

**AMENDMENT 2012-A**

**TO THE UNIVERSITY OF WINNIPEG TRUSTEED PENSION PLAN**

**WHEREAS** the University of Winnipeg (the "**University**") established a pension plan for its employees entitled "The University of Winnipeg Pension Plan" effective September 1, 1972, which pension plan has been amended and updated from time to time, was formally adopted by By-Law No. 3/97 passed and enacted by the Board of Regents of the University on October 27, 1997, and has subsequently been amended from time to time since being formally adopted by the University (the "**Plan**");

**AND WHEREAS** the University transferred responsibility for administration of the Plan to the Board of Trustees (the "**Board of Trustees**") of The University of Winnipeg Trusteed Pension Plan Trust (the "**Trust**") by agreement dated March 25, 2008 and effective on July 7, 2008, and the Plan was re-named "The University of Winnipeg Trusteed Pension Plan" effective on that date;

**AND WHEREAS** the Board of Trustees has the right under Article 14 of the Plan to supplement, modify or amend the Plan provided that no such supplementation, modification or amendment of the Plan shall permit any part of the assets of the trust fund established under the Plan to revert to or be recoverable by the University or used or diverted to purposes other than for the exclusive benefit of members, retired members or their beneficiaries and joint annuitants under the Plan, and provided further that the Board of Trustees must abide by the terms and conditions of the Amended and Restated Trust Agreement dated March 25, 2008, between the University, The University of Winnipeg Faculty Association, the Association of Employees Supporting Education Services, the International Union of Operating Engineers and The University of Winnipeg Retirees Association Inc. (collectively, the "**Stakeholders**") and the trustees of the Trust as identified therein, pursuant to which the Trust was continued and under which the Trust is governed (the "**Trust Agreement**");

**AND WHEREAS** the Board of Trustees wish to amend the Plan to increase the contribution rates paid by Members and by the University in accordance with the collective agreements negotiated between the University and those Stakeholders that are bargaining agents for Members;

**NOW THEREFORE BE IT AND IT IS HEREBY RESOLVED THAT** the Plan shall be supplemented, modified and amended with effect as of and from January 1, 2012, as follows:

- (A) Schedule A is deleted in its entirety and replaced with Schedule A attached to this Amendment 2012-A .



This is Schedule A to the University of Winnipeg Trusteed Pension Plan to establish contribution rates by Members and by the University respectively for the purposes of paragraphs 3.1(a) and 4.1(a) of the Plan respectively.

## SCHEDULE A – CONTRIBUTION RATES

### Definitions

Capitalized terms not otherwise defined herein shall have the meanings given to them in the Plan. The following capitalized terms used in this Schedule A shall have the following meanings:

“**AESES Member**” means a Member that is within the bargaining unit that is represented by The Association of Employees Supporting Education Services or any successor thereto that represents such bargaining unit as a certified collective bargaining agent in accordance with *The Labour Relations Act* (Manitoba), and “**AESES Group**” means all AESES Members;

“**Excluded Members Group**” means all Excluded Members, as defined in the Plan;

“**IUOE Member**” means a Member that is within the bargaining unit that is represented by The International Union of Operating Engineers or any successor thereto that represents such bargaining unit as a certified collective bargaining agent in accordance with *The Labour Relations Act* (Manitoba), and “**IUOE Group**” means all IUOE Members;

“**Member Group**” means each of the AESES Group, the Excluded Members Group, the IUOE Group, the UWFA(Collegiate) Group and the UWFA(Main) Group.

“**UWFA(Collegiate) Member**” means a Member that is employed by the University in its Collegiate Division that is within the bargaining unit that is represented by The University of Winnipeg Faculty Association or any successor thereto that represents such bargaining unit as a certified collective bargaining agent in accordance with *The Labour Relations Act* (Manitoba), and “**UWFA(Collegiate) Group**” means all UWFA(Collegiate) Members;

“**UWFA(Main) Member**” means a Member that is employed by the University other than in its Collegiate Division that is represented by The University of Winnipeg Faculty Association or any successor thereto that represents such bargaining unit as a certified collective bargaining agent in accordance with *The Labour Relations Act* (Manitoba), and also includes any employee of The University of Winnipeg Faculty Association or any successor thereto that is a Member of the Plan (who shall be deemed to be a UWFA(Main) Member and not an Excluded Member), and “**UWFA(Main) Group**” means all UWFA(Main) Members;

“**YBE**” means the Year’s Basic Exemption, as defined in the Plan;

“**YMPE**” means the Year’s Maximum Pensionable Earnings, as defined in the Plan;

“**YMCE**” means the Year’s Maximum Contributory Earnings, as defined in the Plan.

The following contribution rates for the Member and the University respectively apply based on the Member Group into which the Member falls, for bi-weekly pay periods ending in the period from

January 1, 2012 to December 31, 2012, and based on whether the Member is a DC Member or a DB Member:

Contribution Rates from January 1, 2012 to December 31, 2012					
Member Group		Contribution rate on Basic Salary up to the YBE	Contribution rate on Basic Salary between the YBE and the YMPE	Contribution rate on Basic Salary between the YMPE and the YMCE	YMCE
<b>In respect of each DB Member that is a(n):</b>					
Excluded Member	Member	7.0%	5.2%	7.0%	\$86,111 plus 30% of the YMPE
	University	8.0%	6.2%	8.0%	
UWFA(Main) Member	Member	7.0%	5.2%	7.0%	\$86,111 plus 30% of the YMPE
	University	8.0%	6.2%	8.0%	
UWFA(Collegiate) Member	Member	7.0%	5.2%	7.0%	\$86,111 plus 30% of the YMPE
	University	8.0%	6.2%	8.0%	
IUOE Member	Member	7.0%	5.2%	7.0%	\$86,111 plus 30% of the YMPE
	University	8.0%	6.2%	8.0%	
AESES Member	Member	7.0%	5.2%	7.0%	\$86,111 plus 30% of the YMPE
	University	8.0%	6.2%	8.0%	
<b>In respect of each DC Member that is a(n):</b>					
Excluded Member	Member	6.0%	5.2%	6.0%	\$95,111 plus 30% of the YMPE
	University	6.0%	5.2%	6.0%	
UWFA(Main) Member	Member	6.0%	5.2%	6.0%	\$95,111 plus 30% of the YMPE
	University	6.0%	5.2%	6.0%	
UWFA(Collegiate) Member	Member	6.0%	5.2%	6.0%	\$95,111 plus 30% of the YMPE
	University	6.0%	5.2%	6.0%	
IUOE Member	Member	6.0%	5.2%	6.0%	\$95,111 plus 30% of the YMPE
	University	6.0%	5.2%	6.0%	
AESES Member	Member	6.0%	5.2%	6.0%	\$95,111 plus 30% of the YMPE
	University	6.0%	5.2%	6.0%	

The following contribution rates for the Member and the University respectively apply based on the Member Group into which the Member falls, for bi-weekly pay periods ending in the period from and after January 1, 2013, and based on whether the Member is a DC Member or a DB Member:

<b>Contribution Rates from and after January 1, 2013</b>					
<b>Member Group</b>		<b>Contribution rate on Basic Salary up to the YBE</b>	<b>Contribution rate on Basic Salary between the YBE and the YMPE</b>	<b>Contribution rate on Basic Salary between the YMPE and the YMCE</b>	<b>YMCE</b>
<b>In respect of each DB Member that is a(n):</b>					
Excluded Member	Member	8.0%	6.2%	8.0%	\$86,111 plus 30% of the YMPE
	University	9.0%	7.2%	9.0%	
UWFA(Main) Member	Member	8.0%	6.2%	8.0%	\$86,111 plus 30% of the YMPE
	University	9.0%	7.2%	9.0%	
UWFA(Collegiate) Member	Member	8.0%	6.2%	8.0%	\$86,111 plus 30% of the YMPE
	University	9.0%	7.2%	9.0%	
IUOE Member	Member	8.0%	6.2%	8.0%	\$86,111 plus 30% of the YMPE
	University	9.0%	7.2%	9.0%	
AESES Member	Member	8.0%	6.2%	8.0%	\$86,111 plus 30% of the YMPE
	University	9.0%	7.2%	9.0%	
<b>In respect of each DC Member that is a(n):</b>					
Excluded Member	Member	6.2%	6.2%	6.2%	\$105,111 plus 30% of the YMPE
	University	6.2%	6.2%	6.2%	
UWFA(Main) Member	Member	6.2%	6.2%	6.2%	\$105,111 plus 30% of the YMPE
	University	6.2%	6.2%	6.2%	
UWFA(Collegiate) Member	Member	6.2%	6.2%	6.2%	\$105,111 plus 30% of the YMPE
	University	6.2%	6.2%	6.2%	
IUOE Member	Member	6.2%	6.2%	6.2%	\$105,111 plus 30% of the YMPE
	University	6.2%	6.2%	6.2%	
AESES Member	Member	6.2%	6.2%	6.2%	\$105,111 plus 30% of the YMPE
	University	6.2%	6.2%	6.2%	