



SECTION: Class of Employee

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TITLE: Requirements For Full and Part-Time Employees
PBA, 1987 s. 35

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Note: Due to legislative changes, the references to section 35 of the PBA, 1987 should now read section 34 of the PBA, R.S.O. 1990.

Different Requirements For Full and Part-Time Employees

While section 35 of the PBA, 1987 refers to reasonably equivalent *benefits*, there can be **different eligibility requirements** for full and part-time employees. For example, a plan could provide that full-time employees may become members of the plan as soon as they begin employment, but that part-time employees must satisfy the statutory requirement of twenty-four months of continuous employment before they become eligible. This should be distinguished from **vesting requirements**, which must be on a comparable basis in that the 2-year vesting “clock” (for post ‘86 benefits) commences as soon as an individual becomes a member. The vesting period may be shortened, but would have to be done so for both full and part-time employees.