

## Proposed Academic and Administrative Staff Pension Plan Amendments – Exhibit IV

The following chart sets out the amendments which we have proposed be made to the Administrative Plan text.

Section of Plan	Change Required	Description
Section I Definitions (1)(b)	Transfer of Librarians and Archivists per Collective Agreement between the University and UWOFA	Reflects that Librarians and Archivists, except Special Members, ceased to be Administrative Staff Employees by becoming Academic Employees in two phases (July 1, 2011 and July 1, 2012).
Section VIII Retirement Benefits (1)  Section X Termination Benefits (4)(b)	Bill 236 – Change to Small Pension Commutation Threshold	<p>Reflects new standard of unlocking of pension at NRD of 4% of YMPE or Regular Account balance of less than 20% of YMPE in year of termination or retirement. Previously, the small benefit provision was only contained in Section X on Termination to make it clear that this option applies regardless of whether the member ends employment before or after attaining NRD.</p> <p>The amendment also includes reference to the member's ability to transfer the small pension amount to RRSPs, RRIFs, and other transfer vehicles.</p>
Section IX Death Benefits (1)(a)	Bill 236 - Death Benefits- Spousal Preference over Designated Beneficiaries	Spousal preference for death benefits applies to all post-1986 accrual as well as member contributions with investment return for the period prior to 1987. There is no longer a 2 year membership requirement before the spousal preference applies upon the death of a member.
Section IX Death Benefits (4)(b)	Flexibility	Allows other vehicles as permitted under PBA and ITA for transfers of spousal entitlement consistent with other provisions of the Plan.
Section X Termination Benefits (3)(a) and (b)	Bill 236 – Immediate Locking In	Reflect changes to immediate locking in for all service as well as continued ability to unlock 25% of pre-1987 account. We have removed the references to age 45 and 10 for vesting and locking-in of pre-1987 account accruals. We have mirrored the concept from Section VII that all pre-1987 accounts are locked-in with an option available to the member to elect to receive 25% of the pre-1987 account on a non-locked-in basis. We have also ensured that the immediate locking-in only applies to persons whose employment is terminated on or after July 1, 2012.

Section XIII General Provisions (4)(a)	Bill 236 - Annual Statements	Added reference to statements required for Former Members in addition to Members.
Section XIII General Provisions (4)(b)	Bill 236 - Notice of Plan Amendments	Deleted reference that limits notice of amendments to affected Members and Former Members.
Section XIII General Provisions (6)(a) and (b)	Bill 236 - Elimination of Partial Terminations	Deleted references to partial terminations of the Plan which are no longer permitted.
Section XII General Provisions (9)	Reciprocal Transfer	A new subsection was added to provide for reciprocal transfers on DC account balances between the Academic and Administrative Plans effective July 1, 2012 at a member's option and to confirm that contributions continue for future service to the appropriate pension plan. We have restricted the reciprocal transfer to persons who remain employed and whose eligibility to participate in the plans is altered rather than to members who terminate employment and are later re-employed. The latter type of reciprocal transfer could be drafted but we were trying as much as possible to limit its application to the Librarian & Archivist type of situation or other changes to employee classification that would be University initiated. The PBA is in the process of being amended so that reciprocal transfer agreements must contain certain terms. Once these provisions are in force, it will be necessary to review this subsection (9) to determine if changes are required.
Section XV Special Members	Typographical Correction and Basic pension Calculation for PMA Eligible Special Members	A correction was made to (5) as marked. The additional contributions for PMA Special Members are excluded from calculating the Basic Pension under Section XV similar to additional contributions based on service for other Special Members.
Huron College Schedule A Section 6	Bill 236 - Immediate Locking-in	Deleted Section 6 as pre- January 1, 2001 service will no longer affect entitlements and locking in as it is now immediate regardless of service. Since this draft of the Plan text is effective November 1, 2012, we added a square bracketed phrase to make it clear on its face that this provision was amended on July 1, 2012.
Brescia College Schedule B Section 3 and Section 7	Bill 236 - Immediate Vesting	Deleted sections 3 and 7 as result of immediate vesting and locking in as per Huron College Schedule A above.
Schedule C – Librarians and Archivists	Transfer of Librarians and Archivists per Collective Agreement between the University and UWOFA	Schedule C was amended to reflect the movement of Librarians and Archivists from the Administrative Plan to the Academic Plan except for Special Members. Paragraph 2 contains a provision documenting the transfer option given to the Librarians and Archivists.
Schedule E – PMA	Changes to Reflect	Inserted new provisions for PMA Eligible Members

Members	Agreement Regarding PMA Eligible Members	respecting member and University contributions further to information set out on website. These changes are effective November 1, 2012.
Schedule F – UWO Police Association Members	Separation of Schedule for PMA and Police Association Members	A new separate schedule for Police Association Members was created given that PMA Eligible Members now have significantly different contribution provisions.

The following chart sets out the amendments which we have proposed be made to the Academic Plan text. The Plan text restatement also reflects the amendment to the Member Contributions section to permit the one-time written election adopted in July 2012.

Please note UWOPA has been given opportunity to comment on these changes, and their comments have been addressed.

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Section IX Death Benefits (1)(a)	Bill 236 - Death Benefits- Spousal Preference over Designated Beneficiaries	Spousal preference for death benefits applies to all post-1986 accrual as well as member contributions with investment return for the period prior to 1987. There is no longer a 2 year membership requirement before the spousal preference applies upon the death of a member.
Section IX Death Benefits (4)(b)	Flexibility	Allows other vehicles as permitted under PBA and ITA for transfers of spousal entitlement consistent with other provisions of the Plan.
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		mirrored the concept from Section VII that all pre-1987 accounts are locked-in with an option available to the member to elect to receive 25% of the pre-1987 account on a non-locked-in basis. We have also ensured that the immediate locking-in only applies to persons whose employment is terminated on or after July 1, 2012.
Section XIII General Provisions (4)(a)	Bill 236 - Annual Statements	Added reference to statements required for Former Members in addition to Members.
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Huron College Schedule A Section 5	Bill 236 - Immediate Locking-in	Deleted Section 5 as pre- January 1, 2001 service will no longer affect entitlements and locking in as it is now immediate regardless of service. Since this draft of the Plan text is effective November 1, 2012, we added a square bracketed phrase to make it clear on its face that this provision was amended on July 1, 2012.
Brescia College Schedule B Section 3 and Section 7	Bill 236 - Immediate Vesting	Deleted sections 3 and 7 as result of immediate vesting and locking in as per Huron College Schedule A above.
Schedule C – Librarians and Archivists	Transfer of Librarians and Archivists per Collective Agreement between the University and UWOFA	Schedule C was amended to reflect the movement of Librarians and Archivists from the Administrative Plan to the Academic Plan except for Special Members. Paragraph 2 contains a provision documenting the transfer option given to the

		Librarians and Archivists. The provisions addressing contribution limits etc. from Schedule C of the Administrative Staff Plan were replicated in Schedule C of the Academic Plan.
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