

# Retirement Enhancement Benefit – Frequently Asked Questions

## Circular # ELCC-2022-08

### 1. Is the Retirement Enhancement Benefit being funded under a federal agreement?

- Yes. This initiative is funded through the 2021/22 Canada-Manitoba ELCC Agreement under the Early Childhood Workforce Funding Annex.
- For more information on the Canada-Manitoba ELCC Agreement and Early Childhood Workforce Funding Annex, visit:  
<https://www.manitoba.ca/fs/childcare/pubs/canada-mb-2021-2025-elcc-agreement.pdf>

### 2. What is the purpose of the Retirement Enhancement Benefit?

- The Retirement Enhancement Benefit enhances the employer pension contribution by an additional two per cent in 2021/22 for all staff employed in regulated non-profit child care centres and nursery schools and; provides an additional \$500 contribution to a Registered Retirement Savings Plans (RRSP) for family/group home providers.

### 3. How is the funding for this benefit calculated?

- The ELCC division currently reimburses licensed non-profit child care centres and nursery schools for employer pension contributions up to four per cent of employees' wages. The additional two per cent contribution for 2021/22 will be calculated based on 2021/22 pension statements facilities provide to ELCC.
- Family/group home providers will be provided with an additional \$500 RRSP contribution for 2021/22, based on submitted RRSP contribution deposit receipts.

### 4. Is the facility or employee required to match this contribution?

- No matching is required. This is a one-time, additional two per cent payment funded under the 2021/22 Canada-Manitoba ELCC Agreement.

### 5. Current employer pension fund contributions are a total of four per cent, based on the employee's wages. Does this mean that the employer contribution will be six per cent for pension contributions going forward?

- No, this is a one-time benefit for 2021/22. Employers will only be required to match up to four per cent in 2022/23.

### 6. Who is eligible for the Retirement Enhancement Benefit?

- All certified Child Care Assistants (CCAs) and Early Childhood Educators (ECEs) employed and actively working since June 2020 (as a way to recognize staff who worked during the COVID-19 pandemic):
  - o In a regulated non-profit child care centre, or nursery schools contributing to the employee pension plan.

- All license holders in a family/group home facility claiming RRSP reimbursements in 2021/22.

**7. Are new employees eligible for the Retirement Enhancement Benefit?**

- To be eligible for the Retirement Enhancement Benefit, staff must have been employed and contributing to the employee pension fund as of June 2020.

**8. Why was employment since June 2020 chosen as the eligibility requirement for child care centre staff?**

- This was chosen as an eligibility requirement to recognize the continued service of child care staff during the COVID-19 pandemic, but the two percent increase to the employer pension plan will be calculated based on 2021/22 pension plan contributions submitted to ELCC.

**9. Do I need to submit pension plan contributions or RRSP contribution deposit receipts for 2020/21?**

- No. The additional two percent to the employer pension plan will be calculated based on 2021/22 pension plan contributions submitted to ELCC.

**10. If I already submitted my pension plan contributions or RRSP contribution deposit receipts, do I need to re-submit to ELCC?**

- No, please do not re-submit any of your pension plan contributions or RRSP contribution deposit receipts if you have already submitted to ELCC.

**11. When will facilities receive the funds for the Retirement Enhancement Benefit?**

- Processing time will be approximately 2-4 weeks after April 15, 2022.

**12. My facility has not submitted our final invoices for employee pension contributions, are we still eligible for Retirement Enhancement Benefits and RRSP Contribution?**

- Child care facilities will receive the additional two per cent for licensed centres and nursery schools, or \$500 for home-based providers for invoices already received by ELCC Finance. Any outstanding invoices will still receive the increase within a 2-4 week period after receipt.

**13. Does parental leave impact the Retirement Enhancement Benefit?**

- If any contributions were made to the employee pension fund between April 1, 2021 and March 31, 2022, then the employee is still eligible to receive the Retirement Enhancement Benefit.

- If an employee on parental leave has opted not to continue making contributions to the employee pension fund between April 1, 2021 and March 31, 2022, then they are not eligible to receive the Retirement Enhancement Benefit.
- If a license holder in a family/group home facility made contributions to their RRSPs while on parental leave in the 2021/22 fiscal year, they are eligible to receive the Retirement Enhancement Benefit.
- If a license holder in a family/group home facility did not make contributions to their RRSPs while on parental leave in the 2021/22 Fiscal Year, then they are not eligible to receive the Retirement Enhancement Benefit.

#### **14. What communications can I provide to child care centre staff eligible to receive the Retirement Enhancement Benefit?**

- You have been identified as an eligible staff to receive the Retirement Enhancement Benefit as outlined under the 2021/22 Canada-Manitoba ELCC Agreement, Early Childhood Workforce Funding Annex.
- The Retirement Enhancement Benefit was developed as a one-time funding initiative which recognizes that a qualified and well-compensated workforce is essential to providing high-quality child care services. This is an important step toward long-term initiatives to support the ELCC workforce.
- The Retirement Enhancement Benefit is available to child care centre staff, including Child Care Assistants and Early Childhood Educators that have been actively employed since June 2020, providing an additional two per cent to employee pension contributions for 2021/22.
- The Retirement Enhancement Benefit is not a matched contribution by the employer, and is instead fully funded under the Early Childhood Workforce Funding Annex to the Canada-Manitoba ELCC Agreement.
- The benefit will be made available within 2-4 weeks after April 15, 2022.

#### **15. For more information**

For additional inquiries, please contact your assigned Child Care Coordinator. If you are unsure of your assigned Child Care Coordinator, please email your inquiry to [cdcinfo@gov.mb.ca](mailto:cdcinfo@gov.mb.ca) or by phone at 204-945-0776, toll-free 1-888-213-4754.