

Schedule A

VANCOUVER PUBLIC LIBRARY BOARD
SELF-FUNDED LEAVE PLAN APPLICATION FORM AND AGREEMENT

I have read the following documents setting out the Terms and Conditions of the Self-Funded Leave Plan ("SFLP") and understand same and I agree to participate in the SFLP on these terms and conditions and as set out in this Application Form and Agreement:

Please check each box to indicate that you have read and understand the document:

Self-Funded Leave Plan

Trust Agreement

1. Leave Options

- (a) A 20% reduction in Gross Earnings in each of 4 years will provide for a one year leave period with a total payment equal to 80% of the 4 year average wages.
- (b) An 11.1% reduction in Gross Earnings in each of 4 years will provide for a six month leave period with 88.8% of the 4 year average wages.
- (c) A 25% reduction in Gross Earnings in each of 3 years will provide for a one year leave period with a total payment equal to 75% of the 3 year average wages.
- (d) A 14.3% reduction in Gross Earnings in each of 3 years will provide for a six month leave period with a total payment equal to 85.8% of the 4 year average wages.
- (e) A 33.3% reduction in Gross Earnings in each of 2 years will provide for a one year leave period with a total payment equal to 66.6% of the 2 year average wages.
- (f) A 20% reduction in Gross Earnings in each of 2 years will provide for a six month leave period with a total payment equal to 80% of the 2 year average wages.

2. Commencement

My Deferral Period (as defined in the SFLP) shall commence _____, 20__.

3. Number of Years of Participation

My Deferral Period (as defined in the SFLP) will be _____ years (selected from Options 1(a) to 1(f)), and my Leave Period shall immediately follow thereafter, subject to the provisions of paragraph 4 below.

4. Leave Period

In accordance with the SFLP Guidelines I will take my Leave Period from _____, 20__ to _____, 20__ (not to be less than six (6) consecutive months. A three months leave may be granted in the event the leave is used for full-time attendance at an educational institution).

5. **Funding Leave Period**

In accordance with the SFLP Guidelines, I direct MY EMPLOYER, the VANCOUVER PUBLIC LIBRARY BOARD (VPLB) to withhold _____ percent (not to exceed thirty three and one third percent (33.33%)) of my current compensation amount during my participation in the SFLP.

6. **Return to Employment**

I understand that I must return to employment with the VANCOUVER PUBLIC LIBRARY BOARD for a period of time not less than the Leave Period.

7. **Withdrawal from the Plan**

Only in the case of extenuating circumstances, as per the SFLP Guidelines, may I withdraw from the Plan.

8. **Benefits on or after Retirement**

The SFLP is not established to provide benefits on or after retirement.

9. **Distribution of Interest Income**

Interest earned on the deferred amounts will be calculated by the Plan Trustee and distributed annually and reported accordingly on the Member's T5 Statement of Investment Income.

10. **Fees**

Fees are charged by the Plan trustee to manage the Funds in the SFLP. These fees will be paid from the interest earned on the Member's Accounts in the Fund. Should the interest not be sufficient to cover all of the fees, the VPLB and CUPE Local 391 will pay the difference.

EMPLOYEE NAME: _____

EMPLOYEE SIGNATURE: _____

DATE: _____

EMPLOYER
APPROVAL: (Yes / No) _____

NAME OF APPROVER _____

SIGNATURE: _____

DATE: _____