

Regulation 7-7 Schedule A
Diocesan Synod of Fredericton
Supplemental Employment Benefits Plan

- 1 Coverage under the Plan is extended to all active clergy in the diocese and to all employees of the Synod Office. In addition, coverage is extended to include full time and permanent part-time lay employees of parishes in the diocese.
- 2 The combined Employment Insurance and Supplemental Employment Benefit payments, along with any other earnings from employment, will be limited to 95% of the employees' regular insurable earnings.
- 3 The maximum number of benefit weeks is fifteen.
- 4 The Plan will supplement Employment Insurance paid as a result of:
 - i. Sickness, injury or quarantine
 - ii. Temporary shortage of work
 - iii. Pregnancy
 - iv. Parental Leave
 - v. Training
 - vi. Childcare as referred to in Section 20(1) of the act, OR
 - vii. any combination of these factors
- 5 As of 2025, this plan is effective in perpetuity.
- 6 Employees disentitled or disqualified from receiving Employment Insurance Benefits are not eligible for Supplemental Benefit payments unless the disentanglement or disqualification is due to one of the following reasons:
 - i. insufficient hours of insurable employment,
 - ii. serving Employment Insurance waiting period,
 - iii. Employment Insurance Benefits exhausted.
- 7 Employees have no vested rights to payments under the Plan except to payments during a period of unemployment as specified in the Plan.
- 8 Payments under the Plan will be accounted for separately from the regular payroll records of the employer(s) and the Plan will be financed out of the employer(s) general operating income.
- 9 Employees must apply for and be approved for Employment Insurance Benefits before any Supplemental Benefit payments may commence.
- 10 The employee must provide proof that s/he is in receipt of Employment Insurance Benefits (or proof of disqualification as referred to in section 6.) before benefits are payable under the Plan.
- 11 The employer will inform the Employment Insurance Commission of any changes to the Plan

within 30 days of the effective date of such changes.

- 12 The Plan provides that 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 the Plan.

The Supplemental Unemployment Benefits Plan was adopted by the Diocesan Executive Committee on April 10, 1987, with subsequent modifications. This renamed plan was adopted January 2006 with subsequent modifications.