
Universities Academic Pension Plan (UAPP) Policy

Policy Sponsor:	Vice President, Finance and Administration
Policy Contact:	Director, Human Resources
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Procedure:	Universities Academic Pension Plan (UAPP) Procedure

Purpose

To define the pension benefit provided by Athabasca University (the University) to eligible Staff Members through the Universities Academic Pension Plan (UAPP).

Definitions

Agreement	The Terms and Conditions Agreement between the Governors of Athabasca University and the Athabasca University Faculty Association (AUFA).
AUFA	Athabasca University Faculty Association and its members.



Combined Pensionable Service (CPS)	The total number of years of Pensionable Service earned with the same employer (Athabasca University) by a Staff Member who has moved between the Public Service Pension Plan (PSPP) and the UAPP after 1993 with no break in pensionable service.
Contiguous Terms	Terms of employment without a break in service.
Full-time	Regular work schedule equal to 1.0 full-time equivalency (FTE).
Normal Working Year	The year specified by Athabasca University as the annual payroll pay period cycle.
Non pensionable salary	Earnings on which pension contributions are not calculated.
Part-time	Regular work schedule that meets a minimum of 0.5 full-time equivalency (FTE).
Pensionable Service	The sum of years of service that a staff member has contributed to a pension plan plus service recognized from a transfer or purchase of optional service.
Pensionable Service Full-time Equivalency	The base unit for determining Full-time is 1820 hours per Normal Working Year (pro-rated for part-time service).
Permanent	A Staff Member who has no pre-determined date on which employment will end.
Sponsorship and Trust Agreement (STA)	The formal Agreement between participating institutional members and the assigned Trustee that contains the terms and conditions of the UAPP, legislative and regulatory references, and guidelines for the administration of the UAPP.
Staff Member	Permanent or Temporary Staff Members as defined in the AU-AUFA Terms and Conditions Agreement and those Staff Members who have been hired on an Executive, Excluded Management or Excluded Professional (permanent or temporary) employment contract.

**Temporary**

A Staff Member who is hired for a contractually limited period, for non-Permanent full or Part-time employment and where there is a pre-determined date on which employment will end.

Term Appointment

The contractually limited period for which a Temporary Staff Member is hired. The start date and end date are pre-determined and stated in the employment contract.

UAPP

Universities Academic Pension Plan.

YMPE

Year's Maximum Pensionable Earnings as defined by the Canada Revenue Agency (CRA) within the meaning of the Canada Pension Plan.

Policy Statements

The University recognizes the provision of employee pension plans as an important benefit in a Staff Member's preparation for a secure level of retirement income and for those additional benefits in the event of death, disability, or termination of employment.

Athabasca University is committed to the provision of contributions to, and the administrative requirements for, pension plans in accordance with pension legislation and regulations, terms and conditions of employment, and the respective collective agreements in place.

The Universities Academic Pension Plan (UAPP) will be the pension plan provided by the University, and through the Sponsorship and Trust Agreement (STA), to eligible Staff Members who are members of the Athabasca University Faculty Association (AUFA) and for Staff Members of Executive, Excluded Management, or Excluded Professional employment groups.

This Policy has been developed in accordance with the UAPP Sponsorship and Trust Agreement guidelines to suit the requirements of Athabasca University and its eligible Staff Members.

The University is responsible to ensure that Staff Members are informed of their participation in UAPP, to inform them of their means of access to this Policy, the applicable legislation and regulations, and the terms and conditions of the UAPP.

As contributors to, and beneficiaries of the UAPP, Staff Members have a responsibility to understand and comply with the legislative and regulatory requirements of the UAPP, the terms and conditions of employment, and the applicable University Policy and Procedure with respect to their participation in the UAPP.

Staff Members are eligible to participate in only one Athabasca University-approved pension plan at a time while employed with Athabasca University.



Applicable Legislation and Regulations

Alberta [Employment Pension Plans Act](#)

Canada [Income Tax Act](#)

Related References, Policies, Procedures and Forms

[AUFA Terms and Conditions Agreement](#)

[Universities Academic Pension Plan \(UAPP\) Members Handbook](#)

[Universities Academic Pension Plan \(UAPP\) Procedure](#)

[Universities Academic Pension Plan \(UAPP\) Sponsorship and Trust Agreement](#)

History

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