






CONTRACT INTERPRETATION

NBA EMPLOYMENT STATUS COMPARISON – MUNICIPAL PENSION PLAN (MPP)

 Full time (FT) Work 37.5 hours per week for a total of 1,950 hours per year.	  Part time (PT) Work a minimum of 15 hours per week up to 1,950 hours per year.	  No fixed schedule
REGULAR	ENROLMENT	CASUAL
FT employees are automatically enrolled in the MPP.	PT employees must be offered enrolment immediately after completing their probation.	Casual employees must be given the option to join the plan after two consecutive years of employment.
ACCUAL	ACCUAL	ACCUAL
FT employees who do not take any unpaid leaves of absence (LOAs) greater than 20 days (150 hours) should be credited for 12 months of pensionable service (equivalent to 1,950 hours per year).	PT employees receive credit for all straight-time hours up to a maximum of 12 months (1,950 hours per year).	Casual employees receive credit for all straight-time hours up to a maximum of 12 months (1,950 hours per year). They are also credited on a pro-rated basis for stat holidays.

NOTE: Effective 2019, casual employees bidding into and accepting temporary appointments are considered regular status for the duration of the temporary appointment as per Article 17.02 of the Nurses' Bargaining Association provincial collective agreement.



Scan QR code to learn more about pensions.