

Pension Plan

Amendment No. 2

(Amendment to update Pension Plan text)

The Sponsor Board hereby resolves to amend the plan text of the Pension Plan for Employees of the University of Prince Edward Island (“Pension Plan”) as follows:

1. Amend the following Headings and Sections of the Pension Plan to delete all references to “retirement benefits” and replace them with “pension benefits”:
 - Table of Contents
 - Section 1.26(b)
 - Section 4.9
 - Section 5 - Heading
 - Section 5.1
 - Section 6 - Heading

2. Amend the Pension Plan text to revoke and replace Section 1.41A with the following:

1.41 “Spouse” means

(a) either of **two persons** who

- (a) are married to each other,
- (b) are married to each other by a marriage that is voidable and has not been annulled by a declaration of nullity,
- (c) have gone through a form of marriage with each other, in good faith, that is void and are cohabiting or, if they have ceased to cohabit, have cohabited within the twelve-month period immediately preceding the date of entitlement, or

(b) is a Common-law partner as defined in Section 1.

3. Amend the Pension Plan text to repeal and delete Section 3.9 in its entirety, without replacement.
4. Amend the Pension Plan text to repeal Section 2.3 and replace with the following:

2.3 Section repealed effective **November 12, 2025**.

5. Amend the Pension Plan text to repeal all of Section 7, and replace it with the following:

SECTION 7 – Disability

- 7.1 If a Member becomes Disabled prior to their Normal Retirement Date, provided the Required Contributions continue to be made, the Member shall continue to accumulate Pensionable Service until the earlier of the following:

- (a) the Member is no longer Disabled,
- (b) the Member becomes eligible for a pension benefit from the Plan, or
- (c) the Member dies.

7.2 During the period in which a Member is Disabled and accruing Pensionable Service under this Section, eligible Earnings shall be deemed to be the Member's annual rate of Earnings in effect immediately prior to the date the Member became Disabled.

SIGNED this 12 day of November, 2025

Alex MacBeath, Co-Chair Employer Representative

George Jia, Co-Chair, Union Representative