

CATHOLIC BISHOPS' CONFERENCE OF THE PHILIPPINES (CBCP)
PENSION PLAN COMMITTEE

CBCP PENSION PLAN REVISED RULES AND REGULATIONS

Article I

Name, Object, and Effectivity

Section 1. Name.

The Catholic Bishops' Conference of the Philippines (CBCP) established a pension plan which shall be known as the "CBCP Pension Plan".

Section 2. Objective.

The object of the Plan is to provide, through a Pension Fund, payment for the retirement or disability benefits of bishops and priests of the Philippines, either diocesan, religious, or of the Military Ordinariate, subject to conditions and limitations hereinafter set forth.

Section 3. Effectivity.

The Plan, as well as the Rules and Regulations governing the same, shall become effective on January 1, 1975.

Article II

Definitions

The following words and phrases, as used herein, shall have the meaning indicated, unless a different meaning is plainly required by the text:

- a. "Plan" means the CBCP Pension Plan;
- b. "Plan Sponsor" means the Catholic Bishops' Conference of the Philippines (CBCP).
- c. "Plan Member" or "Member" means any arch/bishop or priest who is qualified for membership in the Plan under Article III hereof.
- d. "Pensioner" means any bishop or priest currently receiving pension payments as provided in the Plan.
- e. "Beneficiary" means the arch/diocese, congregation, or institute to which the member is canonically affiliated.
- f. "Fund" means the trust fund established in accordance with Article VI, Section 1, hereof.
- g. "Trustee" means the person or persons and/or entity at any time holding the assets of the Fund in accordance with Article VI, Section 1, hereof.
- h. "Pension Plan Committee" or "Committee" means the committee appointed by the CBCP to administer the Plan in accordance with Article VIII, Section 1, hereof.

Article III

Membership

Section 1. The Following Are Automatically Qualified to be Members of the Plan.

- 1.a. All bishops and diocesan priests all over the Philippines who are in good and regular standing and not fifty-five (55) years old.
- 1.b. A priest to be ordained and incardinated to an arch/diocese in the Philippines.
- 1.c. A bishop or priest under the two preceding paragraphs who failed to submit their membership form may still file their application as "Late Members".

Section 2. The Following May Become Members of the Plan.

2.a. Religious priests, especially those belonging to poorer congregations or institutes, may be enrolled in the Plan on a case-to-case basis with the written approval of their Provincial Superior or their equivalents in law.

2.b. Priests of the Military Ordinariate

Section 3. Requirements for Religious Clergy.

To become a member of the plan, the Congregation or Institute of the Religious shall sign a Memorandum of Agreement with the Pension Plan Committee or its authorized instrumentality, under the following terms and conditions:

3.a. The Religious congregation or institute shall adhere to the guidelines, procedures, rules and regulations of the CBCP Pension Plan;

3.b. The congregation or institute shall directly pay all required contributions to the Plan;

3.c. The congregation or institute shall be the only designated beneficiary.

Section 4. Effect If Member Is Incardinated Abroad or Will Be on Leave or Suspended.

4.a. A Member who will be incardinated to an arch/diocese outside the Philippines before reaching the normal retirement age forfeits his membership.

4.b. A Member who will be on leave (study or sabbatical) or will be on temporary transfer abroad shall remain to be a member of the plan for as long as he faithfully and regularly pays his contributions. If member fails to pay his monthly contribution a penalty equivalent to twelve percent (12%) [i.e., eight percent (8%) on premium and four percent (4%) on penalties], shall be imposed against member's monthly contribution.

4.c. A Member who is suspended from the priestly ministry and is not over fifty-five years old may be reactivated to the Plan upon settlement of arrears.

Article IV
Retirement Date

Section 1. Retirement Age.

The retirement age for Members shall be sixty-five (65) years old.

Section 2. Early Retirement.

A Member who suffers total and permanent disability which shall impede the fulfillment of his priestly duties, before reaching the retirement age, may apply for early retirement. The disability shall be certified by a licensed and competent physician designated by the Arch/bishop or the Superior of his Congregation or Institute.

Section 3. Computation of Age.

The computation of age to determine eligibility to receive retirement benefits shall be based based on the date of birth appearing on the member's birth certificate.

Article V
Retirement Benefits

Section 1. Normal Retirement Benefits.

It is the objective of this Plan that upon his retirement, a Member shall receive a decent monthly pension based on the actuarial status of the Plan as approved by the CBCP Pension Committee. The current monthly pension benefit is two thousand pesos (P2,000.00) for priests

and three thousand pesos (P3,000.00) for bishops which may be increased upon approval of the CBCP Pension Plan Board of Trustees.

Section 2. Who is Entitled to Retirement Benefits.

2.a. A member who reaches the retirement age of sixty-five (65) years as provided under Section 1, Article IV hereof.

2.b. A Member who opted for an early retirement under Section 2, Article IV hereof.

Section 3. Payment of Retirement Benefits.

3.a. To avail of the retirement benefits, the member should be an active member with at least ten (10) consecutive years of payment prior to retirement.

3.b. Payment of retirement benefits shall commence the following month after reaching the retirement age of sixty-five (65) years old or the approval of the application for an early retirement.

3.c. If member is delinquent with his monthly contributions, the payment of his retirement benefits shall only start the month after he has fully paid his arrears (i.e., the member's outstanding balance plus interests and penalties). A clearance from the CBCP Pension Plan Office is needed before the release of the retirement benefit.

3.d. The Pension Plan Committee shall devise a secure, fast, and efficient mode of payment of retirement benefits. Ordinarily, the payment of retirement benefits shall be coursed through the Arch/diocesan Office of the Oeconomus.

Article VI
Financing

Section 1. The Pension Fund.

The funding of the Plan and the payment of the benefits hereunder shall be provided for through the medium of a Fund held by a Trustee under an appropriate Trust Agreement. The contributions of members, together with any income, gain, or profits, less distribution, expenses, and losses shall constitute the Retirement Fund.

Section 2. Amount of Contributions.

All Members shall make a monthly contribution to the Fund, the amount of which shall be determined by the Pension Plan Committee according to periodic actuarial study. This monthly contribution may be increased upon approval of the Pension Plan Committee Board of Trustees. Likewise, the Pension Plan Committee Board of Trustees shall determine the penalties for delayed payments and late membership.

Section 3. When Should Contribution Be Paid.

3.a. Members under Section 1 (a), Article III hereof shall begin their monthly contribution immediately after they have submitted their Membership Form to the Pension Plan Committee. Thereafter, every member shall pay within the first fifteen (15) days of each month without need of demand. A penalty equivalent to twelve percent (12%), [i.e., eight percent (8%) on premium and four percent (4%) on penalties] of the monthly contribution shall be imposed for every month of delay.

3.b. Members under Section 1.b of Article III shall start paying their monthly contribution the month following the date of their ordination.

3.c. Late members shall be required the payment of contributions from the month after their ordination with interest compounded monthly. The approved twelve percent (12%) interest rate for arrears, i.e., eight percent (8%) on monthly contributions and on four percent (4%) on penalties, shall be applied.

3.d. Advance contributions and interests collected on late payments shall be considered additional income for the benefit of the Plan.

3.e. The last contribution of every member is the month preceding the date of his retirement age or the date his early retirement, which ever comes first.

Section 4. Unclaimed Benefits.

If a member fails to claim his retirement benefit, regardless of any reason within five (5) years from the date the same becomes due and demandable, and after member has been duly notified, the same shall be considered as “unclaimed benefit” which shall be forfeited in favor of the Pension Fund.

Article VII

Modification, Suspension, and Termination of the Plan

Section 1. Modification, Suspension or Discontinuance

The Plan may be amended, suspended, or terminated at any time by the Catholic Bishops’ Conference of the Philippines (CBCP) as economic and financial conditions may warrant. However, in no case shall such amendment, suspension, or termination allow any asset of the Fund to be used for or diverted to purposes other than the exclusive benefit of the Members. No part of the fund shall revert to the CBCP before all liabilities of the Plan have been fully satisfied.

Section 2. Termination of the Plan

In the event of termination of the Plan, the contributions to the CBCP Pension Plan shall cease, and the assets of the Pension Fund shall be allocated, subject to provision for expenses of administration or liquidation, for the following benefit/purposes and in the following manner and order herein mentioned:

- a. A sum for the payment in full or pro-rata to Members to provide for the return of their contributions with credited interest.
- b. A sum for the payment in full or pro-rata to Pensioners, the computed value of their remaining benefits.
- c. A sum for the payment in full or pro-rata to Members who are eligible for but have not yet commenced to receive benefit payments for normal retirement or disability, the computed value of their benefits as of the termination date of the Plan.
- d. A sum for the payment in full or pro-rata to Members who are eligible for early retirement, the computed value of their benefits as of the termination date of the Plan.
- e. A sum for the payment in full or pro-rata to remaining Members who may have a contingent benefit interest as the CBCP may determine as of the termination date of the Plan.
- f. Any amount remaining in the Fund after making the above allocations shall revert to the CBCP.

Article VIII

Miscellaneous Provisions

Section 1 – Administration of the Plan

1.a. The Plan shall be administered by the Pension Plan Committee Board of Trustees. The Board of Trustees shall be composed of:

1. The CBCP Treasurer as *ex-officio* Chairman of the CBCP Pension Plan
2. Committee Members Appointed by the CBCP Permanent Council
3. Plan Consultants Appointed by the Pension Plan Committee
4. The Executive Secretary of the Pension Plan Committee

1.b. The Pension Plan Committee shall:

1. Communicate the Plan to the Members;
2. Interpret the Plan provisions when the need arises;
3. Settle all questions which may arise in connection with the Plan;
4. Promulgate procedures, rules, and regulations that shall govern the Plan's administration;
5. Maintain adequate records for the proper administration of the Plan; and,
6. Deal with the Trustee(s) in all matters affecting the administration and implementation of the Plan.

1.c. The term of office of the CBCP Pension Plan Committee Board of Trustees shall be co-terminus with the CBCP Treasurer, being the ex-officio Chairman of the Pension Plan Committee.

1.d. The Pension Plan Committee may appoint a "Trustee(s)" that shall manage the assets of the Pension Fund in accord with a Memorandum of Agreement signed with the Catholic Bishops' Conference of the Philippines (CBCP) through the Pension Plan Committee.

Section 2. Non-Transferability of Rights.

2.a. Benefits under this Plan are intended for Pensioners and Plan Members to the extent permitted by law.

2.b. No payment to any person under any of the provisions of this Plan, nor the right to receive payments or any interest in the Fund, shall be subject to attachment or garnishment or other legal process by any creditors.

2.c. Neither shall any Pensioner or Plan Member has any right to alienate, commit, pledge, encumber, or assign such payments or rights of interest, except as specifically provided in this Plan.

Section 3. Effect of Social Legislation.

3.a. Social Security and Employees' Compensation. Whatever benefits existing as of the effective date of the Plan due to a Member, on account of the Social Security and Employees' Compensation Act, if applicable to him, shall not be deducted from the benefits granted under this Plan.

3.b. Other Laws and/or Government Awards, Rules and Regulations. Except only as provided in paragraph (a) above hereof, the benefits provided for by this Plan may be reduced by the amount of similar or analogous benefits, emoluments, contributions or other payments on account of administrative employment or managerial duties at CBCP by Plan Members, their heirs, assigns or successors by virtue of any and all present and future contract or legislation or lawful order of competent authority.

Article IX Amendments

Section 1. Bureau of Internal Revenue Regulations.

The CBCP Pension Plan Rules and Regulations have been designed to meet the requirements of the Bureau of Internal Revenue regulations as a tax qualified plan. The CBCP reserves the right to amend any provision of the Plan in order that it shall maintain its tax qualified status in accordance with present and future Bureau of Internal Revenue regulations.

Section 2. CBCP Permanent Council Approval.

These CBCP Pension Plan Rules and Regulations may be amended at any regular meeting of the Board of Trustees by a majority vote of all members of the Board of Trustees. Any approved amendment of the Board of Trustees shall need the concurrence and approval of the CBCP Permanent Council.

Section 3. Effectivity of Amendments or Revisions.

Amendments and/or revisions that might be made thereafter shall be effective fifteen (15) days after the same have been duly published.

APPROVED.