



## RETIREE FUTURE EMPLOYMENT ACKNOWLEDGEMENT DOCUMENT

I, \_\_\_\_\_, a Participant under the Canadian Christian School Pension Plan (the “Plan”) who retired or is retiring effective \_\_\_\_\_, 201\_\_ and who currently receives or will be receiving monthly pension benefits from the Plan in respect of a prior period of service, acknowledge that I have been advised of the Plan rules with respect to future employment with a school that participates in the Plan, and agree to continuously abide by such rules.

Specifically, I acknowledge that:

- I have received a copy of the Plan provisions with respect to the Suspension of Benefits which govern pension recipients who are re-employed by a participating employer;
- in accordance with such Plan provisions, should I become an individual who is receiving a pension from the Plan and who provides services for compensation to a participating employer in the Plan (a “Rehired Retiree”), upon the later of me either (1) working 60 full time equivalent days in the school year; OR (2) earning more than 35% of the Years Maximum Pensionable Earnings during a school year my pension payments from the Plan shall be suspended and forfeited for the duration of the re-employment period;
- I will be required to recommence active participation in the Plan in accordance with the Plan provisions regarding a Rehired Retiree;
- The pension payments will be suspended for each month in which re-employment occurs but any suspension will not continue beyond August 31 in each school year; and
- The determination whether to suspend pension payments of a Rehired Retiree re-commences each September 1st.

I further acknowledge that:

- I will earn a separate, additional pension in respect of the earnings received and service accrued during the re-employment period which shall be determined in accordance with the terms of the Plan in effect at my subsequent retirement date; and
- When my suspended pension resumes it will be without adjustment.

I agree that I shall:

- retain a copy of any signed Acknowledgment Document and that it is my responsibility to provide at date of hire a separately signed Acknowledgement Document to each and every participating employer in the Plan that subsequently hires me; and

(more)

- monitor my employment time and earnings in each school year and to inform my employer and the Plan Administrator immediately upon reaching the threshold set out in the Plan provisions and as repeated in the preceding paragraph.

I understand that if I fail to abide by the Plan rules with respect to the Suspension of Benefits by, including but not limited to:

- not providing a copy of this Acknowledgement Document to each employer who subsequently hires me in each school year;
- not monitoring work days and cumulative earnings in each school year; or
- not informing the Plan Administrator when the suspension threshold has been reached in each school year,

I may be subject to appropriate corrective measures implemented on a current or retroactive basis by the Plan Administrator to ensure that the Plan provisions as registered with the Regulatory Authorities are adhered to, and that the Plan remains compliant with applicable legislation. I understand such measures include, but are not limited to, the repayment of pension benefits received after the work or earnings threshold has been reached, and the repayment into the Plan of contributions missed in respect of the pension repayment period.

I have read and understood this Acknowledgement Document and the enclosed Plan provision describing Suspension of Benefits.

I am returning this Acknowledgement Document duly signed and dated to the Plan Administrator and have retained a copy for my own records.

Dated \_\_\_\_\_, 201\_\_

Signed \_\_\_\_\_  
(Name)

# CANADIAN CHRISTIAN SCHOOL PENSION PLAN DESCRIPTION & BYLAWS

## SECTION 8, BENEFITS – GENERAL PROVISIONS AND LIMITATIONS

### 8.06 Suspension of Benefits

#### (a) Suspended Benefits

A normal, late or early retirement benefit which is being paid will be suspended and forfeited for each calendar month of each Plan Year during which the retired individual is rehired by a Participating Employer and qualifies as a "Suspended Pensioner". For the purposes of this Section 8.06, a rehired retiree becomes a Suspended Pensioner in any Plan Year upon the later of the date on which the rehired retiree:

- (i) completes 60 full time equivalent working days in a Plan Year; or
- (ii) earns Compensation equal to 35% of the YMPE in a Plan Year.

Upon becoming a Suspended Pensioner:

- (iii) The retirement benefit payable to such individual will be suspended and payments forfeited commencing the month immediately following the month in which the retiree qualified as a Suspended Pensioner; such suspension shall apply for each month in which re-employment occurs but shall not continue beyond the end of the Plan Year; and
- (iv) notwithstanding Section 2.01, the Suspended Pensioner will commence participation in the Plan upon the suspension of their pension, and contributions will be made to the Plan by the Suspended Pensioner in accordance with Section 5.01 and by the Participating Employer in accordance with Section 5.02; and
- (v) the Suspended Pensioner will commence to accrue Credited Participating Service as a Suspended Pensioner.

With respect to the foregoing in this Section 8.06:

- (vi) Subject to Section 8.06(a)(viii), qualification as a Suspended Pensioner re-commences at the beginning of each Plan Year;
- (vii) subject to Section 8.06(a)(viii), there is no limit on the number of years in which a rehired retiree can be employed by one or more Participating Employers.

(more)

- (viii) A rehired retiree can no longer qualify as a Suspended Pensioner as of the December 1st in the calendar year in which the individual attains age 71;
- (b) Resumption of Payment and Additional Accrued Benefit
- (i) Benefit payments that are suspended when a retired individual qualifies as a Suspended Pensioner pursuant to Section 8.06(a) shall resume the first day of the calendar month after the calendar month in which the Suspended Pensioner ceases to be a Suspended Pensioner;
  - (ii) benefits payable upon resumption shall be the same as the suspended benefits and will not be re-adjusted in respect of the period of suspension and forfeiture, with the exception of the indexation of post retirement benefits pursuant to Section 6.10; and
  - (iii) the additional Accrued Benefit earned by the Suspended Pensioner during the period of re-employment will be based on Credited Participating Service and Final Average Earnings earned after the date that Plan participation resumes and any early retirement reductions applicable pursuant to Section 7.02 at the date that the additional pension commences. The additional benefit earned while participating in the Plan as a Suspended Pensioner will be payable in the same form as the suspended benefit.