

### MEBP Pensionable Earnings List

TYPE	Pensionable Earnings	Pensionable Hours Required	Pension Contribution Required
Accommodation Allowance	NO	NO	NO
<b>Acting Pay</b>	<b>YES</b>	NO	<b>YES</b>
Administration/Processing Fees	NO	NO	NO
Banked Time - Lump Sum Pay Out of Unused Bank Time	NO	NO	NO
<b>Banked Time - paid as regular earnings</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
Banked Time - paid as a Lump Sum Payment	NO	NO	NO
Bonus Payments of Any Type	NO	NO	NO
Cell Phone/Pager Pay	NO	NO	NO
Honorariums	NO	NO	NO
Maternity/Parental Leave Top Up Pay	NO	NO	NO
Meeting Allowance	NO	NO	NO
Mileage	NO	NO	NO
Northern Living Allowance	NO	NO	NO
On-call / After hours pay	NO	NO	NO
Overtime (refer to the Manitoba Labour Standards and/or the Member's Collective Agreement to determine what is considered Overtime)	NO	NO	NO
<b>Pay issued to an employee who is called in to work while on lay off or leave of absence</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
<b>Pay in Lieu of Notice</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
<b>Regular Earnings</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
Retiring Allowance/Severance Pay - paid as a Lump Sum Payment	NO	NO	NO
<b>Retiring Allowance/Severance Pay - paid as a continuation of salary/pay</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
<b>Retro Pay</b>	<b>YES</b>	NO	<b>YES</b>
<b>Shift Premiums</b>	<b>YES</b>	NO	<b>YES</b>
Sick Leave - Lump Sum Pay Out of unused	NO	NO	NO
<b>Sick Time Taken</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
<b>Statutory Holiday Pay - paid as regular earnings</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
<b>Statutory Holiday Pay – paid as a percentage of earnings on each pay</b>	<b>YES</b>	NO	<b>YES</b>
Statutory Holiday Pay - paid as a Lump Sum Pay Out	NO	NO	NO
Tool Allowance	NO	NO	NO
<b>Vacation Pay paid as regular earnings during a period where the employee is on vacation</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
<b>Vacation Pay paid as a percentage of earnings on each pay</b>	<b>YES</b>	NO	<b>YES</b>
<b>Vacation Pay paid as a continuation of salary/pay to date of termination or retirement</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
Vacation Pay - Lump sum payment of current or accrued vacation paid during the year or at termination or retirement	NO	NO	NO
Vacation Pay - Lump sum payment on death of employee	NO	NO	NO
Vehicle Allowance	NO	NO	NO
<b>Workers' Compensation paid through employer</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
WCB Top Up Pay paid when employee is receiving payments directly from WCB	NO	NO	NO