Eligibility for UGFA 2

Participation in the Flex Credit arrangement is restricted to active Regular Full-Time (RFT) and Temporary Full-Time (TFT) meeting the criteria as set out below:

- In order to be eligible to participate a TFT member have completed twelve months of service with the University of Guelph as at January 1 of each calendar year.
- For the purpose of this agreement, active RFT and TFT members will include those members on Research/Study leave, any statutory protected leave (i.e. maternity or parental leave, family medical leave, etc.),short term disability, long term disability, drawing WSIB benefits, on vacation or an otherwise approved paid leave of absence.
- An active employee does not include members on a leave of absence without pay for a period of thirty (30) calendar days or more or an individual on a salary continuance arrangement.
- Those employees hired after November 30th will not be eligible to participate in the flex spending program until the following calendar year.
- Retirees are not eligible to participate in this Flex Credit arrangement

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