
Type:	C – Institutional	Last Approved: May 20, 1993
Executive Responsibility:	Vice-President Administration & Finance	Next Review: Feb., 2013
Administrative Responsibility:	Manager, Human Resources	Procedure:

STATEMENT:

The Municipal Pension Act requires participation in the Municipal Pension Plan for all C.U.P.E. employees with regular full-time status and, as well, all C.U.P.E. employees with regular part-time status, hired after May 1, 1989.

The Pension Benefits Standards Act requires that all C.U.P.E. employees (including temporary and casual) be given the option to join the Municipal Pension Plan when the employee has completed two years of continuous employment (breaks of up to 26 weeks do not cause interruption of continuous employment) and has earnings of not less than 35% of the year's maximum pensionable earnings in each of two consecutive calendar years.

The Pension Benefits Standards Act requires that employment with the University, as well as any other employer participating in the Municipal Pension Plan, be considered for the purpose of determining whether a temporary or casual employee meets the qualifications of continuous employment and minimum earnings.

To comply with the above and reduce the administrative work load entailed in monitoring wages and duration of employment in and outside of the University, effective June 1, 1993 the University will provide all C.U.P.E. temporary and casual employees with the option to join the Municipal Pension Plan at the time of employment, or at a later date upon application by the employee.

Pursuant to Section 12(1)(b) of the Pension Municipal Act, Vancouver Island University approves the buy-back of pension service credits by C.U.P.E. employees, provided the employee contributes one-hundred percent (100%) of the total cost. Phasing in of the buy-back provision is subject to the attached Schedule A.

MUNICIPAL PENSION PLAN

IMPLEMENTATION PLAN

(as directed by the Municipal Pension Plan Advisory Board)

Pursuant to Section 12(1)(b) of the Pension Municipal Act, the buy-back of pension service credits by C.U.P.E. employees will be phased in as follows:

- April 1, 1999 to March 31, 2000 inclusive, for plan members who are retiring or terminating, and
- April 1, 2000 onward for all plan members.

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