



SECTION: Early Retirement Windows

INDEX NO.: E050-050

TITLE: For Applications Received After March 26, 1992

APPROVED BY: Superintendent of Financial Services

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Note: Where this policy conflicts with the Financial Services Commission of Ontario Act, 1997, S.O. 1997, c. 28 (FSCO Act), Pension Benefits Act, R.S.O. 1990, c. P.8 (PBA) or Regulation 909, R.R.O. 1990 (Regulation), the FSCO Act, PBA or Regulation govern.

*Note: The electronic version of this policy, including direct access to all linked references, is available on FSCO's website at www.fSCO.gov.on.ca. All pension policies can be accessed from the **Pensions** section of the website through the **Pension Policies** link on the left side of each page.*

This policy will be used for applications received after March 26, 1992.

- * 1. An early retirement window is a time-limited offering of a special early retirement benefit, payable only on retirement during the time limit. The window may be open for a minimum of one month and a maximum of 12 months.
- 2. An early retirement window is effected through a plan amendment which provides enhanced early retirement benefits.
- * 3. Reasonable age and/or service criteria may be used to define a group of employees who will be eligible to receive the early retirement window option. The early retirement window offer may be confined to a specific location.
- 4. General notice of the early retirement window offer must be given to all active members prior to the effective date of the plan amendment. In addition, notice must be given to any applicable trade union and other relevant employee group or association. The general notice to members may be given by posting it in accessible locations.
- 5. Every member of the group described in #3 must receive the offer by individual written notice, and be given at least 35 days from the date of the notice document to accept the offer.

- * 6. An early retirement window benefit may be:
 - i) an ancillary benefit; and/or
 - ii) a crediting of additional years of future service up to the normal retirement date under the plan.

- 7. Either
 - i) after the early retirement window is closed, the ratio of the market value of the assets of the plan to solvency liabilities of the plan must be 1.0 or more; or
 - ii) where prior to the early retirement window offer, the ratio of the market value of the assets of the plan to solvency liabilities of the plan is less than 1.0, the ratio shall not be further reduced as a result of the window.

Different requirements may apply where a wind-up or partial wind-up is involved.

It should be noted that the Canada Revenue Agency requires prior approval for early retirement window proposals.

* *Alternate proposals will be considered on a case by case basis.*