

## 1] INVOLUNTARY TERMINATION – Employee’s termination date is on or after July 1, 2012

To simplify administration and to ensure prompt processing of the former member’s termination from the pension plan, employers must submit this form along with the notification of the former member’s termination of employment. This form is to be signed by an authorized management representative of the employer, *other than the employee’s immediate supervisor*.

## 2] FORMER MEMBER INFORMATION

Last Name

First Name and Initials

Date of Birth (DD/MM/YYYY)

D		D		M		M		Y		Y		Y		Y
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OPTrust ID / WIN Number

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The above-named employee has been involuntarily terminated and this termination meets the definition of “activating event” under applicable Ontario pension law.

Authorized Signature

Date Signed (DD/MM/YYYY)

D		D		M		M		Y		Y		Y		Y
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Name (Please Print)

Title

**Note:** This form **must** be completed and submitted along with the notice of termination in all cases where termination is an “activating event.” If the form is not completed and submitted, OPTrust will process the termination assuming that the former member is **not** eligible for grow-in rights.

## WHO QUALIFIES FOR GROW-IN RIGHTS?

Effective July 1, 2012, the OPSEU Pension Plan offers enhanced pension rights (“grow-in rights”) to former members who have met certain eligibility requirements, as a result of a change to Ontario’s *Pension Benefits Act* which took effect on July 1, 2012.

The primary requirement is that the former member’s termination date is on or after July 1, 2012 and the former member’s age plus the greatest of the former member’s:

- years of employment with the employer, or
- period of membership in the OPSEU Pension Plan, or
- pensionable service in the OPSEU Pension Plan

equal at least 55 years.

OPTrust will determine whether or not a former member meets the age and service eligibility requirements for grow-in rights.

## ACTIVATING EVENT

### EXCEPTIONS

The other requirement is the “activating event,” the **involuntary** termination of employment, which entitles the former member to grow-in rights (as per subsection 74(1) of the *Pension Benefits Act*).

The *Pension Benefits Act* and associated Regulations provide certain exceptions where involuntary termination is **not** an “activating event and grow-in rights are **not** available to a former member who meets the age and service requirement. Grow-in rights are **not** available in the following circumstances:

1. the termination is a result of willful misconduct, disobedience or willful neglect of duty by an employee that was not trivial and was not condoned by the employer
2. the employee is only on a temporary layoff within the meaning of subsection 56(2) of the *Employment Standards Act, 2000*.