

**Regulation 7-7 Schedule F**  
**Diocese of Fredericton**  
**Supplemental Employment Benefits Plan**

(Previously referred to as the "Supplemental Unemployment Plan")

Following is the official wording of the terms and conditions of the Diocesan Supplemental Unemployment Benefit Plan:

- 1 Coverage under the Plan is extended to all active clergy in the Diocese and to all employees of the Synod Office of the Diocese. In addition, coverage is extended to include full time and permanent part-time lay employees of Parishes in the Diocese
- 2 The combined E.I. and S.U.B. 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 Child care as referred to in Section 20(1) of the act OR
  - VII any combination of these factors
- 5 The plan is effective from April 30, 2004 to April 2009 (subject to renewal)
- 6 Employees disentitled or disqualified from receiving E.I. Benefits are not eligible for S.U.B. payments unless the disentanglement or disqualification is due to one of the following reasons:
  - I insufficient hours of insurable employment
  - II serving E.I. waiting period
  - III E.I. Benefits exhausted
- 7 The 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 E.I. Benefits before any S.U.B. payments may commence.

- 10 Employee must provide proof that s/he is in receipt of E.I. Benefits (or proof of disqualification as referred to in Item Six) 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.

This Plan was adopted by the Diocesan Executive Committee on April 10, 1987 with subsequent modifications.

Adopted January 2006