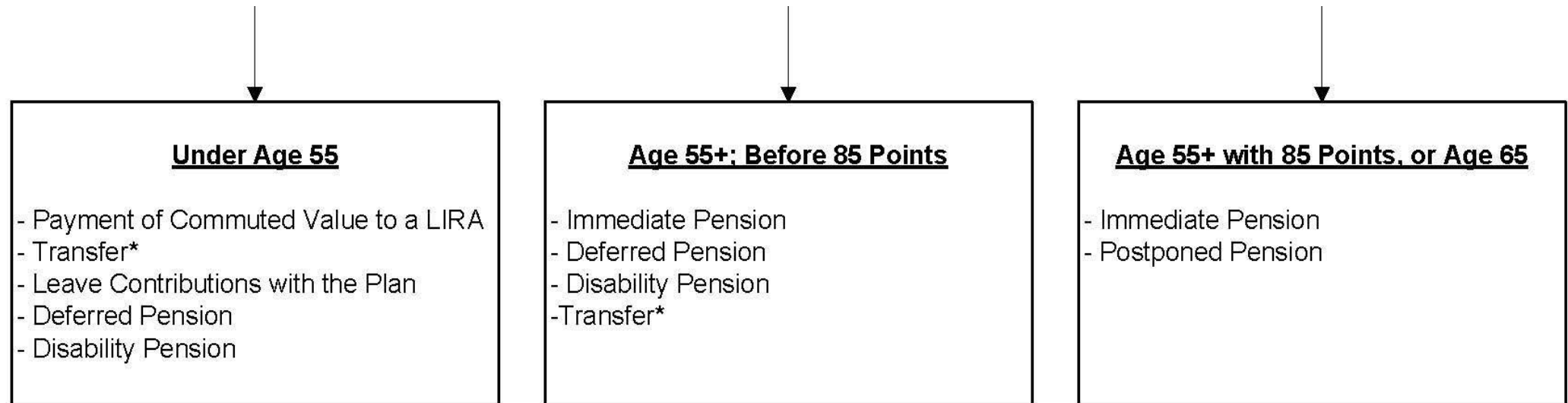
Local Authorities Pension Plan (LAPP) - Overview

- LAPP is a defined benefit pension plan.
- LAPP helps you plan for your retirement and pension income.
- Contributions to LAPP are made by you and Mount Royal.
- LAPP has the ability to designate a Pension Partner.
 - Pension Partner collects your pension as you would, monthly payments.
 - Your legal spouse or a common law relationship partner of 3+ years are required to qualify.
 - Beneficiary receives a lump sum payment.
- Pension at retirement is determined by:
 - Length of service and,
 - Average of your five highest consecutive years of salary.

Service and salary information does not have to be from Mount Royal only. It is what has been reported to LAPP

LAPP

Options When Leaving the Local Authorities Pension Plan



* There are a limited number of Reciprocal Transfer Agreement with other public bodies. If the member begins employment with an employer with whom there is no Reciprocal Transfer Agreement, there is a Registered Pension Plan, funds may be transferred, tax-free, to the RPP.

Full Retirement Process

- **For Mount Royal:**
 - Notice is required in writing (email or letter) to your leader by **March 15** stating your last day of work and your intention you to retire.
 - You will continue to work as normal until your stated last day of work.
- **For LAPP:**
 - **LAPP encourages you to apply online at least 3 months prior in the LAPP pension portal
 - Contact benefits@mtroyal.ca to receive a paper LAPP retirement application **4 months** before the day you wish to start collecting your pension.
 - **3 months** before you wish to start collecting your pension, complete the application and return it to benefits@mtroyal.ca.
 - The benefits team will send the application to LAPP.
 - In 2-3 weeks you will receive your retirement package from LAPP. Any additional questions about information provided in the package can be directed to LAPP.

Preparing for Your Retirement

- Annual seminars organized by the Benefits team:
 - Communication in “Our Community” email or MRFA or the benefits team or your leader.
 - February 18, 2026 9:00 am - 4:00 pm: Playing Your Cards Right Virtual Seminar
 - Email benefits@mtroyal.ca to attend.
 - Please ensure you have approval by your leader to attend the full day event.
- The LAPP website: lapp.ca
 - Tools available in your Member Profile, such as a general pension calculator.
 - Webinars, online videos and articles for additional information are available for free.
- Your Benefits team: benefits@mtroyal.ca or HR HUB
 - Able to field questions and provide applicable information packages and forms.
- Employee Wellness
 - Organizes a wide range of health and wellness related information sessions.

Mount Royal Retirement Perks

- Retiree OneCard
 - Access to library and materials
 - Access to the Gym; reduced parking rate during off-peak hours
- Tuition reimbursement (up to a maximum)
- Faculty members are able to retain their Mount Royal email address
- Access to Alberta Retired Teachers' Association Group Benefits
- Ability to transfer benefits to an individual group benefit plan through Sun Life or IA
- Retiree Celebration

Resources

- LAPP website: <https://www.lapp.ca/page/lapp-home>
- ARTA benefit plans: <https://www.artabenefits.net/>
- MRFA Collective Agreement
- Employee Wellness:
<https://www.mtroyal.ca/SafetyRiskDepartment/WellnessAtWork/index.htm>
- Greenshield + (Employee and Family Assistance Program):
<https://app.greenshieldplus.ca/en/sign-up>
- Sunlife: <https://www.sunlife.ca/en/>
- HR Benefits team: benefits@mtroyal.ca
- HR Hub: <https://intranet.mtroyal.ca/HR-Info-Hub/index.php>. Various pages ⁸

Benefit plans after retirement

- ARTA - Alberta Retired Teachers' Association
ARTA benefit plans: <https://www.artabenefits.net/>
- As of January 1, 2026, the organization formerly known as the Retired Teachers of Ontario (RTOERO) has rebranded to Entente Education Centre.
<https://entente.ca/about/>
- Sun Life Conversion Plans
- IA - Industrial Alliance Critical Illness Conversion Plan



**Questions?
Thank you for your
time.**