

Changes to Municipal Pension Plan Enrolment Processes

Past practice:

- CUPE temporary and casual employees were provided with forms to enroll or waive enrolment in the Municipal Pension Plan (MPP); however, there wasn't consistent follow-up with these employees to ensure that the paperwork was submitted.
- If no paperwork was received, the employee was not enrolled in MPP.

Changes mandated by the MPP Corporation:

- From this date forward, all CUPE temporary and casual employees must complete either an MPP enrolment or an MPP waiver form within 30 calendar days of employment.
- If no form is received from an employee, the employee will be automatically enrolled in MPP.
- Once enrolled, an employee cannot opt back out of the plan.

What does this mean for current CUPE temporary and casual employees at VIU?

- ***Current CUPE temporary or casual employees who are actively on payroll***, but who do not have a waiver or enrolment on file, have been enrolled into the MPP at the direction of the MPP Corporation.
 - Only ~2 CUPE temporary/casual employees didn't have an enrolment or waiver form on file. These employees have been enrolled in the MPP. They will be sent a letter regarding the enrolment and will be given the option to buy-back MPP benefits retro-active to their original start date. Whether or not the individual employee chooses to purchase the arrears, VIU is required to pay the institutional portion of the arrears. So the employee will be covered for half of their past pensionable service even if they choose not to purchase their portion of the arrears.
- ***CUPE casuals who are not currently on payroll and not new employees*** (i.e. they aren't currently in a position), when they come back on payroll they will be sent a letter and given the option to enroll or waive enrolment in the MPP.
 - If, on re-hire, the employee chooses to enroll in the MPP, they will have the option to purchase their arrears retro-active to their original start date. Whether or not the individual employee chooses to purchase the arrears, VIU is required to pay the institutional portion of the arrears. So the employee will be covered for half of their past pensionable service even if they choose not to purchase their portion of the arrears.
 - If, on re-hire, the employee chooses to waive enrolment in the MPP, the waiver will be backdated to their first ever hire date at VIU. This waives the employee's rights to purchase their arrears back to their first ever hire date at VIU. However, the employee may enroll in the MPP at any time in the future.