



**CANADIAN CHRISTIAN SCHOOL PENSION
PLAN AND TRUST FUND**

3350 East Paris Avenue SE
Grand Rapids, Mi 49512-3054

**ELECTION OF CONTRIBUTION CONTINUANCE
WHILE ON MATERNITY/PARENTAL LEAVE**

PART I

To Be Completed By Employee

In accordance with Section 3.04 (see reverse) of the Plan, I elect to continue making contributions to the Plan while on the Leave determined below by my Employer. By continuing contributions, I understand that my Credited Participating Service will continue to accrue.

Name _____ Soc.Ins.No. _____

Expected or actual birth date or custody date _____

Signature _____ Date _____

PART II

To Be Completed By Employer

For the period beginning _____ and ending _____, the above signed Employee will be on a Maternity and/or Parental Leave as defined in Section 3.04 (see reverse) of the Plan. As required by the Plan, the employer and employee will continue to make contributions to the Plan during the period of the leave based on the employee's full salary and percent full time worked at time of leave so that the employee's Credited Participating Service will continue to accrue.

Employer _____ Signature _____

Address _____ Title _____

_____ Date _____

“more”

Maternity Leave and Parental Leave

For the purposes of the Plan, “Maternity Leave” means an unpaid pregnancy leave of absence of 17 weeks or less commencing no earlier than 17 weeks prior to the expected birth date. In the case of an Employee who is not entitled to a Parental Leave, however, the Maternity Leave will end not later than 6 weeks after the leave commences or the day that is 6 weeks after birth, still-birth or miscarriage, even if the total leave would then be greater than 17 weeks in length. A Maternity Leave is granted only to Employees who commence employment with the Employer at least 13 weeks prior to the expected birth date.

For the purposes of the Plan, “Parental Leave” means an unpaid parental leave of absence of 37 weeks or less commencing no more than 52 weeks following the birth date of the Employee’s child or the coming of a child into the custody, care and control of the Employee for the first time. A Parental Leave is granted only to Employees who commence employment with the Employer at least 13 weeks prior to the birth date of the Employee’s child or the coming of a child into the custody, care and control of the Employee for the first time.

A Participant who is on a Maternity Leave or Parental Leave, as determined by the Employer may elect in writing to continue to make contributions to the Plan during the period of the Maternity Leave or Parental Leave. If such a Participant elects not to continue making contributions during such leave, the Participant’s contributions will cease at the commencement of such leave and no Credited Participating Service shall accrue during such leave. The accrual of the Participant’s Credited Participating Service shall resume upon expiration of the Maternity Leave or Parental Leave provided such Participant returns to active service with the Employer immediately following the end of such leave.

If a Participant who is on a Maternity Leave or Parental Leave, as determined by the Employer, elects to continue making contributions to the Plan during such leave, the Participant’s Credited Service shall continue to accrue during the period of such leave, subject to the Revenue Canada limits outlined in Section 3.01. The Participant’s contributions shall be made based on the Participant’s annual rate of Compensation in effect at the commencement of such leave.

The period of a Participant’s Maternity Leave or Parental Leave shall count as a period of employment with the Employer for the purpose of Vesting Service as determined in accordance with Section 4.02.