

Timelines and Conditions for Purchasing Leaves of Absence in the Teachers' Pension Plan

Type of LOA and Conditions	Leaves Commencing before December 31, 2000	Leaves Commencing on or after December 31, 2000
<p>Maternity</p> <ul style="list-style-type: none"> no return to work requirement. only leaves ending on or after March 14, 1981, are eligible for purchase. only the birth mother is eligible to purchase this leave. cannot begin more than 11 weeks prior to the expected date of birth of the child. 	<ul style="list-style-type: none"> 18 weeks, if leave commences before birth of child or termination of pregnancy. may be extended by up to 6 weeks if a doctor certifies that the member is unable to return to work. 	<ul style="list-style-type: none"> 17 weeks, if leave commences before birth of child or termination of pregnancy. may be extended by up to 6 weeks if a doctor certifies that the plan member is unable to return to work.
<p>Parental/Adoption</p> <ul style="list-style-type: none"> no return to work requirement. only leaves ending on or after March 22, 1991, are eligible for purchase. leave to commence: <ul style="list-style-type: none"> birth mother—immediately following end of maternity leave, unless mother and employer agree otherwise, birth father—within 52 weeks of child's birth, adopting parent—within 52 weeks of child coming into custody. 	<ul style="list-style-type: none"> 12 weeks, for either parent; and for adopting parents. may be extended by 5 weeks if a doctor certifies that the member is unable to return to work. each leave must fall within 12 months from the child's date of birth. 	<ul style="list-style-type: none"> 35 weeks, for birth mother who has taken maternity leave. 37 weeks, for birth mother who has not taken maternity leave, or for birth father; or for adoptive parents. may be extended by 5 weeks if a doctor certifies that the member is unable to return to work. each leave must fall within 12 months from the child's date of birth.
<p>Combined Maternity and Parental</p> <ul style="list-style-type: none"> if maternity leave begins before December 31, 2000, and parental leave begins on or after December 31, 2000, each leave is subject to the leave limits in place at the time the leave commences. 	<ul style="list-style-type: none"> maternity and parental leave may not exceed a combined total of 32 weeks, not including extensions taken with a doctor's certificate. all maternity/parental leaves may not exceed a combined total of 3 years for leaves completed after December 31, 1991. each leave must fall within 12 months from the child's date of birth. 	<ul style="list-style-type: none"> maternity and parental leave may not exceed a combined total of 52 weeks, not including extensions taken with a doctor's certificate. all maternity/parental leaves may not exceed a combined total of 3 years for leaves completed after December 31, 1991. each leave must fall within 12 months from the child's date of birth.
<p>General</p> <ul style="list-style-type: none"> no return to work requirement. 	<ul style="list-style-type: none"> limited to the purchase of 5 years during the entire plan membership (this 5-year limit only applies to general leaves ending after January 1, 1992. There is no leave limit for LOAs ending before December 31, 1991. 	<ul style="list-style-type: none"> limited to the purchase of 5 years during the entire plan membership (this 5-year limit only applies to general leaves ending after January 1, 1992. There is no leave limit for LOAs ending before December 31, 1991.
<p>Child-rearing</p>	<ul style="list-style-type: none"> maximum of 5 years (50 months) 	<ul style="list-style-type: none"> maximum of 5 years (50 months)

Timelines and Conditions for Purchasing Leaves of Absence in the Teachers' Pension Plan, continued

Purchase application deadlines:

For all leaves that ended before April 1, 2002, you must apply to purchase before March 31, 2007, and while an active member.

For all leaves that ended on or after April 1, 2002, you must apply to purchase within five years of the end of the leave or before you terminate your current employment, whichever occurs first.

For child-rearing leave, you must have pensionable service before and after the child-rearing period to qualify, and you must apply while an active member.

Purchase payment:

For maternity and parental leaves, if you pay the employee pension contribution rate, the employer is billed for the employer pension contribution rate, based on:

- 32 weeks for leaves commencing before December 31, 2000
- 52 weeks for leaves commencing on or after December 31, 2000

For general leaves, you pay both the employee and employer pension contribution rate.

For child-rearing leaves, there is no cost to purchase the leave.

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