MAKING SENSE OF THE RREGOP AND OTHER PENSION BENEFITS

APTS

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The purpose of this handbook is to give you a broad outline of our pension plan and the various benefits to which you are entitled when you retire.

This latest edition of the APTS handbook on pensions contains sections covering the Government and Public Employees Retirement Plan (RREGOP), the Québec Pension Plan (QPP) retirement benefits and Canada's Old Age Security (OAS), as well as key information on insurance coverage when you retire.

For further information, please consult the Retraite Québec website.

PLEASE NOTE:

Information in this document is not a substitute for the *Act Respecting the Government and Public Employees Retirement Plan* or its accompanying regulations, or for any other legislation or regulations.

As the amounts and rates given in this document are likely to change, we invite you to consult the website of *Retraite Québec* at http://www.retraitequebec.gouv.qc.ca to obtain the updated information.

SECTION 1

GOVERNMENT AND PUBLIC EMPLOYEES RETIREMENT PLAN (RREGOP)

1.1 CHANGES IN THE RREGOP

The Government and Public Employees Retirement Plan (RREGOP) dates back to 1973, when the National Assembly passed the act creating it. The same act authorized the *Commission administrative des régimes de retraite et d'assurances* (now known as *Retraite Québec*) to administer the plan.

The act and the various regulations under it have since been amended to modernize certain aspects of the plan.

When the RREGOP was first created, only employees who held positions could contribute to it. In 1987, employees without positions were included in the plan. People who hadn't contributed before this change was made were then able to buy back the periods for which they hadn't contributed.

Other changes made it easier to pay contributions for short-term leave without pay or part-time leave without pay.

Some terms and conditions, like the waiver of contributions during periods of disability or maternity leave, or those applicable to phased retirement, are very advantageous for participants.

There are also various transfer agreements with other pension plans, both in Québec and in other parts of Canada, that allow participants who change jobs to transfer years of service to either the RREGOP or their new employer's pension plan.

In the early years of their career, participants often see the pension plan as little more than an expense. As the years go by, they come to realize that our pension plan is an indisputable benefit that improves our working conditions. Its features and development over time reflect a modern society. Ideally, all Québec citizens would have access to this type of plan.

1.2 TYPES OF PENSION PLANS

There are two types of pension plans: defined contributions and defined benefits plans. It's important to understand how each of these works in order to grasp the advantages of our pension plan.

In a defined contributions plan, the value of the contributions paid in by the participant, the employer or both is known, but it's impossible to know in advance what the level of benefits paid to pensioners will be. This kind of plan is risk-free for the employers funding it, as their contribution remains stable and their obligations are limited to paying the contributions. Employees, on the other hand, have no guarantee of the amount they will receive in benefits when they retire.

In a defined benefits plan, the percentage of salary replaced by the benefits is known in advance. This kind of plan is generally funded equally by participants and employers. The amount of the pension can be estimated on the basis of the number of years a participant has contributed. To meet the defined level of benefits, this kind of plan requires sufficient funding to cover all of the plan's commitments. Depending on valuations of the amounts in the fund, contributions may vary.

Our RREGOP plan is a defined benefits plan. Each year of participation provides a percentage of the pension benefits to which a participant is entitled. To keep sufficient amounts in the fund to cover these benefits, the rate of contributions to our plan has fluctuated up and down to reflect actuarial valuations, ever since its inception.

> The *Supplemental Pension Plans Act* requires employers to pay their contribution into the pension plan immediately if it is a defined benefits plan. In the case of the RREGOP, the government pays its share when employees go on retirement. Each year, however, the government compensates *Retraite Québec* for 50% of the benefits paid out to participants.

2 | SERVICE FOR ELIGIBILITY AND CALCULATION PURPOSES

2.1 DEFINITION OF SERVICE

Service is the measure of time in which you have had an employment relationship with an employer covered by the RREGOP. It is expressed in years or fractions of years.

2.2 SERVICE FOR ELIGIBILITY PURPOSES

Service for the purpose of eligibility for pension benefits is the PERIOD of time during which you have participated in the pension plan. Since 1987, this is the period of time taken into consideration for all full-time and part-time employees, regardless of the number of days worked in the year.

Service for eligibility purposes is used mainly to count up years of participation in the pension plan. A participant's age and length of participation in the plan are the decisive criteria for obtaining a pension and setting the level of benefits.

For the period prior to 1987, service for eligibility purposes is calculated in proportion to the number of days worked. Thus, an employee who held a position working three days/week accumulated approximately 0.6 years in one year.

2.3 SERVICE FOR PENSION CALCULATION PURPOSES

Service for pension calculation purposes is used to determine the percentage used to calculate your pension benefits. Each full year of service equals 2% of average earnings in your best five years of earnings. Note that service for calculation purposes is calculated on the basis of TIME WORKED, not the period during which you have worked.

A full-time employee who works for 35 years will therefore be entitled to 70% of the average of their best five years (meaning the years of their highest salary), while an employee who works three days/week for 35 years will be entitled to 42% of the average of their best five years.

Full-time	35 years X (1 year X 2%)	= 70%
Part-time *(3 days/week)*	35 years X (0.600 year X 2%) *(35 years X 1.2%)*	= 42%

3 | CONTRIBUTIONS

2.4 MAXIMUM ACCUMULATION

As we have just seen, throughout their career, participants accumulate years of service for pension eligibility purposes and years of service for pension calculation purposes.

Since January 1, 2017, participants may contribute to the RREGOP for up to 40 years. This measure is not retroactive.

The possibility of accumulating more than 35 years of service means that participants may obtain benefits of more than 70% of the average of the best five years, and up to 80% under the amendments made to the law.

Uncapping the 35 years of service for the purposes of calculating pension benefits is mainly intended for people who have worked full-time for practically their entire career. The years of service taken into consideration for assessing eligibility do not always correspond to the years of service used to calculate pension benefits. For instance, a person who has worked three days/week for their entire career would have to work more than 63 years to earn the equivalent of 38 years of service for the purpose of calculating pension benefits!

3.1 PENSIONABLE EARNINGS OR SALARY

The pensionable earnings or salary used is generally that stipulated in the collective agreement. It also includes additional remuneration paid to a participant at the top of the salary scale as a result of post-graduate training required (by the employer) and recognized by the collective agreement. This is valid for all job titles requiring a CEGEP diploma (DEC) in the technicians group (code 2000 in the *List of job titles*). Premiums, performance bonuses, allowances and overtime are not included in pensionable earnings.

3.2 CONTRIBUTION RATE

As mentioned earlier, our pension plan is funded equally by the participant and the employer. Participants fund 50% of their plan through source deductions on pay calculated as a percentage of earnings. This contribution rate varies from year to year. However, participants don't contribute this percentage of their full earnings.

Since participants already fund part of their pension benefits through their contributions to the Québec Pension Plan (QPP), part of the contribution that they would in theory pay to the RREGOP is reduced to take their QPP contributions into account.

For 2023, this means subtracting 25% of annual income up to the maximum pensionable earnings (MPE) for the QPP, which is $66,600. For many participants, this means subtracting $16,650 from their annual income. It is important to note that the MPE is calculated under the *Act Respecting the Québec Pension Plan*.

ILLUSTRATION	
CALCULATION OF CONTRIBUTIONS	
Earnings	$70,000
25% of MPE exempted	$16,650
Portion of earnings on which contributions are paid	$53,350
2023 contribution rate	9.69%
Contribution required in 2023 $53,350 X 9.69%	$5,169.62

For participants working part-time, the exemption to which they are entitled is calculated based on a percentage representing their number of hours of work in relation to the hours of work of a person holding an equivalent full-time position.

3.3 CONTRIBUTIONS WAIVER

The pension plan provides for a contributions waiver during an absence from work when a participant is eligible for:

- disability insurance
- income replacement benefits from the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST)
- indemnities from the *Société de l'assurance automobile du Québec* (SAAQ)
- indemnities under the IVAC program (crime victims compensation - *Direction de l'indemnisation des victimes d'actes criminels*)
- protective leave or reassignment
- maternity leave.

Although participation in the pension plan is maintained, the obligation to pay contributions is suspended.

In principle, for these events, the maximum length of a contributions waiver is three years.

If a gradual return to work is underway, employees contribute to the RREGOP plan for the hours in which they are present at work and are entitled to a contributions waiver, without loss of rights, for the hours covered by disability insurance in which they are absent from work. However, particular conditions may apply, notably in cases involving occupational health and safety (OHS). You should contact an APTS counsellor if your situation involves special circumstances.

It should be noted that a participant on paternity leave continues to contribute to the pension plan.

The same applies for adoption leave: the person continues to contribute to the pension plan exactly as if they were at work. Taking adoption leave therefore has no effect on pension benefits to be received later.

3.4 ABSENCE WITHOUT PAY

An employee may buy back a period of absence without pay.

Absences without pay of 30 days or less, as well as part-time absences without pay of 20% or less of a full-time position can no longer be bought back, since contributions are deducted automatically. The contributions are deducted when a participant on leave for 30 days or less comes back to work. A participant who is on part-time leave without pay for 20% or less of a full-time position continues to contribute as if they were still working full-time.

Certain collective agreements, including that of the APTS, stipulate that during absences without pay of more than 30 days, or part-time absences without pay of more than 20% of full-time hours, a participant may continue with the plan providing that they pay the contributions due. To take advantage of this right, the participant must first come to an agreement with the employer (Article 26 of the APTS collective agreement for 2020-2023).

3.5 DEFERRED PAY

Leave with deferred pay is a self-financed leave wherein part of the employee's salary has been deferred for a given period of time, depending on the length of the leave and the length of time over which it is spread. Depending on the choices made about these, confirmed in a letter of agreement with the employer, earnings may range from 70% to 90% of the usual remuneration.

RREGOP contributions are calculated as a percentage of the earnings that the person receives throughout the agreement. Despite contributing only partially to the plan, the participant nonetheless benefits from the same accumulations (eligibility and salary) as if they were receiving their total salary (Article 27).

3.6 PHASED RETIREMENT PLAN

The purpose of the phased retirement plan is to enable full-time or part-time employees working more than 40% of full-time to reduce the amount of time they work during the last years before retirement (Article 41).

The main advantage of this plan is that employees can reduce their work time without affecting their service, which is used in calculations for their pension plan. For the purpose of determining their pension eligibility and calculating the amount of their pension benefits, employees on phased retirement are credited with the full-time and part-time service they put in before the start of the agreement.

4 | TRANSFER

Participants who leave a job covered by the RREGOP, or who obtain a job covered by the RREGOP, may in some circumstances transfer vested assets from their former pension plan to their new one.

To do so, the participant has to contact *Retraite Québec* for information, notably to find out whether the non-RREGOP pension plan has an agreement allowing for the transfer of contributions and certain earned credits (including accumulated years of service) from one plan to another.

A transfer from one plan to another may require an actuarial analysis by the receiving plan, to establish the actuarial value of the transferable pension credits. Once their exact value is known, the person can decide if the transfer is advantageous.

5 | BUYBACK OF SERVICE

Each year of service accumulated for calculation purposes counts for 2% of the average of the best five years, when it comes time to retire. During certain absences without pay, a participant may continue to contribute and thus accumulate years of service for pension eligibility and calculation purposes.

However, contributions do not continue to be paid in all cases of absence without pay. The plan therefore provides for the possibility of a participant buying back periods of service.

5.1 VARIOUS KINDS OF BUYBACKS

There are several types of buybacks of service, covering:

- absences without pay
- years of service accrued as a casual employee
  - from July 1, 1973 to December 31, 1986, for casual employees on a recall list in the health and social services sector
  - from July 1, 1973 to December 31, 1987, for all other casual employees in the education, public service and health and social services sectors
- maternity leave in progress on July 1, 1973 or that began after that date, as well as maternity leave that ended before January 1, 1989 or was in progress at that time.

5.2 BENEFITS OF A BUYBACK

A buyback of service enables a participant to increase pension income. It can even enable employees to retire at an earlier date if the buyback involves years of service performed as a casual employee between June 30, 1973, and January 1, 1987.

Each year of service for pension calculation purposes generally represents 2% of the employee's best five years of pay, except for a "pension credit" type of buyback, which entitles the employee to accumulate an annuity of up to that maximum of 2% until age 65, after which its value diminishes.

5.3 COST OF A BUYBACK

Buybacks are generally advantageous for participants, although the cost of a buyback should be weighed against its benefits. The cost varies depending on the type of buyback, the participant's age, earnings at the time of the buyback and the length and date of the period bought back. When you receive a buyback offer, *Retraite Québec* outlines the benefits of the proposed buyback.

5.3.1 DETERMINING THE COST OF A BUYBACK

You have to:

- determine the number of days to be bought back
- divide that number by 260 days (annual basis) to establish the number of years or fractions of a year to be bought back
- multiply this figure by your current annual earnings
- multiply the result by a percentage based on age, type of buyback and date of the period to be bought back.

ILLUSTRATION

Esther would like to buy back 130 days of leave without pay taken in 1995. At the time of her request for a buyback, she is 53 and has annual earnings of $70,000.

The cost of the buyback is calculated as follows:

CALCULATION OF THE LENGTH OF THE PERIOD
130 ÷ 260 = 0.5 years to be bought back

CALCULATION OF THE COST OF THE BUYBACK
Earnings X period X % = cost of the buyback
$70,000 X 0.5 X 17.2% = $6,020*

* according to the rates in force on April 1, 2020, posted on the *Retraite Québec* website

There are three sets of rates:

- absences without earnings, such as leave without pay
- absences without earnings as a result of maternity, paternity or adoption leave since January 1, 1991
- periods of casual service between July 1, 1973 and December 31, 1987.

Leave without pay, other than leave resulting from maternity, paternity or adoption leave, is the most expensive to buy back.

There are various ways of paying for a buyback. In all cases, you are entitled to a tax deduction just as if you had contributed to a Registered Retirement Savings Plan (RRSP). You can also make a direct transfer from an RRSP to *Retraite Québec*, without penalty.

5.4 APPLYING TO BUY BACK

Participants must first identify the period or periods that could be bought back. They then have to go to the *Retraite Québec* website to fill out the relevant form. The completed form has to be sent electronically, along with supporting documents, if necessary, while participants are still contributing to their pension plan.

Once *Retraite Québec* receives their application, it will contact their current employer, and the former employer(s) concerned, to verify the periods indicated for buyback. *Retraite Québec* will then send a “service purchase proposal” that the participant is free to accept, overall or in part, or reject within a 60-day period.

It is impossible to buy back a period that has already been reimbursed by the plan, except in the following case. A participant who has used a transfer to a locked-in retirement account (LIRA) or a life income fund (LIF), and who then gets a job covered by the RREGOP or the PPMP (Pension Plan of Management Personnel) for at least three months, can have service credited for the years and fractions of years that had been credited before the date of the transfer. The person has to request this in writing and pay an amount equal to what was transferred, plus the interest accrued between the date of the transfer and the date of resuming participation in the RREGOP.

6 | TERMINATION OF EMPLOYMENT BEFORE ELIGIBILITY

6.1 PARTICIPANT WITH LESS THAN TWO YEARS OF SERVICE

A participant who resigns and no longer has any job covered by the plan may ask to have their contributions reimbursed if they have less than two years of service for eligibility purposes and are less than 55 years old.

6.2 PARTICIPANT WITH TWO OR MORE YEARS OF SERVICE

A participant who leaves a job covered by the plan before age 55 and who has two or more years of service for eligibility purposes but less than 35 years (excluding the service added for eligibility) at the time of leaving may choose between the following two options: receiving deferred pension benefits later or withdrawing their share of contributions.

6.2.1 FIRST OPTION | RECEIVING DEFERRED PENSION BENEFITS LATER

A person who has participated in the plan may draw a deferred pension. They have two options:

- wait until age 65 to receive deferred pension benefits with no penalty, or
- choose to receive their deferred pension between their 55th and 65th birthdays.

In both cases, the deferred pension is indexed between January 1 following the date on which the person's participation ends and January 1 following the date of the first pension payment.

If you apply to draw your pension between your 55th and 65th birthdays, co-ordination with the QPP applies immediately. As well, there is a permanent reduction of 6% per year (0.5% per month) between the date on which pension benefits begin and your 65th birthday.

In all cases, co-ordination with the QPP applies at age 65.

If the actuarial value of the deferred pension thus obtained is less than the total of contributions plus interest accrued by the effective date of the pension, the amount of the pension is readjusted so that its value is equal to the sum of these contributions, plus interest accrued.

IMPORTANT

The earlier you retire, the smaller your pension will be. It's important to think carefully about the implications of this choice, as the amount of your pension is set for the rest of your life and that of your spouse, if applicable.

6.2.2 SECOND OPTION | WITHDRAWING YOUR SHARE OF CONTRIBUTIONS

A participant who is only entitled to a deferred pension can opt to have the higher of the following two amounts transferred into a locked-in retirement account (LIRA) or life income fund (LIF):

- the total amount of contributions plus interest accrued up until the date on which the request is received,

  or

- the value of the deferred pension co-ordinated with the QPP pension established as of the same date.

If a participant chooses this reimbursement, they abandon any claim to the employer's share of funding for the plan.

The request may be made as of the 211th day following the end of the employment covered by the plan, but before the participant's 55th birthday. If the employment ends in the 12 months preceding the person's 55th birthday, they may obtain this transfer after the end of the 210 days but no later than 12 months after the end of the employment.

7 | PENSION BENEFITS

7.1 PENSION BENEFITS WITH OR WITHOUT A REDUCTION

As of July 1, 2019, participants who meet one of the three following criteria are entitled to a pension without any reduction:

- must be age 61
  or
- must have 35 years of service for eligibility purposes, regardless of age
  or
- must be at least age 60 and have 30 years of service for eligibility purposes.

Participants may also retire from age 55 on. In such cases, they usually draw a pension with a reduction. Since the pension is drawn earlier, the participant normally draws it for a longer period of time.

7.2 CALCULATING PENSION BENEFITS

The amount of the pension is determined by the service for pension calculation purposes and the average of the best five years, when it is a pension without any reduction.

For a pension with a reduction, a percentage reduction has to be applied to the amount of the pension calculated before the reduction (see illustration).

The pension reduction is 6% for each year, or 0.5% for each month.

It will be applied over the period between the retirement date and the first date on which the employee could have taken their retirement with no pension reduction according to the retirement eligibility criteria mentioned above.

The most advantageous of these options for the person concerned is the one that will apply.

ILLUSTRATION

Carmen retires on her 58th birthday, with 25 years of service for eligibility purposes.

Ways of calculating the number of years:

- there are 3 years between her 58th and 61st birthdays
- there are 10 years between her 25 years of service and 35 years of service for eligibility purposes
- there are 2 years between her 58th and 60th birthdays, and 5 years between her 25 years of service and the 30 years required for the 60/30 age/service criterion, for a total of 7 years.

In this case, it is the first calculation that is used. The pension reduction is therefore calculated as follows:

3 X 6% = 18% reduction applicable to the basic pension

In other words, once the amount of the pension without the reduction is established, 18% of that amount is subtracted to obtain the amount of the reduced pension.

7.3 CALCULATING THE AMOUNT OF THE PENSION AND THE AVERAGE OF THE BEST FIVE YEARS

7.3.1 SALARY REPLACEMENT PERCENTAGE

To establish the percentage used and thereby calculate the amount of the pension, multiply the total number of years of service accumulated for pension calculation purposes by 2%.

30 YEARS OF SERVICE FOR CALCULATION PURPOSES X 2% = 60%
The amount of the pension thus corresponds to 60% of the average salary of the best five years.

7.3.2 DETERMINING THE BEST FIVE YEARS FOR ANNUALIZING SALARY

The best five years are often the last five years. However, the calculation done to determine the value of each year is based on the fiscal year. This means that there unless you leave your job on December 31, there are usually six calculations to be done. Once completed, these six calculations are reduced to five by means of a mathematical formula to determine your best five years.

The best five years of earnings are not necessarily the last five years. A change of position or a replacement assignment in a better-paid position before the last five years could result in the last five years not being the best five years.

7.3.3 CALCULATING THE AVERAGE OF THE BEST FIVE YEARS

In a nutshell, the average of the best five years is obtained by adding up earnings for the best five years and dividing the total by five, regardless of whether the employee has full-time or part-time status.

As well, to obtain realistic annualized salary figures that reflect the employee's participation, you have to exclude the amounts of any retroactive adjustments paid for one or more years prior to the year in which the payment is made, and instead apply the retroactive amount to each appropriate period. When retroactive payments are made to someone who has already retired, however, the retroactive amount is applied to that person's last year of earnings for calculation purposes.

THE 90-DAY BANK

When there are incomplete years as a result of unpaid absences, the plan provides for a bank of days to make up for them. The bank is used to cover any absences that took place before January 1, 2011: after December 31, 2010, it covers only those that are due to parental leave. When a participant applies for a pension, the bank is automatically used to compensate for up to 90 days of such absences, without the participant having to pay anything at all.

PENSION BENEFITS
Illustrated overview

CALCULATING A PENSION WITHOUT A REDUCTION

Terri decides to retire at the age of 61, after accumulating 32.5 years of service for pension calculation purposes. The average of her best five years of earnings is $51,000.

32.5 years	X	2%	=	65%
65%	X	$51,000	=	$33,150 annual pension

CALCULATING A PENSION WITH A REDUCTION

Carmen decides to retire when she's 58, having accumulated 32.5 years of service for pension calculation purposes. The average of her best five years of earnings is $51,000.

Carmen is entitled to a pension with a reduction since she is retiring before reaching 61 years of age or 35 years of service for eligibility purposes, and doesn't meet the age/service eligibility criterion (i.e., minimum 60 years of age/30 years of service).

PART 1 OF THE CALCULATION

Calculating the pension without reduction

32.5 years	X	2%	=	65%
65%	X	$51,000	=	$33,150 annual pension

PART 2 OF THE CALCULATION

Calculating the reduction

Let's assume that the age criterion is the most advantageous one. There are 3 years between her 58th and 61st birthdays.

3 years	X	6% per year of early retirement	=	18%
$33,150 pension without a reduction	X	18%	=	$5,967 reduction

PART 3 OF THE CALCULATION

Calculating the pension with a reduction

The $5,967 has to be subtracted from the $33,150 of the pension without a reduction.

$33,150	-	$5,967	=	$27,183 annual pension with a reduction

So Carmen's pension is $27,183 a year.

8 | CO-ORDINATION* WITH THE QUÉBEC PENSION PLAN

(*translator's note: *Retraite Québec* uses the term *integration*)

As we saw earlier, the annual earnings on which we pay contributions to the pension plan is reduced by 25% of maximum pensionable earnings for the QPP. (See section 3.2.)

This exemption is due to the fact that the RREGOP pension will be co-ordinated with QPP benefits. This means that part of the RREGOP pension will be replaced with QPP benefits. Such co-ordination begins the month following a person's 65th birthday.

If a person draws QPP benefits early, before their 65th birthday, the RREGOP pension is still co-ordinated in the month following that birthday.

EXAMPLE OF THE IMPACT OF DRAWING EARLY QPP BENEFITS ON RETIREMENT INCOME

Terri is entitled to a pension of $33,150 a year, under the RREGOP.

When she turns 65, she'll have the right to a QPP pension of $10,000.

If Terri decides to draw her QPP pension at age 60, her pension will be reduced by 7.2% a year. This means that she will be entitled to a pension with a reduction of $3,600 for the five years she draws her pension early.

7.2%	X	5	=	36%
$10,000	X	36%	=	$3,600
$10,000	-	$3,600	=	$6,400

Her reduced pension will be $6,400.

Between the age of 60 and 65, the amount of Terri's RREGOP pension ($33,150) will be added to her QPP pension ($6,400). Terri will thus receive $39,550. Once she turns 65, her QPP and RREGOP pensions will be co-ordinated and she will receive $29,550: $23,150 from the RREGOP and $6,400 from the QPP.

If Terri hadn't drawn her QPP pension early, she would have had an annual pension of $33,150 from age 60 to 65, and the same amount once she turned 65: $23,150 from the RREGOP and $10,000 from the QPP.

8.1 CALCULATING THE REDUCTION IN THE RREGOP PENSION

The number of years of service used to calculate the RREGOP pension has to be multiplied by the QPP pension co-ordination rate (0.7%). The result then has to be multiplied by either the average pensionable salary in the last five years of service, or the average maximum pensionable earnings (MPE) for the QPP in the last five years of service, whichever amount is smaller.

ILLUSTRATION

Terri decides to retire at the age of 61, after accumulating 32.5 years of service for pension calculation purposes. The average of her best five years of earnings is $55,000.

Her last five years were 2018 to 2022 inclusively. The average MPE for her last five years was $59,700.

Calculation of the reduction to co-ordinate RREGOP and QPP

(32.5 years X 0.7%) X $59,700 = $13,581.75

At age 61, Terri is entitled to a pension of $35,750. The month following her 65th birthday, this pension will be reduced by $13,581.75 and the QPP pension will partly make up the difference. The new amount of her RREGOP pension will be $22,168.25.

It is important to note that a person who has worked almost exclusively in a job covered by the RREGOP, always at the same salary ranking, should have approximately the same level of income after the co-ordination is done, providing that they do not draw the QPP pension early.

In this example, it is impossible to estimate the QPP pension. However, the maximum annual pension in 2022 for a pension at age 65 is $14,925.

A person who draws a QPP pension early cannot regain the same level of benefits after co-ordination, since taking the pension early leads to a lifelong reduction in the pension (see Section 2, on the Québec Pension Plan).

9 | INDEXATION OF THE PENSION

Once a participant starts to receive the RREGOP pension, it is indexed on January 1 of each year.

The level of indexation is established on the basis of the period during which the participant accumulated years of service for calculation purposes. Three indexation formulas may be used jointly.

- The portion of the participant's pension corresponding to their years of service accumulated before July 1, 1982, is fully indexed in accordance with the rate of increase in the pension index determined by the QPP.
- The portion of pension corresponding to the participant's years of service accumulated between June 30, 1982 and January 1, 2000 is indexed in accordance with the rate of increase in the QPP pension index minus 3%. This indexation could be subject to an *ad hoc* increase under the terms of the 3rd indexation formula, if a certain level of actuarial surpluses for the portion paid by participants so permits.
- The portion of pension corresponding to the participant's years of service accumulated after December 31, 1999 is also indexed in accordance with the rate of increase in the QPP pension index minus 3%. This indexation cannot, however, be less than 50% of the rate of increase in the QPP pension index.

EXAMPLE

Robert retired on January 1, 2022, the day of his 60th birthday. At that time, he had 35 years of credited service for both pension eligibility and pension calculation purposes. The average of his earnings during the five years of service when his earnings were the highest was $50,000. Thus in 2022, his annual pension was $35,000 (or $2,916 a month).

On January 1, 2023, Robert's pension was indexed as follows, presuming that the rate of increase in the pension index defined by the QPP was 6.5%.

Robert's annual pension ($35,000) was first divided into three portions, corresponding to the periods during which his years of service were accumulated:

Number of years accumulated			Annual rate of pension accrual		Average salary		Pension
Before July 1, 1982:	0.5	X	2%	X	$ 50,000	=	$500
After June 30, 1982 and before January 1, 2000:	17.5	X	2%	X	$50,000	=	$17,500
As of January 1, 2000:	17.0	X	2%	X	$50,000	=	$17,000
TOTAL :	35.0	X	2%	X	$ 50,000	=	$ 35,000

Each portion is then indexed as follows:

				INDEXATION
First portion of the pension				
$500	X	6.5%, i.e., the presumed rate of increase in the pension index for January 1, 2023	=	$32.50
Second portion of the pension				
$17,500	X	3.5%, i.e., the presumed rate of increase in the pension index for January 1, 2023 (6.5%) minus 3%	=	$612.50
Third portion of the pension				
$17,000	X	3.5%, i.e., the presumed rate of increase in the pension index for January 1, 2023 (6.5%) minus 3% Indexation cannot be less than 50% of the rate of increase in the pension index.	=	$595
Total indexation on January 1, 2023			=	$1,240

On January 1, 2023, Robert's annual pension was accordingly increased to $36,240 ($35,000 + $1,240).

10 | LIFE EVENTS

10.1 DIAGNOSIS OF TERMINAL ILLNESS

A participant who has a terminal illness and a life expectancy of less than 2 years, and who is only entitled to a deferred pension or a pension with a reduction, may obtain a refund of the total contributions paid, including accrued interest, or the actuarial value of the retirement pension earned, whichever is the higher amount. This amount can be transferred to an RRSP as long as it stays below the ceiling established by the *Taxation Act*. If a third party acts in the participant's stead, power of attorney or a letter of curatorship is required in order to process the application.

10.2 PARTICIPANT'S DEATH

BENEFITS PAYABLE AT THE TIME OF DEATH – RREGOP

Participant ineligible for a pension	Participant eligible for a pension	Pensioner
Participant under 55 years of age with less than 2 years of service for eligibility purposes: • Refund of contributions to the surviving spouse, or if there is no spouse, to heirs, with interest	Participant 55 or older at the time of death, or who had 35 years of service for eligibility purposes and was still working:	
Participant under 55 years of age with 2 or more years of service for eligibility purposes but less than 35 years: • Refund to the surviving spouse[1] or, if there is none, to heirs, of the higher of the two following amounts, on the date of death: contributions plus interest, or the actuarial value of the indexed deferred pension benefits	With a surviving spouse: • 50% of the pension, the additional life annuity and the pension credit Without a surviving spouse: • Refund to heirs of contributions plus interest	With a surviving spouse: • 50% or 60%[2] of the pension, the additional life annuity and the pension credit Without a surviving spouse: • Refund to heirs of the difference, if any, between the contributions plus interest and the amounts paid in pension benefits

1 Since January 1, 2007, a participant's spouse may relinquish their spousal rights in favour of the heirs.

2 When applying for a pension, a RREGOP participant may choose to receive a pension reduced by 2% for its duration to allow the surviving spouse to receive a pension equal to 60% of the reduced pension.

10.3 COMMON-LAW OR *DE FACTO* SPOUSE
(translator's note: *Retraite Québec* uses the term *de facto*)

The pension plan recognizes as a participant's spouse a person of the same or opposite sex who at the time of the participant's death was not married to someone else, and had lived with the participant as if they were married for at least three years.

This period is reduced to one year if:

- a child has been or will be born from this union
  or
- a child has been adopted jointly by the participant and spouse during this union
  or
- either the participant or the spouse has adopted the other's child during this union.

10.4 DIVORCE

For those who are married or in a civil union, the benefits accrued in the pension plan during the participant's marriage or civil union are part of the family patrimony and are governed by applicable rules. This is not the case for a common-law or *de facto* spouse, or for:

- married spouses who had ceased to live together and had agreed on a separation settlement, in writing or otherwise, before May 15, 1989;
- spouses married before July 1, 1989 who had expressed their wish before January 1, 1991 to not be covered by the provisions on family patrimony;
- married spouses who had filed for divorce, legal separation or annulment of marriage or civil union before May 15, 1989.

A further detail: a spouse may relinquish their rights to the family patrimony by notarized deed or judicial declaration as part of divorce, legal separation or annulment proceedings.

However, since January 1, 2019, it is possible to request a statement of benefits accumulated by a common-law or *de facto* spouse in a public-sector retirement plan, and to ask for payment of the value of these benefits. The request for a statement of benefits must be signed by the participant/pensioner and by the spouse.

10.4.1 VALUE OF BENEFITS

The value of benefits is established according to the duration of the marriage or civil union.

The date selected for valuating benefits is generally the date on which proceedings (divorce, separation, annulment of marriage) are filed with the court office of the Superior Court of Québec, or any other date agreed upon by the spouses and ratified in a judgment (or in a notarized document, in the case of civil union).

In a judgment pronouncing a division of property (i.e., partition of the family patrimony), the judge may award up to 50% of the total value of benefits accumulated in the pension plan.

10.4.2 CONSEQUENCES FOR THE PARTICIPANT

REDUCTION OF BENEFITS

When the amounts awarded to the spouse are paid, a reduction as a result of the partition is calculated and recorded in the participant's or pensioner's file. This reduction is calculated on the basis of the amounts paid to the spouse and reduces the amount of pension benefits accordingly.

The reduction resulting from a partition is calculated on the presumption that it applies as of the participant's 65th birthday. The pension is adjusted accordingly if the participant retires before or after age 65 and depending on when the amounts awarded to the spouse are paid.

We suggest that you contact *Retraite Québec* for information relevant to your particular situation.

10.4.3 CONSEQUENCES FOR THE SPOUSE

TRANSFER OF AMOUNTS AWARDED TO THE SPOUSE

The amounts awarded to the spouse may be transferred to:

- an annuity contract;
- a locked-in retirement account (LIRA);
- a life income fund (LIF);
- a registered retirement savings plan (RRSP) or registered retirement income fund (RRIF).

This possibility of transferring the amounts concerned is only offered if the amounts are awarded as a result of the right to a refund of contributions.

SECTION 2

QUÉBEC PENSION PLAN (QPP)

The Québec Pension Plan (QPP) is a mandatory public plan for people 18 years of age and over, who are employed, and whose annual income exceeds $3,500. It provides basic financial protection in the event of retirement, death or disability. This pension is fully indexed.

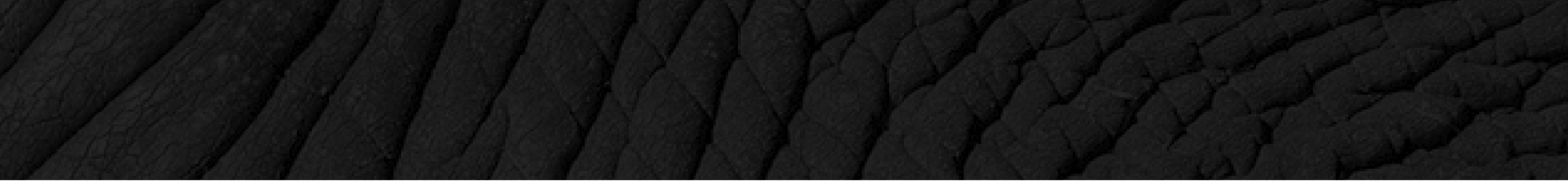
To be entitled to an unreduced QPP pension, a person must be 65 and have contributed to the pension plan for at least one year. This is a life-long pension. It is possible to begin collecting this pension early. However, in that case it will be reduced by between 6% and 7.2% per year.

At age 65, pension payments are neither decreased nor increased. If you postpone collecting your pension beyond the standard retirement age, it will increase by 8.4% per year. On the other hand, if you collect your pension early, between the age of 60 and 65, it will decrease by 6 to 7.2% per year of early retirement between the date of your first payment and your 65th birthday.

The pension is normally paid as of age 65, at which time the amount is 25% of the monthly average earnings on which a person has paid contributions. Since January 1, 2019, with the addition of the complementary plan, income replacement will gradually increase from 25 to 33.33%.

It may be tempting to collect your pension early, but be sure you have all the necessary information. Depending on your financial situation, you might find it is more advantageous to defer it.

EXAMPLE OF A PERSON ENTITLED TO A QPP PENSION OF $10,000 A YEAR AT AGE 65, WHO BEGINS DRAWING IT AT AGE 60	
Penalty for early pension as of January 1, 2022	7.2% per year
Number of years	5
Percentage reduction	7.2% X 5 = 36%
Amount of the reduction	$10,000 X 36% = $3,600



ILLUSTRATION

In the case of a person entitled to an annual pension of $10,000, this amount is reduced by 21.6%, or $2,160 annually, if they begin drawing a pension at the age of 62. The pension is then $7,840.

In the case of a person entitled to a pension of $10,000 at the age of 65 and who postpones it until their 66th birthday, the amount of the pension is increased by 8.4%, or $840, annually. The annual pension would be $10,840 at the age of 66.

SUPPLEMENT FOR DELAYED RETIREMENT

Since January 1, 2013, the supplement for delayed retirement is set at 8.4% per year. In the case of a person entitled to a pension of $10,000 a year at age 65 who chooses not to draw the pension until their 66th birthday, the pension will be increased by 8.4%, or $840, annually. At age 66, that person's pension will thus be set at $10,840. Accordingly, a person who draws a pension at age 65 will receive $833.33 per month, whereas a person who delays retirement by a year will see their pension go up to $903.33 a month ($10,840 a year).

Pensions are taxable and adjusted annually in accordance with an index tied to the increase in the cost of living. The QPP advises people to apply 1 to 3 months before the date on which they expect the first payment to be made.

To learn more about QPP benefits, we advise you to consult the QPP website and to sign up for any newsletter that is relevant in your case.

SECTION 3

OLD AGE SECURITY (FEDERAL GOVERNMENT)

The Old Age Security (OAS) pension is a monthly benefit paid to most Canadians aged 65 who meet certain residency and legal status requirements. You have to apply in order to receive these benefits.

Here are the eligibility criteria for the Old Age Security pension:

SCENARIO 1:
A person living in Canada:

- must be 65 years old or older
- must be a Canadian citizen or a legal resident at the time your Old Age Security pension application is approved, and
- must have resided in Canada for at least 10 years after turning 18.

SCENARIO 2:
A person living outside Canada:

- must be 65 years old or older
- must have been a Canadian citizen or a legal resident of Canada the day before you left Canada, and
- must have resided in Canada for at least 20 years after turning 18.

If none of those scenarios applies to you, you may still qualify for an Old Age Security pension from another country, from Canada, or from both countries if you have:

- lived in one of the countries with which Canada has established a social security agreement, or
- contributed to the social security system of one of the countries with which Canada has established a social security agreement.

You must apply six months before your 65th birthday or when you receive an Old Age Security form.

You do not have to be retired to draw the OAS.

It is advisable to apply six months prior to your 65th birthday (see the Service Canada website). You may be eligible for other benefit programs in addition to the OAS, such as the Guaranteed Income Supplement, the Allowance, or the Allowance for the Survivor.

CALCULATING THE OLD AGE SECURITY PENSION

The OAS pension is like a large pie that is divided into 40 equal portions. If you qualify for a full pension, you will be entitled to receive all 40 portions of the pie each month. If you qualify for a "partial pension," you will receive some (but not all) of the 40 portions each month. Whether you qualify for a full or partial pension will depend on the number of years you have lived in Canada after turning 18.

OAS pensions are indexed four times a year, on the basis of the consumer price index, and they are taxable.

Note: Pensioners whose net income exceeds $79,054 must repay some or all of the maximum OAS amount. Normally, the amounts to be repaid are deducted from their monthly cheques before the cheques are issued. The full amount of the OAS pension is clawed back when a pensioner's net income is $133,141 or more.

For more information, visit the Service Canada website.

SECTION 4

INSURANCE AND RETIREMENT

When you retire, you are no longer eligible for the group insurance plans covering employees who are members of the APTS. This means you have to make some choices about insurance coverage. The following insurance options are available.

4.1 PRESCRIPTION DRUG INSURANCE

In Québec, being covered by a prescription drug insurance plan is mandatory. When you retire, if you are eligible for a drug insurance plan through your spouse or professional order, you must join it until you turn 65. At age 65, you have the option of belonging to a private group plan (if you are still eligible), or of joining the public prescription drug insurance plan (RAMQ).

Once you are no longer eligible for a group prescription drug insurance plan, you must join the public plan. To do so, contact the RAMQ online at http://www.ramq.gouv.qc.ca/en/Pages/home.aspx or by phone at 1 800 561-9749.

4.2 LIFE INSURANCE

Since April 1, 2011, people who retire have 31 days from their date of retirement to join the group insurance plan for APTS pensioners. This plan with the SSQ Financial Group offers three forms of coverage.

- **Life insurance for pensioners:** it is offered in $5,000 increments, up to a maximum of $100,000, and cannot exceed the amount of life insurance that a person had immediately prior to retiring.
- **Life insurance for a pensioner's spouse and dependent children:** to be eligible for this coverage, the pensioner must have life insurance for a spouse and dependent children immediately prior to retiring. This insurance provides $5,000 for the spouse and $2,000 for each dependent child.
- **Additional life insurance for a pensioner's spouse:** to be eligible for this coverage, the pensioner must have additional life insurance for a spouse immediately prior to retiring. This insurance is offered in $5,000 increments, up to a maximum of $50,000, and cannot exceed the amount of additional life insurance for a spouse held immediately prior to retiring.

These forms of insurance coverage are optional. You can reduce or cancel coverage at any time. Your decision will become effective on the first day of the month that coincides with or follows the date on which your request is received by the SSQ. You cannot increase the amounts of coverage while the insurance is in force.

Except for life insurance for a spouse and dependent children, which has a single premium, premiums for this coverage are based on the pensioner's age (in 5-year age brackets), gender and smoking habits. The rates are subject to change.

If you have signed up for the maximum amounts provided under the group insurance plan for APTS pensioners and you would like to convert the surplus life insurance that you had when you were an employee for you or your spouse, you can contact the SSQ directly.

4.3 *PRIVILÈGE SSQ:* HEALTH, DENTAL CARE AND LONG-TERM CARE INSURANCE

In addition to the group insurance offered to APTS pensioners, the SSQ offers three individual insurance policies: health insurance, dental care insurance and long-term care insurance.

4.3.1 ELIGIBILITY

For individual health insurance and individual dental care insurance, you have 31 days from the end of your group insurance to subscribe without providing evidence of insurability. After this period, evidence of insurability is required. Evidence of insurability is always required for pensioners under the age of 70 who would like to take out long-term care insurance.

4.3.2 INDIVIDUAL HEALTH INSURANCE

This protection covers certain hospital costs, travel and trip cancellation insurance, services provided by health professionals, medical services and home care. It does not cover prescription drugs. You can choose optional eye care insurance if you subscribe to this insurance, providing that you keep the optional coverage for a minimum of 24 months.

4.3.3 INDIVIDUAL DENTAL CARE INSURANCE

This coverage is only available to pensioners who have signed up for individual health insurance. If you subscribe to dental care insurance, you have to continue carrying it for at least 24 months. This insurance covers basic dental care, routine dental care and major restorative dental care for a maximum reimbursement of $1,000 per calendar year per insured person.

4.3.4 LONG-TERM CARE INSURANCE

This coverage allows you to receive between $300 and $1,000 of benefits a week for a predetermined period in the event of a cognitive deficit or total incapacity to perform two of six activities of daily living, such as bathing, eating or using the washroom. You can choose on an optional basis to have benefits indexed to the cost of living or to have premiums reimbursed after your death if you never had to use long-term care benefits. Evidence of insurability is required to subscribe.

For more information about these insurance policies and applicable rates, you can contact the SSQ directly by phone at 1 866 777-9788, or by e-mail at privilege@ssq.ca You can also visit their website at ssq.ca/en/group-insurance/public-sector-retirement.

APPENDIX ANNUAL STATEMENT

Retraite Québec

Government and Public Employees Retirement Plan (**RREGOP**)

Statement of participation as at 31 December 2018

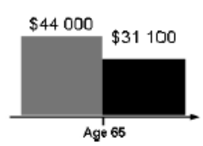
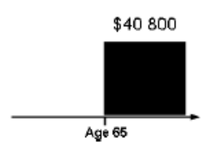
MS. PFBDY FAC8DB97-A83F-4709-8E4C-
8C15104C08EE
854 YY YH XXV-SX-KZBBY
KAM-N'IO YJ N8D 9Y5

Date of Issue: **1 October 2018**
Identification Number: **100012132**
Date of Birth: **29 December 1983**
Date Participation Began: **20 June 2005**

Your statement provides a summary of your participation data under the Government and Public Employees Retirement Plan (RREGOP) as at 31 December 2018 as well as the pension benefits payable when you retire.

Estimated amount of your retirement pension

Your age at the time you retire and the number of years of service you have accrued will have an effect on the amount of your retirement pension.

Scenarios	**At the earliest possible retirement date**	**At the earliest date on which you are eligible for an unreduced pension**	**At age 65**
Estimated pension Here you will find an estimate of the annual pension you could receive if you continue to contribute to your plan at the same rate as at 31 December 2018.			
Retirement date	29 December 2038	15 June 2040	29 December 2048
Age at retirement	55	56	65
Years of service for pension eligibility purposes	33.5308	35.0000	43.5346

■ Annual pension payable **until age 65** ■ Annual pension payable **as of age 65**

Your pension plan provides that the amount of your **pension will be reduced as of age 65**. The reduction could be offset, in part or in full, by other income: a pension under the Québec Pension Plan (QPP) or the federal Old Age Security (OAS) program, or personal savings.

If you would like other retirement scenarios, use the Pension Estimator tool at **www.retraitequebec.gouv.qc.ca/tools/en**.

Indexation of your pension

Once you begin receiving your pension, it will be indexed on 1 January each year according to your plan's rules, the periods of service you have accrued and the applicable indexation rate.

Your rights

If you had stopped working on 31 December 2018, you would have been entitled to

- an annual pension of $9 400, payable as of age 65, or as of age 55 with a reduction; **or**
- a transfer of the actuarial value of your pension.

In the event of your death, your spouse will receive the greater of

- your total contributions with interest; **or**
- the actuarial value of the pension you have accrued.

If you do not have a spouse, the greater of the two amounts will be paid to your heirs.

Employment in 2018

The information below was established using data provided by your employer. If you note that the data do not match your personal situation, please contact your employer.

Employer	Eligible salary	Years of service for pension calculation purposes	Contributions
Centre intégré de santé et de services sociaux de l'Abitibi-Témiscamingue	$62 417.51	0.9448	$5 398.70
Total	**$62 417.51**	**0.9448**	**$5 398.70**

Years of service and contributions

The following table shows amounts accrued as at 31 December 2018.

	Years of service for pension eligibility purposes	Years of service for pension calculation purposes	Contributions with interest
Cumulative amount at 31 December 2017	12.5385	10.8791	$41 862.68
Employment in 2018	1.0000	0.9448	$5 398.70
Interest accrued in 2018	–	–	$3 901.64
Cumulative amount at 31 December 2018	**13.5385**	**11.8239**	**$51 163.02**

Absences that can be bought back

According to the data provided by your employers, as at 31 December 2018, you had accrued 126 days that could be bought back.

Employer	Absences in each period	Total
	2015	
Centre de santé et de services sociaux de la Vallée-de-l'Or	126	**126**
Total		**126**

If your pension plan so provides, when the amount of your pension is calculated, up to 90 days can be automatically recognized at no cost to offset certain absences without pay. Out of your 126 days of absences that can be bought back, 90 days are recognized at no cost and have been considered in the pension estimates presented at the beginning of your statement.

Before you apply for a buy-back for the 36 days of absence that can be bought back, we suggest you use the Buy-Back Cost Estimator at **www.retraitequebec.gouv.qc.ca/tools/en**. For further information, refer to the publication entitled *Buy-Backs*, which is available on our website.

Other retirement income

Depending on your situation, you might receive retirement income from:

- the federal Old Age Security program;
- the Québec Pension Plan;
- private pension plans and personal savings.

Go to **www.retraitequebec.gouv.qc.ca/tools/en** to estimate your income from those sources.

You can also consult your financial planner.

Acts and regulations governing your plan

This document provides information only and does not replace the provisions of the official versions of the acts and regulations governing your public-sector pension plan.

Contact us

Online

www.retraitequebec.gouv.qc.ca

By telephone

418 643-4881 (Québec area)
1 800 463-5533 (toll-free)

By mail

Retraite Québec
Régimes de retraite du secteur public
Case postale 5500, succursale Terminus
Québec (Québec) G1K 0G9

Retraite Québec

Your information sheet

This document provides explanations concerning certain sections of your Statement of Participation.

Estimated amount of your retirement pension

The examples given are for information purposes only. They were generated according to the dates determined in the eligibility criteria set out under your pension plan.

At the earliest possible retirement date

Once you turn 55, you could receive a pension under the RREGOP. However, you must file an application, and have ceased under the plan. Note that your pension will be permanently reduced by 0.50% for each month you take your pension early i.e., 6% a year. Therefore, if you retire on 29 December 2038, the reduction due to early retirement corresponds to a yearly amount estimated at $3 500. The reduction is calculated according to the number of months between the date on which you retire and the earliest date you are eligible for an unreduced pension. This corresponds to the date on which you would have met one of the eligibility requirements for an unreduced pension outlined below, in the section entitled "At the earliest date on which you are eligible for an unreduced pension".

At the earliest date on which you are eligible for an unreduced pension

You will be eligible for an unreduced pension when you meet one of the following requirements:

- You are at least age 61; or
- You have at least 35 years of service for eligibility purposes; or
- The date on which your age, added to your years of service for eligibility purposes, is equal to or greater than 90 (age + years of service) and you are at least age 60.

Your pension increases provided you contribute to the RREGOP, even if you meet one of the eligibility requirements for an unreduced pension. You can continue making contributions until 30 December of the year in which you turn 69 and until you have accrued 40 years of service for pension calculation purposes.

Indexation of your pension

The **rate of increase of the Pension Index** (PI) is used to establish the indexation rate that will apply once you begin receiving your pension. Indexation may vary according to your plan's rules.

On 1 January 2018, the PI was 1.5%. The PI varies from one year to the next.

The following table shows how your pension is indexed according to the periods of service you have accrued. The last column shows, as an example, the rate at which your pension would be indexed on 1 January 2018 if it had been in payment.

Your pension for the period of service you accrued ▸	Calculation of indexation that applies to your pension	Indexation rate of a pension in payment as of 1 January 2018
Since 20 June 2005 ▸	The higher of PI - 3% or 50% of the PI	0.75%

Your rights

If you cease all employment under the plan before age 55, the following options are available:

- You could keep your benefits under the RREGOP in order to receive a pension as of age 65 or as of age 55 with a permanent reduction of 6% a year. To apply, complete the Application for a Retirement Pension (form RSP-079).
- You could receive a lump-sum amount corresponding to the value of your pension. The amount must be transferred to a locked-in retirement account (LIRA) or a life income fund (LIF). In addition, you may receive a refund of a part of the amount further to the application of tax rules.

Employment in 2018

The **pensionable salary** is comprised of the basic salary you were paid in 2018 and the salary you would have received if you had not been on maternity leave, on sabbatical leave with deferred pay, taking phased departure, or receiving disability benefits.

The **years of service for pension calculation purposes** are determined on the basis of the periods worked and the percentage of time worked during those periods.

Years of service and contributions

The **years of service for pension calculation purposes** are used when calculating the amount of your retirement pension, whereas the **years of service for pension eligibility purposes** are for determining your eligibility for retirement. If you note a difference between those two values, this can be explained by the fact that you have not always worked full time or that you have days of absence without pay that have not been bought back, in your file.

The plan interest rates applied to your contributions are 9.36% from January to May 2018 and 8.35% from June to December 2018.

Absences that can be bought back

You are entitled to buy-backs of service. Buying back absences increases the amount of your pension.

90-day bank: when the amount of your pension is calculated, the number of days of absences without pay that occurred before the 1 January 2011 is added to your years of service, **up to a maximum of 90 days**. Since 1 January 2011, only absences without pay related to parental leaves (maternity, paternity or adoption) can be added automatically to your years of service, up to a maximum of 90 days. Note that the total amount of days of absence without pay cannot exceed 90 days whether they occurred before or after 1 January 2011. This addition has been considered in the estimate of your pension amounts indicated on your statement of participation.

For more information on how to buy back days of absence as well as other types of periods of absence indicated on your statement, refer to the brochure entitled *Buy-Backs* available on our website.

Additional information

To help you when financially planning for retirement, you can consult the publications regarding your pension plan on our website and use the retirement simulator tools available at **www.retraitequebec.gouv.qc.ca/tools/en**.

Simulation and planning tools

- SimulR
- SimulRetraite
- Pension Estimator
- Buy-Back Cost Estimator tool

Publications

- *Destination Retirement*
- *The RREGOP*
- Statement of Participation to a Public-Sector Pension Plan
- *Buy-backs*

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