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SECTION:	Membership
INDEX NO.:	M100-800
TITLE:	Students Generally Not Eligible - PBA s. 1(1)
APPROVED BY:	Superintendent of Financial Services
PUBLISHED:	May 1990 – PCO Bulletin 1/2
EFFECTIVE DATE:	When Published [references updated – June 2008]

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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](http://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.*

**Are summer students eligible for membership in a pension plan as part-time employees?**

Generally no. Summer students clearly terminate their employment relationship and do not fall under the definition of “continuous” employment in section 1(1) of the PBA. The statutory requirement for membership in a pension plan is based on continuous employment, or a fraction thereof for part-time employees. However, this statutory requirement does not prohibit a pension plan from providing immediate plan membership to all employees, including summer students.