

# ◆ ORGANIZATIONAL CHART ◆

Prepared by the UPP Employee Sponsor Committee, April 16, 2021

## JOINT SPONSORS (JS)

☰ (SPONSORS AGREEMENT)

### COMPOSITION:

Employee Sponsor Committee

+

Employer Sponsor Committee

### DECISIONS:

Consensus  
(Agreement of Both Committees)

### KEY MANDATES:

- ◆ Sponsor Functions under PBA and ITA
- ◆ Governance – amend the governing documents, including the Sponsorship Agreement, the Trust Agreement and the Funding Policy
- ◆ Plan design – amend the pension plan, benefits and contribution rates
- ◆ Determine Level of Indexation
- ◆ Participation – approve Participation Agreements for new Universities joining the UPP
- ◆ Coverage - approve new classes of members
- ◆ Transfer Agreements – agree to asset and liability transfers when a new University joins the UPP
- ◆ Select Independent Chair and appoint Trustees (see also Labour Sponsor Agreement) and set their compensation
- ◆ Review actuarial valuation

## BOARD OF TRUSTEES (BoT)

☰ (TRUST AGREEMENT)

### COMPOSITION:

14 members in total for the first seven years, including:

- ◆ 1 Independent Chair
- ◆ 6 appointed by Employee Sponsor Committee (see also Labour Sponsor Agreement)
- ◆ 1 Non-union trustee appointed by the Employee Sponsor Committee as selected by non-union employees
- ◆ 6 appointed by the Employer Sponsor Committee

### KEY MANDATES:

- ◆ Plan administrator – fiduciary administrator of the UPP and UPP Fund
- ◆ Responsible for Plan Investments and UPP's Statement of Investment policies and Procedures (SIPP)
- ◆ Responsible for Actuarial Valuations and all filings with pension regulatory authorities under PBA and ITA
- ◆ Responsible for member statements and communications, member record keeping, security and privacy
- ◆ Responsible for collection of contributions, delinquency control
- ◆ Responsible for hiring and supervising CEO
- ◆ Responsible for determining and paying pension benefits



## EMPLOYER SPONSOR COMMITTEE (ERSC)

- ◆ Represents Universities at JS
- ◆ Composed of 6 members selected by the Universities

## EMPLOYEE SPONSOR COMMITTEE (ESC)

☰ (LABOUR SPONSORS AGREEMENT)

- ◆ Represents Faculty Associations and Non-FA Unions at JS
- ◆ Composed of 6 members selected by UTFA, USW and others (based on UPP membership, per Labour Sponsors Agreement)
- ◆ Meets with Non-Unionized Employees in advance of Joint Sponsors Annual Meeting
- ◆ Appoint/confirm/remove ESC appointed trustees
- ◆ Meets with Unions and Faculty Associations not on ESC

# ◆ ORGANIZATIONAL CHART ◆

## ● JOINT SPONSORS ●

### ● EMPLOYEE SPONSOR COMMITTEE ●

### ● EMPLOYER SPONSOR COMMITTEE ●

**KELLY SEDORE**

(CUPE, QUEEN'S UNIVERSITY)

**COLLEEN BURKE**

(USW, UNIVERSITY OF TORONTO)

**ROBERT HICKEY**

(QUEEN'S UNIVERSITY FACULTY ASSOCIATION)

**HERB KUNZE**

(UNIVERSITY OF GUELPH FACULTY ASSOCIATION)

**CYNTHIA MESSENGER**

(UNIVERSITY OF TORONTO FACULTY ASSOCIATION)

**JOHN TARTT**

(USW, UNIVERSITY OF GUELPH)

**KELLY HANNAH-MOFFAT**

(UNIVERSITY OF TORONTO)

**MARTHA HARLEY**

(UNIVERSITY OF GUELPH)

**ANGELA HILDYARD**

(UNIVERSITY OF TORONTO)

**DONNA JANIEC**

(QUEEN'S UNIVERSITY)

**STEVEN MILLAN**

(QUEEN'S UNIVERSITY)

**SHARMILLA RASHEED**

(UNIVERSITY OF GUELPH)

## ● BOARD OF TRUSTEES ●

**GALE RUBENSTEIN**  
(CHAIR)

**ALAN JETTE**  
(EMPLOYER)

**HELEN SINCLAIR**  
(EMPLOYER)

**HUGH MACKENZIE**  
(LABOUR)

**JANET ECKER**  
(EMPLOYER)

**HORATIO BOT**  
(NON-UNION)

**HAZEL CLAXTON**  
(EMPLOYER)

**KATHY BARDSWICK**  
(EMPLOYER)

**LEANNE MAC MILLAN**  
(LABOUR)

**RON MOCK**  
(EMPLOYER)

**SHEILA BLOCK**  
(LABOUR)

**JONATHAN FERRIS**  
(LABOUR)

**ALEX D. MCKINNON**  
(LABOUR)

**SUE WURTELE**  
(LABOUR)