

LAKEHEAD UNIVERSITY SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB) PLAN

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SUPPLEMENTAL UNEMPLOYMENT BENEFITS

(SUB) PLAN

GENERAL

The purpose of the Lakehead University Supplemental Unemployment Benefits (SUB) Plan is to supplement the unemployment insurance benefits received by an employee for unemployment caused by pregnancy or parental or adoption leave. Employees must qualify for and be entitled to unemployment benefits to receive SUB benefits and must apply for unemployment insurance benefits before SUB becomes payable. The employee shall provide the employer with proof that she/he is receiving such benefits. Employees do not have the right to SUB payments except as specified in the plan. Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under this plan.

GROUP COVERED

The following group of employees, a total of one, is covered by the plan:

- Lakehead University Faculty Association (LUFA) - Faculty and Librarians (275)

SPECIAL CONDITIONS

A faculty member must have held a probationary or tenured appointment for at least twelve (12) months. A librarian member must have held a continuing appointment for at least twelve (12) months and agree to return to the University following the leave. In the event that a faculty member or a librarian member does not fulfil her/his obligation to return to the University, she/he shall be obliged to repay the Board any supplemental monies received during their maternity or parental or adoption leave.

BENEFIT LEVEL

The benefit level paid under this plan is set at 95% of the employees' regular weekly earnings. In any week the total amount of SUB payments and the weekly rate of UI benefits will not exceed 95% of the employee's weekly earnings.

Duration of benefits is stipulated within the Lakehead University Faculty Association (LUFA) collective agreement. It is understood that in any week, the total amount of SUB, unemployment insurance gross benefits and any other earnings received will not exceed the percentage as noted above of the employee's normal weekly earnings.

Any employee disentitled or disqualified from receiving unemployment insurance benefits is not eligible for SUB. Employees do not have the right to SUB payments except as specified in the plan.

OTHER INCOME

Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits will not be reduced or increased by payments received under the plan.

DURATION OF THE PLAN

September 1, 2011 to August 31, 2015 - continuing benefit

METHOD OF PAYMENT

SUB payments are financed from the University's operating revenues with a separate recording procedure in place.

REVENUE CANADA TAXATION REGISTRATION NUMBER

#LUN400204

Updated: September 2003, November 2008