

**PENSIONS & BENEFITS COMMITTEE**  
**University of Regina Faculty Association**

***Membership:***

1	URFA Chair (ex officio)
2	URFA Executive Director (ex officio)
3	AABC Academic Representative 1
4	AABC Academic Representative 2
5	AABC APT Representative
6	AABC URAAPA Representative or designate
7	Academic Member 1
8	Academic Member 2
9	APT Member 1
10	APT Member 2
11	URAAPA Member

All appointments made by the URFA Executive, with no limitation on renewals. URAAPA appointments made on recommendation from URAAPA.

Chairperson and Vice-chairperson chosen by the Committee.

***Terms of Reference:***

The Pension and Benefits Committee will provide advice and recommendations to the URFA Executive concerning all matters related to Benefit Provisions, of the Collective Agreements, and any proposed revisions or extensions of them, plus policies and proposals related to mandatory and early retirement.

The Committee will provide guidance to the URFA Executive, and in coordination with them to the URFA appointees to the Academic and Administrative Benefits Committee (which is a Joint Committee of the University Administration and the University of Regina Faculty Association), concerning matters to be taken to the Academic and Administrative Benefits Committee. This guidance will not be construed as binding on the appointees, who are to act according to their responsibilities to the Academic and Administrative Benefits Committee and to the University of Regina Community as a whole, as well as to the University of Regina Faculty Association and in consideration of the guidance provided.

The Committee will facilitate input of the URFA members and retirees, and dissemination of information to them, concerning the pension plan and other non-salary benefits, early retirement and mandatory retirement. It will seek equitable distribution of benefits.

The Committee reports to the URFA Executive semi-annually, and more frequently when appropriate.

May 11, 1988  
Revised April 23, 2004  
Revised August 18, 2004  
Revised December 17, 2004