LOCAL AUTHORITIES PENSION PLAN

Belief

The Division will provide non-teaching employees with the opportunity to contribute into the Local Authorities Pension Plan (LAPP).

Guidelines:

1 Participation in the LAPP will be based on the following eligibility criteria:
   1.1 Classes of employees considered to be non-teaching employees are eligible to participate in the LAPP.
   1.2 Participation in LAPP is mandatory for all regular non-teaching employees whose scheduled hours of work are greater than 30 hours per week.
   1.3 Regular non-teaching employees whose scheduled hours of work are between 14 and 30 hours per week shall be given the option to participate in LAPP.
   1.4 Non-teaching employees who are considered a substitute, temporary, casual or term appointed employee, or work less than 14 hours per week, are not eligible to participate in LAPP.
   1.5 Employees who receive a monthly pension from LAPP based on their previous participation cannot rejoin LAPP.

2 Employees eligible to participate in LAPP will start contributing into LAPP upon commencement of their employment.

3 Pensionable salary will be calculated addressing the following pay types:
   3.1 Included as pensionable salary:
      3.1.1 Payments for regularly scheduled hours of work
      3.1.2 Vacation pay
      3.1.3 Shift differentials
      3.1.4 Acting pay
      3.1.5 Payments for extra hours worked over the regularly scheduled hours that do not exceed 8 hours per day or 44 hours per week
3.2 NOT included as pensionable salary:
   3.2.1 Overtime payments
   3.2.2 Taxable benefits
   3.2.3 Variable payments (i.e. Bonuses, Lump-sum payments)

4 LAPP pensioners may recommence work for a LAPP employer and their pension will
not be suspended no matter when the work commences or how long the work
continues. Pensioners will continue to receive their pensions even if re-employed by
their previous employer. They cannot re-join LAPP to earn additional pensionable
service. Any non-LAPP pensioner employed by a LAPP employer is subject to the
current LAPP pension eligibility rules.

The following table illustrates plan participation and contribution rules for re-
employed pensioners:

<table>
<thead>
<tr>
<th>Collecting Pension from</th>
<th>Employer Participates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>LAPP</td>
</tr>
<tr>
<td>LAPP</td>
<td>No</td>
</tr>
<tr>
<td>PSPP</td>
<td>Yes</td>
</tr>
<tr>
<td>MEPP</td>
<td>Yes</td>
</tr>
<tr>
<td>SFPP</td>
<td>Yes</td>
</tr>
<tr>
<td>Other Pensioner</td>
<td>Yes</td>
</tr>
</tbody>
</table>

5 Before commencing a pension, a plan member must terminate his or her
employment with his or her employer plan or move to a position that does not require
participation.

Reference: Section 60, 61, 111, School Act
           Section 248L, Canada Tax Act
           Canada Income Tax Regulation 6801
           LAPP Pension E-Guide