

Tri-County Mennonite Homes  
Pension Contributions – Hourly Employees

Unionized Staff

**Hourly Employees – Unionized**

Category	Length of Continuous Service	Employer's Contribution	Employee's Contribution	Total Contribution
All staff	Less than 2 years	Not eligible		
Full time	2 years to 20 years	3%	2%	5%
	Over 20 years	5%	2%	7%
Part time and casual 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 and casual with less than 700 hours of service in two consecutive years		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 – 1 April 2016 to 31 March 2017**

Category	Length of Continuous Service	Employer's Contribution	Employee's Contribution	Total Contribution
All staff	Less than 6 months	Not eligible		
Full time and Part Time	6 months to 20 years	3.5%	2.5%	6.0%
	Over 20 years	5.5%	2.5%	8.0%
Casual		Not eligible		

**Hourly Employees – Non Unionized – 1 April 2017 to 31 March 2018**

Category	Length of Continuous Service	Employer's Contribution	Employee's Contribution	Total Contribution
All staff	Less than 6 months	Not eligible		
Full time and Part Time	6 months to 20 years	3.5%	3.0%	6.5%
	Over 20 years	5.5%	3.0%	8.5%
Casual		Not eligible		

**Hourly Employees – Non Unionized – 1 April 2018 to 31 March 2019**

Category	Length of Continuous Service	Employer's Contribution	Employee's Contribution	Total Contribution
All staff	Less than 6 months	Not eligible		
Full time and Part Time	6 months to 20 years	4.0%	3.5%	7.5%
	Over 20 years	6.0%	3.5%	9.5%
Casual		Not eligible		

**Hourly Employees – Non Unionized – Effective 1 April 2019**

Category	Length of Continuous Service	Employer's Contribution	Employee's Contribution	Total Contribution
All staff	Less than 6 months	Not eligible		
Full time and Part Time	6 months to 20 years	4.0%	4.0%	8.0%
	Over 20 years	6.0%	4.0%	10.0%
Casual		Not eligible		

**Notes:**

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