

MEMBERSHIP IN THE UWO PENSION PLAN FOR MEMBERS OF THE ACADEMIC STAFF (September 2007)

Eligibility

1. Every Full-Time Academic Employee is required as a condition of employment to become a Member of the Plan as of the first day of the month coincident with or next following the date of employment as a Full-Time Academic Employee.
2. An Academic Employee other than a Full-Time Academic Employee may elect to become a Member of the Plan on any January 1 provided that, in each of the two preceding calendar years, his or her Pensionable Earnings were at least equal to the Minimum Earnings for the year. Minimum Earnings is 21% of the Canada Pension Plan earnings (about \$9,400 in 2008)
3. (a) An Academic Employee other than a Full-Time Academic Employee may elect to become a Member of the Plan on the first day of any month provided that on that date the following conditions have been satisfied:
 - (i) the Academic Employee has been continuously employed for at least twenty-four months, and
 - (ii) in each of two consecutive calendar years, the Academic Employee had Pensionable Earnings at least equal to the Minimum Earnings for the year.
- (b) For purposes of this Section,
 - (i) a person's period of continuous employment shall not be broken by a period of temporary suspension of employment or lay-off from employment;
 - (ii) where a person's appointment was for a fixed term, the person's period of continuous employment shall be broken at the end of that term; and
 - (iii) a person's period of continuous employment shall be broken when the person's employment is terminated.

If you are a contributing member of the Ontario Teachers' Pension Plan, you are not eligible to contribute to the plan.

A "Regular Account" is established in your name by the administrators of the Pension Plan. All required contributions from you and the University or participating employer are

made to your Regular Account. Huron University College contributes 7% of regular earnings to the Regular Accounts of Huron University College faculty. Huron University College employees contribute 7% of earnings.

Copies of the agreement can be found at http://www.huronuc.ca/pdf/Academic_Plan.pdf or from the Chief Administrative Officer. A summary of the plan can be found at [UWO Pension Plan Summary](#)