

Peterborough, Ontario, Canada

IN THE MATTER OF CONVERSION TO THE UNIVERSITY PENSION PLAN

Between:

The Trent University Faculty Association (the “Association”)

- and -

Trent University (“Trent”) (collectively, the “Parties”)

MEMORANDUM OF AGREEMENT REGARDING LIMITED TERM APPOINTMENT FACULTY MEMBERS

WHEREAS:

1. The Parties entered into the UPP Consent MOA in November 2019 regarding the conversion of The Contributory Pension Plan for TUFA Employees of Trent University (the “Plan”) to the University Pension Plan Ontario (“UPP”);
2. In consultation with the Association, and with the approval of the UPP and the Joint Sponsors of the UPP, Trent is completing the work necessary to convert the Plan into the UPP effective January 1, 2022, subject to regulatory approval;
3. Under the terms of the Plan, Limited-Term Employees (as defined in the Plan) are eligible (and not required) to join the Plan on the earliest date at which the Employee commences employment with Trent pursuant to an appointment for a limited term, the duration of which, when added to the terms of previous limited term appointments, if any, exceeds two years;
4. The Parties have learned that they had different interpretations as to what was agreed under the UPP Consent MOA regarding Limited-Term Employees’ eligibility to participate in the UPP;
5. It is a principle of the UPP design that employees’ participation in the UPP be consistent with the participation rules under a plan prior to the conversion;
6. The Parties agree to amend the Plan effective July 1, 2021 to require that:
 - a. New employees represented by the Association who are eligible to participate in a registered pension plan and who are hired for a limited term appointment on or after July 1, 2021 (“New Limited-Term Employees”) must commence participation in the Plan effective on the date which their appointment commences.
 - b. Current Limited-Term Employees who (i) are not Members of the Plan, (ii) eligible to participate in a registered pension plan, and (iii) are re-hired by the University pursuant to a new limited term appointment on or after July 1, 2021 (“Renewed

Limited-Term Employees”) must commence participation in the Plan effective on the date which they commence employment under the new limited term appointment (in respect of the 2021-2022 academic year).

- c. Any current Limited-Term Employee who is eligible to participate in a registered pension plan and whose current appointment extends beyond the 2021 calendar year (“Extended Limited-Term Employees”) shall be required to commence participation in the Plan effective September 1, 2021; and

7. Limited-Term Employees will be required to participate in the UPP.

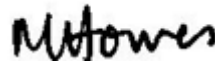
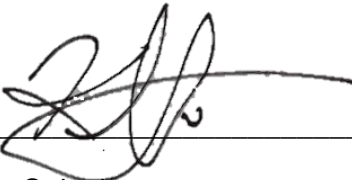
NOW, THEREFORE the Parties agree as follows:

- 1. The Plan shall be amended effective July 1, 2021 to require that:
 - a. New Limited-Term Employees hired on or after July 1, 2021 must commence participation in the Plan on the date on which their appointment commences.
 - b. Renewed Limited-Term Employees must commence participation in the Plan on the date on which their new appointment in respect of 2021-2022 academic year commences (which date shall be no earlier than July 1, 2021).
 - c. Extended Limited-Term Employees shall be required to commence participation in the Plan effective September 1, 2021.
- 2. It is the understanding of the Parties that Limited-Term Employees will be considered Full-Time Employees (as defined in the UPP). Trent will seek the approval of the Joint Sponsors and the UPP to have Limited-Term Employees classified as Full-Time Employees under the terms of the UPP, by having Limited-Term Employees included in the definition of “Regular Full-Time Contract Appointment” under the UPP.

Signed, in Peterborough, this 8th day of June, 2021.

For Trent:

For the Association:



Kent Stringham
Vice President, Finance and Administration

Moira Howes, President



Leo Groarke, President & Vice-Chancellor

Susan Wurtele, Chief Negotiator