

Canadian Christian School Pension Plan Description & Bylaws
Section 7 – Benefits – General Provisions and Limitations

7.05 Suspension of Benefits

(a) Suspended Benefits

An Early Retirement Benefit that is being paid to a retired Participant will be suspended and forfeited for each calendar month of each Plan Year from the date upon which such a retired Participant is rehired by a Participating Employer and qualifies as a "Suspended Pensioner". For the purposes of this Section 7.05, a retired Participant in receipt of an Early Retirement Benefit who is rehired by a Participating Employer becomes a Suspended Pensioner in any Plan Year upon the later of the date on which he:

- i. completes 60 full time equivalent working days in a Plan Year; or
- ii. earns Compensation equal to 35% of the Y.M.P.E. in a Plan Year.

(b) Upon becoming a Suspended Pensioner:

- i. And notwithstanding Section 7.05(e), the Early Retirement Benefit payable to a Suspended Pensioner will be suspended and payments forfeited (the "Suspended Payments") commencing as of 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;
- ii. and notwithstanding Section 2.01, a Suspended Pensioner will re-commence participation in the Plan upon the suspension of the payment of his Early Retirement Benefit, and contributions will be
- iii. made to the Plan by the Suspended Pensioner in accordance with Section 4.01 and by the Participating Employer in accordance with Section 4.02;
- iv. the Suspended Pensioner will commence to accrue Credited Participating Service as a Suspended Pensioner.

(c) With respect to the foregoing in this Section 7.05:

- i. Subject to Section 7.05(c)(iii), qualification as a Suspended Pensioner re-commences at the beginning of each Plan Year.
- ii. Subject to Section 7.05(c)(iii), there is no limit on the number of years during which a retired Participant in receipt of an Early Retirement Benefit can be employed by one or more Participating Employers and become a Suspended Pensioner.
- iii. A retired Participant in receipt of an Early Retirement Benefit who is rehired by a Participating Employer will no longer qualify as a Suspended Pensioner as of December 1st of the calendar year in which the individual attains age 71.

(d) Resumption of Payment and Additional Accrued Benefit

- i. Payments that are suspended when a retired Participant qualifies as a Suspended Pensioner pursuant to Section 7.05(a) or Section 10.03(b)(iii)(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 5.12.
- iii. The additional Accrued Benefit earned as a 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 6.02 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.