

Employer Bulletin

from the Pension Corporation

To: College Pension Plan Employers

Date: February 2007

Topic: Purchases of Compassionate Care Leaves

Direction: Compassionate care leave, which was introduced on April 27, 2006 when changes to the *Employment Standards Act* came into effect, is eligible for purchase.

Compassionate care leave is time an employee and member of the College Pension Plan may take to provide care and support to a family member in situations where the family member is gravely ill with a significant risk of death within 26 weeks. Individuals who qualify as “family members” are defined in the *Employment Standards Act*. Members can take up to eight weeks leave in a 26-week period. See the Employment Standards Branch website at www.labour.gov.bc.ca/esb for important information about compassionate care leave.

Members can purchase up to five pensionable years for general leaves that ended on or after January 1, 1991. Compassionate care leaves occurring on or after April 27, 2006 are included in the five-year general leave purchase limit.

If a member chooses to pay for the employee portion of a compassionate care leave taken under the requirements of the *Employment Standards Act*, the employer who granted the leave is required to pay for the employer portion of the leave cost.

See Section 2 of the *Instructions for Employers* manual for more information on purchases. This section will be updated on April 1, 2007 to reflect changes to purchase of service rules.

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This publication provides general information about the pension plan and is based on the relevant plan documents (statutes, regulations and rules). If there is a discrepancy between this publication and the plan documents, the plan documents will apply.