

Resolution – Amendments to Regulations of Canon VIII

November 2019

Moved by: Ms. Kim Chadsey

Seconded by: Canon Hugh Mackenzie

Be it resolved:

That the Council of General Synod approves the following recommendations of the Pension Committee to amend Regulations 2, 3, 6 and 9 effective January 1, 2020.

Bold indicates addition. ~~Strikethrough~~ indicates deletion

Amendments to Regulation 2 (“Eligibility and Membership”)

Effective date: January 1, 2020

Rationale: To allow this Regulation to expand membership to new groups and change LTD benefit such that it’s not open to outside groups.

Section 2 is amended and Section 2A and Section 2B of Regulation 2 is inserted as follows:

2. All lay employees of a Participating Employer **that is the General Synod, a Provincial or Diocesan Synod or Parish, or any other employer participating in the Plan as at December 31, 2019**, shall be Members except as provided under section 3, 4, 4A and 5 of this Regulation.

2A. **All employees of a Participating Employer that is or has a relationship with the Church, as determined by the Pension Committee, not referenced in section 2 shall be Members on mutually agreeable terms and subject to Canon VIII, except as provided under sections 3, 4, 4A and 5 of this Regulation.**

2B. **All employees within a class of employees of a Participating Employer not referenced in section 2 or 2A shall be Members on mutually agreeable terms and subject to Canon VIII, except as provided under sections 3 and 4A of this Regulation.**

Section 7 of Regulation 2 is amended to read as follows:

7. All persons eligible for membership in the **Plan pursuant to section 1 or 2 or 2A of this Regulation** who are aged under 65 years shall be enrolled in the General Synod Long Term Disability Plan. **All persons eligible for membership in the Plan pursuant to section 2B of this Regulation shall not be enrolled in the General Synod Long Term Disability Plan.**

Amendments to Regulation 3 (“Contributions”)

Effective date: January 1, 2020

Rationale: To allow this Regulation to change the employer and employee contribution rate to the plan in conjunction with a change to the employer contribution rate to the expense fund.

Subsection (viii) is added to the end of Section 1 of Regulation 3 as follows:

(viii) Effective January 1, 2020 : 12.5% of Salary

Section 2 of Regulation 3 to be amended as follows:

The Pension Contributions required from the Member in Active Service shall be:

- (i) Effective January 1, 2014 – 5.3%**
- (ii) Effective January 1, 2020 – 5.0%**

Amendments to Regulation 6 (“Disability Benefit”)

Effective date: January 1, 2020

Rationale: To allow this Regulation to change the Disability Benefits from the GSPP (namely subsidized contributions and deemed membership) such that they are not available to outside groups without an equivalent LTD plan.

Section 1 of the Regulation 6 is inserted and the remaining sections forming Regulation 6 are renumbered accordingly

1. Eligibility

The following Members may be eligible for disability benefits set out in this Regulation:

- (a) Members pursuant to Section 1 or 2 or 2A of Regulation 2; and**
- (b) Members pursuant to Section 2B of Regulation 2, but only if the Member's employer provides its employees with a long term disability plan acceptable to the Board of Trustees.**

Amendments to Regulation 9 (“Child Allowance”)

Effective date: January 1, 2020

Rationale: To allow this Regulation to remove child allowance from the plan. Effective January 1, 2020, any new application for child allowance will be paid out of the Endowment Fund and a separate Regulation will be drafted for enabling these payments out of the Endowment Fund. Any Child Allowance already in pay before the effective date will continue to be paid from the plan until the entitlement is satisfied.

Regulation 9 is deleted in its entirety for any new applications as of the effective date and will be noted as Reserved:

9. Reserved CHILD'S ALLOWANCE

~~1. Reserved~~

~~2. An allowance of \$120.00 per month shall be paid on behalf of each Child of a deceased Member. This allowance shall be reduced to \$100.00 per month upon the Child's 18th birthday.~~

~~3.—Where a Member has died and no surviving Partner's allowance is being paid, a portion of the surviving Partner's allowance that would otherwise be payable may, at the discretion of the Trustees, be paid in addition to any allowances payable pursuant to this Regulation.~~

~~4.—If the Member was an Inactive Member at the time of death or retirement, the surviving Partner of the deceased Inactive Member shall be eligible to receive Child's allowances under the same terms and conditions as described in this Regulation, provided that:~~

~~(a) any allowance described in this Regulation shall be multiplied by the ratio of the Member's number of Years of Contributory Membership to the number of years from the Member's date of entry into the Plan to the Member's Normal Retirement Date, provided that this reduction in Child's allowance shall not apply if the Member is eligible for early retirement, pursuant to Regulation 4.2, and has at least ten Years of Contributory Membership on the date on which the Member ceased to be an Active Member.~~

~~(b) no Child born or adopted after the Member ceased to be an Active Member shall be eligible for Child's allowance.~~

~~5.—Payment of Child's Allowance~~

~~Child's allowance pursuant to this Regulation 9 shall be paid to:~~

~~(a) Reserved.~~

~~(b) the surviving parent of the Child on behalf of the Child, where the Member is deceased and a surviving Partner's allowance is being paid, or~~

~~(c) to the person who has legal custody of the Child on behalf of the Child, where neither parent of the Child is living.~~

~~Notwithstanding the foregoing, where the Child has attained the age of eighteen years the allowance may, at the discretion of the Trustees, be paid to the Child.~~

ADOPTED #CoGS 013-11-19