

Operating & Trust Support Staff

PENSION & BENEFITS for CONCURRENT JOBS / POSITIONS

- **This Tip Sheet applies when:** an employee **keeps** his/her current part-time job / position **and** takes on an additional job / position and **each** of the jobs / positions has (as a **minimum**) 40% of a full-time workload.
- The term “**benefits**” refers to those listed in the Collective Agreement: **1)** Supplementary Health Care (including vision), **2)** Dental Insurance, **3)** Basic Group Life Insurance, **4)** Critical Illness Insurance, **5)** Long Term Disability (LTD), **6)** Occupational Accidental Death and Dismemberment Insurance, **7)** Employee & Family Assistance Plan, **8)** Personal Spending Account, **9)** Health Spending Account, and **10)** Public Service Pension Plan *. Other **optional** insurance programs are also available at employee cost.

Employee Type in <u>Current Job / Position</u>	Length of Appointment for the <u>Additional Job / Position (not Regular)</u>	Action
Casual 1	≤12 months	<ul style="list-style-type: none"> • Additional work is Casual 1 until 1000 hours are reached • Benefits: none • Pension: none
	>12 months	<ul style="list-style-type: none"> • Additional position is Auxiliary • Benefits: Enrolled for the Auxiliary position only • Pension: Enrolled for the Auxiliary position if eligible *
Casual 1 FT Student	≤12 months	<ul style="list-style-type: none"> • Additional work is Casual 1 FT Student • Benefits: none • Pension: none
	>12 months	<ul style="list-style-type: none"> • Additional work is Auxiliary (by appointment only) • Benefits: Enrolled for the Auxiliary position only • Pension: Enrolled for the Auxiliary position if eligible *
Casual 2	≤12 months	<ul style="list-style-type: none"> • Additional work is Casual 2 until 1707 hours are reached • Benefits: none • Pension: none
	>12 months	<ul style="list-style-type: none"> • New position is Auxiliary • Benefits: Enrolled for the Auxiliary position only • Pension: Enrolled for the Auxiliary position if eligible *
Auxiliary ≤1707 hours Original appointment >12 months in length	≤12 months	<ul style="list-style-type: none"> • Additional position is Casual 1 (until 1000 hrs) or Casual 2 (until 1707 hrs) • Benefits: Enrolled for the Auxiliary appointment only • Pension: Enrolled for the Auxiliary position if eligible *
	>12 months	<ul style="list-style-type: none"> • Additional position is also Auxiliary • Benefits: Enrolled in benefits for both Auxiliary appointments • Pension: Enrolled for both Auxiliary positions if eligible *
Auxiliary >1707 hours Original appointment ≤12 months in length	≤12 months	<ul style="list-style-type: none"> • Additional work is Auxiliary • Benefits: 10% pay-in-lieu on both Auxiliary positions • Pension: none
	>12 months	<ul style="list-style-type: none"> • Additional position is Auxiliary • Benefits: Enrolled for Auxiliary >12 month appointment 10% benefit pay on Auxiliary <12 month appointment <u>ceases</u> • Pension: Enrolled for Auxiliary > 12 month appointment if eligible *
Auxiliary >1707 hours Original appointment >12 months in length	≤ 12 months	<ul style="list-style-type: none"> • Additional position is Auxiliary • Benefits: Enrolled for Auxiliary >12 month appointment • Pension: Enrolled for Auxiliary >12 month appointment if eligible *
	>12 months	<ul style="list-style-type: none"> • Additional position is Auxiliary • Benefits: Enrolled for both Auxiliary appointments. • Pension: Enrolled for both Auxiliary positions if eligible *
Regular Recurring or Part-Time	≤12 months	<ul style="list-style-type: none"> • Additional work is Auxiliary • Benefits: Enrolled for the Regular position • Pension: Enrolled for the Regular position if eligible *
	>12 months in length	<ul style="list-style-type: none"> • Additional position is Auxiliary • Benefits: Enrolled for both positions • Pension: Enrolled for both positions if eligible *

* **Pension Eligibility Criteria:** please contact your [Pension & Benefit Advisor](#) for more information on pension eligibility.