Pension and Benefits Eligibility

New Hires

Employment Category	Group Benefits (life, health, dental etc.)	Pension (DC Plan)
Regular* Full-time and Part-Time (working 24 hour a week or more)	Immediately	Immediately (first of month coincident with member's start date or the first of the following month if member starts after the first of the month)
Regular Part-time working less than 24 hours per week	Not eligible	***Eligible when member has earned at least 35% of YMPE after two consecutive calendar years or has worked 700 hours in each of two consecutive calendar years (one year in Quebec).
Temporary (Limited term) full-time	Not eligible	***Eligible when member has earned at least 35% of YMPE after two consecutive calendar years or has worked 700 hours in each of two consecutive calendar years (one year in Quebec).
Temporary (Limited term) part- time working less than 24 hours per week	Not eligible	***Eligible when member has earned at least 35% of YMPE after two consecutive calendar years or has worked 700 hours in each of two consecutive calendar years (one year in Quebec).

Re-hires

Em	ployment Category	Group Benefits (life, health, dental etc.)	Pension (DC Plan)
	red before age 71 with t-retirement benefits**		
	Regular* Full-time and Part-Time (working 24 hour a week or more)	Post-retirement benefits suspended, enrolled in Active Benefits	Immediately (first of month coincident with member's start date or the first of the following month if member starts after the first of the

^{*}Regular employment is permanent on- going employment
**Employees hired after age 71 are not eligible to participate in the pension plan (Revenue Canada Rule)
*** Some variation by province, contact Ellement for assistance 1-844 - 440-1045

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			month))
	Regular Part-time working less	Not eligible - continues on	***Eligible when member has earned at least 35% of
	than 24 hours per week	Post-retirement benefits, if	YMPE after two consecutive calendar years or has
		applicable	worked 700 hours in each of two consecutive calendar
			years (one year in Quebec).
	Temporary (Limited term) full-time	Not eligible - continues on	***Eligible when member has earned at least 35% of
		Post-retirement benefits if	YMPE after two consecutive calendar years or has
		applicable	worked 700 hours in each of two consecutive calendar
	Tanana and the tradition of the s	Niet eliethie eestimas es	years (one year in Quebec).)
	Temporary (Limited term)part-time	Not eligible - continues on	***Eligible when member has earned at least 35% of
	working less than 24 hours per week	Post-retirement benefits, if applicable	YMPE after two consecutive calendar years or has worked 700 hours in each of two consecutive calendar
	Week	арріїсавіе	years (one year in Quebec).
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_	ular Rehire or Retired		
	ore age 71 without Post-		
retii	rement benefits		
	Regular* Full-time and Part-Time	Immediately	Immediately (first of month coincident with
	(working 24 hour a week or more)		member's start date or the first of the following
			month if member starts after the first of the month)
	Regular Part-time working less	Not eligible	***Eligible when member has earned at least 35% of
	than 24 hours per week		YMPE after two consecutive calendar years or has
			worked 700 hours in each of two consecutive calendar
			years (one year in Quebec).
	Temporary (Limited term) full-time	Not eligible	***Eligible when member has earned at least 35% of
			YMPE after two consecutive calendar years or has
			worked 700 hours in each of two consecutive calendar
	Towns are my (1 inside at towns) many times	Niet eliminie	years (one year in Quebec).
	Temporary (Limited term)part-time	Not eligible	***Eligible when member has earned at least 35% of
	working less than 24 hours per week		YMPE after two consecutive calendar years or has worked 700 hours in each of two consecutive calendar
	Week		years (one year in Quebec).
			years (one year in Quebec).

- Pension and Benefits are offered as a package. Eligible members must participate in both programs. Pension Legislation and the Plan requires employees meeting certain hours or earning requirements, participate in the plan.
- Regular Full or Part time employee whose hours reduce below 24 hours per week:
 - o Employee continues in the pension plan.
 - Benefits cease at the end of the month.

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