

Tri-County Mennonite Homes
Pension Contributions – Hourly Employees

Unionized Staff

Hourly Employees – Unionized
Effective November 1st, 2019

Category	Length of Continuous Service	Employer's Contribution	Employee's Contribution	Total Contribution
Full time and Part time	Less than 2 years	Not eligible		
Full time	2 years to 20 years	3%	2%	5%
	Over 20 years	5%	2%	7%
Part time with over 700 hours of service in two consecutive years	2 years to 20 years	3%	2%	5%
	Over 20 years	5%	2%	7%
Part time with less than 700 hours of service in two consecutive years And Casual		Not eligible		

Notes:

1. Employees may make additional contributions voluntarily.
2. Student employees are not eligible for the pension plan.

Non- Unionized Staff

Hourly Employees – Non- Unionized
Effective November 1st, 2019

Category	Length of Continuous Service	Employer's Contribution	Employee's Contribution	Total Contribution
All staff	Less than 2 years	Not eligible		
Full time and Part Time	2 years to 20 years	4.0%	4.0%	8.0%
	Over 20 years	6.0%	4.0%	10.0%
Part time with less than 700 hours of service in two consecutive years And Casual		Not eligible		

Notes:

1. Employees may make additional contributions voluntarily.
2. Student employees are not eligible for the pension plan.