



**SUBJECT:**  
**APPROVAL DATE:**  
**REVISION DATE:**

**FRINGE BENEFITS**

December 8, 1987  
January 9, 1992  
**November 3, 2003**  
1 of 1  
**GCBC**

**PAGE:**  
**POLICY**

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**1. PENSION PLAN**

- 1.1 Teaching and Clinical staff shall be required, as a condition of employment, to join the Teacher Retirement Allowance Fund Pension Plan subject to the conditions of the Plan.
- 1.2 Employees other than Teaching and Clinical staff shall, as a condition of employment, be required to join the Pension Plan provided under School Division By-Law No. 196 governing The Winnipeg School Division Pension Fund for Employees Other Than Teachers, which was established in 1929.
- 1.2.1 Enrolment in The Winnipeg School Division Pension Fund shall be subject to the conditions of the Fund.

**2. GROUP INSURANCE**

- 2.1 Subject to the conditions of the plan, employees, as a condition of employment, shall be required to enrol in the Group Insurance Plan approved by The Winnipeg School Division.
- 2.2 Employees may, at their option, enrol in the supplementary insurance coverage available through the Group Insurance Plan.

**3. DENTAL PLAN AND GROUP HEALTH PLANS**

- 3.1 The Division shall maintain the Dental Plan which has been established in accordance with the agreement made with the Winnipeg Teachers' Association.
- 3.2 The Division shall maintain the Dental and Group Health Plans which have been established in accordance with the agreements made with the administrative 1-10 and 11-20 groups.
- 3.3 The Division shall administer an employee funded Group Extended Health Care Program for employees.

**4. TEMPORARY EMPLOYEES**

- 4.1 Employees hired temporarily into positions within the Administrative 1-10 or 11-20 salary groups shall not be entitled to the groups' Dental or Health Benefit plans.
- 4.2 Employees reassigned temporarily into positions within the Administrative 1-10 or 11-20 salary groups shall continue to receive the benefits of the classification from which they were reassigned with the exception of the vacation entitlement which shall be the entitlement of the position to which they are temporarily assigned.
- 4.3 Employees hired into grant-funded positions within the Administrative 1-10, 11-20 or union-exempt salary groups shall be entitled to vacation, sick leave, group life and statutory benefits.
- 4.4 Individuals employed as independent contractors shall not be entitled to any benefits of the Division.

**5. EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS**

- 5.1 Where provisions regarding fringe benefits exist within a collective agreement, they shall apply.