



# THE ARCHDIOCESE OF SAN FRANCISCO

DEPARTMENT OF CATHOLIC SCHOOLS

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June 9, 2011

FROM: Maureen Huntington  
Superintendent of Catholic Schools

TO: All employees in the Archdiocesan High Schools:

RE: Change in Pension Contribution for Archdiocesan High School Employees

I wish to inform you of the changes in the High School Employees pension plan contributions as follows, 8(a) through (c) of the new CBA Exhibit B for 2011-2014 will be implemented beginning August 1, 2011; 8(d) or (e) will be implemented August 1, 2013:

(8) CONTRIBUTIONS:

(a) Effective August 1, 2011, EMPLOYER will contribute an amount equal to one and one half percent (1.5%) of Earnings of each participant for his/her period of participation during the Plan Year subject to forfeiture allocations under paragraph 14. No employee contributions are required.

(b) Effective August 1, 2012, EMPLOYER will contribute an amount equal to two percent (2%) of Earnings of each participant for his/her period of participation during the Plan Year subject to forfeiture allocations under paragraph 14. No employee contributions are required.

(c) Effective August 1, 2013, EMPLOYER will contribute an amount equal to three percent (3%) of Earnings of each participant for his/her period of participation during the Plan Year subject to forfeiture allocations under paragraph 14. No employee contributions are required.

(d) Additionally, effective August 1, 2013, EMPLOYER will contribute an amount up to but not to exceed two percent (2%) of current annual earnings of each participant for his/her period of participation during the Plan Year subject to forfeiture allocations under paragraph 14. Matching employee contributions are required.

(e) If provision (8)(d) is not able to be implemented by the Archdiocese by the effective date of August 1, 2013, alternatively, EMPLOYER will contribute an additional two percent (2%) in lieu of a matching contribution, for a total EMPLOYER contribution of five percent (5%) of Earnings of each participant for his/her period of participation during the Plan Year subject to forfeiture allocations under paragraph 14. No employee contributions are required.

Please note the changes, and make the necessary adjustments to your future plans.

Thank you.