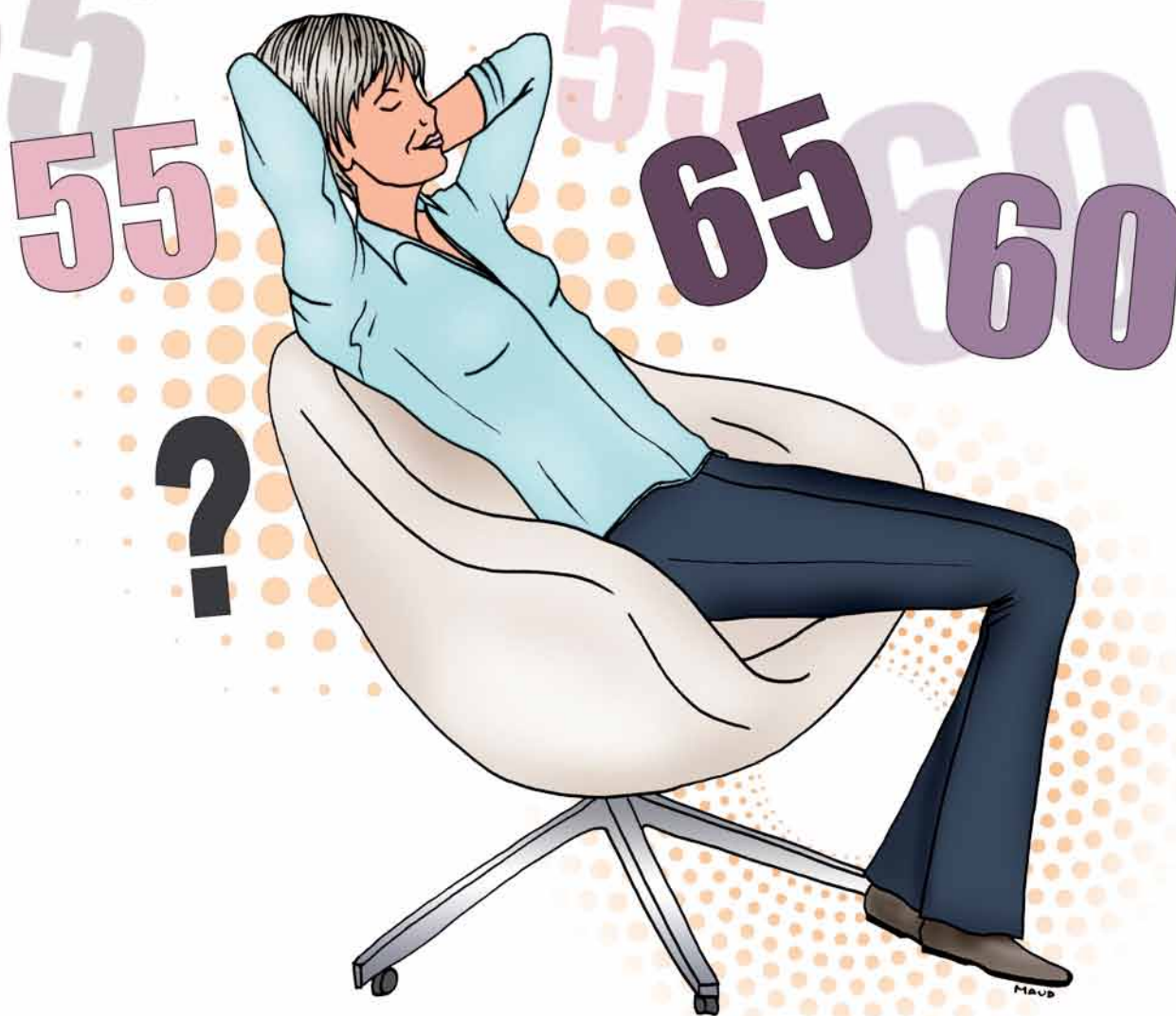


# A guide to Your **RETIREMENT**



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**This guide is produced for the sole use of private institutions and CEGEP teachers whose union is affiliated with FNEEQ-CSN.**

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# Introduction

This Guide has been prepared to help teaching staff who contribute to the RREGOP better understand their retirement scheme. Not only does it provide a summary of the information you require regarding the RREGOP, it also gathers together in a single document a wealth of general information on the various sources of retirement income, with a view to simplifying the financial planning process.

The information contained in this Guide is taken from the RREGOP Administration Manual (Guide d'administration), information available on the websites of CARRA and the Régie des rentes du Québec (Québec Pension Board), and the text and Annexes V-1, V-2 and V-10 of the 2010-2015 Collective Agreement of FNEEQ (CSN) Teaching Staff. Please note, however, that this Guide is by no means to be construed as a substitute for these texts.

The Guide comprises four sections: *Making Sense of your Retirement; Progressive Retirement; The Evolution of your Retirement Pension*, and *Insurance*. It also includes at annex a variety of useful documents, such as a checklist of the procedures to be followed before retiring, hyperlinks that point to the various CARRA forms pertaining to your retirement pension, and a series of form letters to assist you when applying.

It will be noted, finally, that this Guide deals with general cases. For any additional information you may require, do not hesitate to contact your union local representative.

This document is available on the FNEEQ's Internet site at [www.fneeq.qc.ca](http://www.fneeq.qc.ca)

# CHAPTER 1 - MAKING SENSE OF YOUR RETIREMENT

## 1. INTRODUCTION

### 1.1 What exactly is the RREGOP?

RREGOP stands for the Régime de retraite des employés du gouvernement et des organismes publics (Government and Public Employees Retirement Plan). Set up on July 1, 1973, it covers regular and casual full- and part-time employees of the Québec Public Service and the province's education and health and social services networks. It will be noted that the RREGOP is not a public scheme like the Régime des rentes du Québec (Québec Pension Plan) but rather a **private** plan.

The RREGOP is administered by CARRA (Commission administrative des régimes de retraite et d'assurances). See [www.carra.gouv.qc.ca](http://www.carra.gouv.qc.ca). In 2009, CARRA administered 14 retirement funds in the public and parapublic sectors comprising some 550,000 active members and 287,000 recipients (260,000 of them retirees).

In addition to its Board of Directors, CARRA has set up a strategic structure which includes an RREGOP Retirement Committee to which members of those union organizations which contribute to the scheme are delegated.

### 1.2 Union representation and the RREGOP

Union representation of FNEEQ-CSN staff is ensured via *the Comité fédéral sur les assurances et les régimes de retraite* (CFARR) [FNEEQ Insurance and Pension Committee] which, among other things, acts to support the Pension Plan Bargaining Committee when the collective agreement is being renewed. Furthermore, a FNEEQ-CSN union adviser is also assigned to handle retirement matters. He is able to provide guidance for union representatives on issues pertaining to implementation of the Loi sur le RREGOP [Act respecting the Government and Public Employees Retirement Plan].<sup>1</sup> The CSN also has two representatives sitting on the RREGOP Retirement Committee to whom CFARR can make representations, in addition to one representative each on the educational and health sector review committees.<sup>2</sup>

### 1.3 The role of your union local with respect to retirement

Your union local can supply you with important information regarding your retirement pension and assist you with certain procedures. The person in charge of retirement matters can, inter alia:

- go over your Statement of Contributions or your Annual Statement with you and point out any errors that may have crept in;
- guide you through the procedures for possible buybacks and inform you of the cost of doing so;
- advise you on what recourse is available to you should you disagree with a CARRA decision affecting you.

1. For the Act respecting the RREGOP, see: <http://bit.ly/o5kSEe>

2. The Review Committee has been established to review CARRA decisions affecting members and recipients who request such a review. Its Terms of Reference consist of considering review applications on matters within its jurisdiction, confirming or annulling the CARRA decision or, alternatively, rendering the decision that, in its opinion, should have been handed down. It is required to substantiate its ruling in writing and notify both CARRA and the member or recipient, as the case may be.

If, on the other hand, you are seeking advice on how to set retirement savings goals or wish an analysis of the income you can expect to receive on retirement, we urge you to consult a certified financial planner to help you make the appropriate decisions.

## 2. THE VARIOUS SOURCES OF RETIREMENT INCOME

The general rule is that, in order to maintain one’s standard of living on retirement, a person must take in **70%** of his or her average gross annual income. This rule takes account of the fact that a retiree has fewer expenses, particularly as regards family obligations, as well as certain fewer work-related outlays (e.g. commuting expenses, food, clothing, etc.). In addition, retirees no longer contribute to plans such as parental, employment or salary insurance, the RRQ (QPP: Québec Pension Plan) and the RREGOP, and they pay less tax, since their income is lower.

When you retire, you will derive income from several separate sources, some from public plans offering basic protection, and the rest from private sources.

### What are these sources of income?

#### If you retire at the age of 65:

- A portion will come from the RRQ;
- Another portion will come from the federal Old Age Security (OAS) programme;
- The lion’s share will come from your private retirement plan and personal savings.

**If you are a woman**, your retirement income could be less than that of a man given that you may have taken parental leave that impacts on your retirement income (both under the RRQ and RREGOP). In addition, you may at some point have extended this leave by working part-time for a few years more. Then again, because you have a longer life expectancy than a man, you should have more savings than a man whose conditions of retirement are identical to yours.

#### a) The RREGOP retirement pension

To be eligible for a RREGOP retirement pension WITHOUT ACTUARIAL REDUCTION, you must meet either of the following two requirements, namely:

- be **60 years of age** or over, or
- have at least **35 YEARS OF service** to your credit.<sup>3</sup>

If you are under 60 and do not have 35 years of service, you can apply for an RREGOP early retirement pension on reaching the age of 55, but this pension will be subject to an actuarial reduction.

3. It will be noted that attainment of the so-called Factor 90 (age + number of years of service [e.g. 57 years and 33 years of service]) was eliminated from the RREGOP several years ago.

### How much will the RREGOP pay me?

The RREGOP is a certified **defined-benefit pension scheme**. This means that the amount of the pension paid out to you on retirement is **set in advance** based on the **number of recognized years of service** and the **average salary over the best five years (SMF5)** during which you contributed to the RREGOP plan. The main advantage of a defined-benefit scheme is that it guarantees that the member will receive a retirement pension which is not contingent upon the performance of the contributions paid in.

Thus, unlike RRSPs or **defined-contribution retirement plans**, the amount of pension paid upon retirement is not random. At the time you retire, you will know the **exact amount** of your pension. This amount will vary only as a function of the indexing of your recognized years of service, which varies depending upon the years of contributory service (see Page 25). The stability of your RREGOP retirement fund therefore allows you to better plan your various sources of retirement income.

The Statement of Contributions (provided on request) and the Annual Statement (which is sent to you each year by CARRA, beginning with 2011) are a source of valuable information on when you will be eligible for an RREGOP pension and the percentage of income replacement you should receive.

#### b) The Québec Pension Plan (RRQ) retirement pension

The RRQ pension is a monthly amount normally paid to you starting at age 65 which is calculated on the basis of your employment income between the age of 18 and retirement. This pension is not paid automatically: you must submit an application in writing to the *Régie des rentes du Québec* (Québec Pension Board). You have the option of claiming this pension at 60. The amount of your pension will be reduced by 0.5%, as appropriate, for each month by which retirement precedes your 65th birthday (i. e. a maximum of 6% per annum or a total of 30%).<sup>4</sup> This reduction will apply for as long as the pension is paid to you. If, on the other hand, you wait until you are over 65 to apply for your pension, the RRQ will augment the amount paid by 0.5% for each month elapsed between your 65th birthday and the initial payment of pension (here too, up to a maximum of 6% per annum, or a total of 30%).<sup>5</sup>

The RRQ pension is adjusted annually in accordance with the TAIR (*taux d’indexation de l’indice des rentes* (TAIR) [Rate of Increase of the Pension Index], a figure which is arrived at using the average increase in the Consumer Price Index (CPI) in one year.

### WHEN SHOULD I APPLY FOR MY RRQ PENSION?

You may apply for your RRQ pension if you have reduced the amount of time worked by at least 20% and have reached the age of 60. With a few exceptions, it is **to your advantage** to apply for your pension as soon as you cease work. If you wait until you turn 65 in order to receive a full pension, it will take several years to recoup the sum you would have received from the pension before that age.

In this regard, please refer to Chapter 2, *Progressive Retirement*.

4. This monthly penalty will increase to 0.53% on January 1, 2014, 0.56% on January 1, 2015 and 0.6% on January 1, 2016.

5. This monthly bonus amount will increase to 0.7%, effective January 1, 2013.



c) The Old Age Security (OAS) Pension Programme

The OAS pension is a monthly amount paid to you automatically at the age of 65. Contrary to the RRQ pension, it may not be taken early. This pension is adjusted every three months to reflect cost-of-living increases as measured by the CPI (Consumer Price Index).

d) The various options: should I retire at 55, 60 or 65?

Depending upon when you retire, you will have access to various sources of income, subject to certain penalties, as the case may be, if you claim these pensions at an earlier date (in the case of the RREGOP and the RRQ pension). Before making this critical decision, consider the possibility of applying for **progressive retirement**, as this might be an advantageous option for you. Calculate the income that will be available to you and compare it with the expenses you will have. Because you will also have to take into account more intangible factors such as your life expectancy and the long-run impact of the indexing of your RREGOP retirement pension, we suggest that you get in touch with a financial planner beforehand to help you assess all of your options.

What happens if I want to retire before 55?

If you retire **before the age of 55**, you will not have access to your RREGOP pension unless you have accumulated **35 years of service**. If you leave your employment before you are eligible for a pension with an actuarial penalty, you will be entitled to a deferred pension (see *Difficult Choices* on Page 29).

What happens if I want to retire at 55?

**Before the age of 60**, you will not have access to any public retirement pension programme (see the example on Page 12).

This means that you will be able to reckon solely on:

- your **RREGOP retirement pension**:
  - **with no actuarial reduction** if you have 35 years of service with the **RREGOP**; or
  - **with an actuarial reduction** of 0.33% per month, or 4% for each year of advance retirement, if you are over 55. This reduction is **permanent** and applies for as long as you receive the pension;
- your personal savings income (**RRSP**, various investments, etc.).

What happens if I want to retire at 60?

If you retire at age 60, you will have access to:

- your **RREGOP retirement pension** with no actuarial reduction;
- **your RRQ** retirement pension reduced by 30% (6% for each year an early claim is filed vis-à-vis the amount you would receive if you waited until the age of 65 to claim it);<sup>6</sup>
- your personal savings income (**RRSP**, various investments, etc.).

6. This penalty will increase progressively up to a maximum of 7.2% for each year of early claim on January 1, 2016.

What happens if I want to retire at 65?

If you retire at age 65, you will have access to:

- your **RREGOP retirement pension**, integrated<sup>7</sup> with the Québec Pension Plan;
- your RRQ retirement pension;
- your Old Age Security (OAS) Programme pension from the federal government;
- You may also reckon on your personal savings income (RRSP, various investments, etc.).

e) Summary of the sources of income available, by age

	Age 55	Age 60	Age 65	Age70
<b>RREGOP</b>	Possible	Possible	Possible	Possible
<b>RRQ</b>	-	Possible	Possible	yes
<b>OAS</b>	-	-	yes	yes
<b>Personal savings</b>	Possible	Possible	Possible	Possible

f) Income from public retirement plans

Below is a brief synopsis of what the Québec and federal government public retirement schemes offer, subject to certain conditions, in the way of basic retirement income in 2011. These amounts are taxable.

Type of benefit	Maximum monthly amount in 2011
Old Age Security (OAS) pension (PSV)	524 \$ <sup>8</sup>
<b>Régime des rentes du Québec</b> (RRQ) claimed at 60 years of age (70%)	672 \$
<b>Régime des rentes du Québec</b> (RRQ) claimed at 65 years of age (100%)	960 \$
<b>Régime des rentes du Québec</b> (RRQ) claimed at 70 years of age (130%)	1248 \$

The public retirement plans also offer various benefits which may be in addition to the basic pension schemes, depending upon the contributor's income or the state of his/her health. For example, **at the federal level**, a retiree whose income is deemed to be clearly inadequate may be entitled to receive an additional allowance known as the **Guaranteed Income Supplement (GIS)**. By the same token, **at the provincial level**, it is possible to receive an additional allowance in the case of disability, or a surviving spouse's pension.

7. In this regard, please refer to the section on the integration of the RREGOP with the Québec Pension Plan on Page 17 of this Guide.

8. In 2011, you will be required to reimburse part of the OAS if your net personal income exceeds 67,668\$, and the OAS pension in its entirety if this income is equal to 109,607\$. This amount is revised annually.

3. CORE PROVISIONS OF THE RREGOP

a) Membership and contributions

A person is a member of the RREGOP whenever he or she occupies a position covered by the plan (clerical staff; teacher; nurse, employee, etc.). Contribution to the RREGOP is **mandatory** for all teachers. One year of service is equal to 260 days of work for CEGEP faculty, 200 days of work for certain elementary and secondary school teaching staff in private institutions, and 525 teaching periods for CEGEP hourly-paid staff.

Up until December 31, 2010, the maximum number of years of contribution was 35 years of service. With effect from January 1, 2011, this number will gradually increase to **38 years of service**. This measure is designed to augment the RREGOP retirement pension but does not change the eligibility for a retirement pension without actuarial reduction if you have 35 years of service to your credit.

b) Rate of contribution

Since, under the RREGOP, the amount of pension paid is set in advance (2% per recognized year of service), it is obviously the rate of contribution which fluctuates as a function of the plan’s performance and costs.

The rate of salary contribution to the RREGOP is determined by means of a triennial actuarial valuation. The results of the last valuation based on data ending on December 31, 2008 are now known and the parties agreed during the last negotiation that the rate of RREGOP contribution would be 8.69% as of January 1, 2011, 8.94% as of January 1, 2012 and 9.18% as of January 1, 2013.

c) Calculation of the retirement pension

The formula used to calculate your **RREGOP** retirement pension is quite simple, namely:

2% x number of years of service credited (maximum of 38)  
x final average salary over the best five years (SMF5)

Scenario 1

A teacher who contributes fully to the RREGOP for 38 years will receive a retirement pension of 76%, based on the final average salary over the best five years.

2% x 38 years of service credited (= 76%) x 70,000\$ (SMF5) = 53,200\$

Scenario 2

Let us now imagine the case of a teacher who worked half-time throughout her entire career because of a lack of work. She will not receive a full pension as a result because her RREGOP contributions were based on a part-time workload (50% of a normal teaching load in this example). After 35 years of service, she therefore cannot claim a full retirement pension.

2% x 17.5 years of service credited (= 35%) x 70,000\$ = 24,500\$

In between these two situations, there is a whole range of other possibilities depending on:

- The age at which you apply for your RREGOP retirement pension;
- The number of years of service for which contributions were paid into the RREGOP (maximum of 38 years);
- Your status throughout your teaching career (hourly-paid instructor; full-or part-time teacher);
- Any absences or leave taken which may or may not be recognized for pension plan purposes (maternity/paternity/unpaid leave; leave with advance/deferred pay; PVRTT (Programme volontaire de réduction du temps de travail) [Voluntary Working Time Reduction Programme]; progressive retirement, etc.) or which you may or may not have bought back, as the case may be (see Page 26);
- The choice of the type of **SURVIVING SPOUSE’s** pension opted for when applying for your RREGOP retirement pension. At that time, you will have the option of choosing a pension which is 2% lower on a permanent basis so as to leave your spouse 60% (rather than 50%) of your pension upon your death. This choice is irrevocable.

When should I apply for my RREGOP pension?

You must apply for your RREGOP pension at least 90 days before the month in which you intend to retire<sup>9</sup>. You also need to advise your employer of your departure in the form of a letter a sample of which is provided at the end of this Guide. However, before submitting a retirement application to CARRA, we strongly suggest that you submit an **application for an estimate** of your retirement pension by completing the application form available at the following address: <http://bit.ly/oOLGNn>.

This step must be carried out before any request for a correction to your **STATEMENT OF CONTRIBUTIONS** is made. Once you have applied for your retirement pension, you will no longer be able to modify the data concerning you. CARRA supplies such a pension estimate only if you anticipate retiring within a period of 14 months.

After you have submitted your application for pension benefits to CARRA, a reply sheet will be returned to you containing several options, namely:

- By default, your spouse will receive 50% of your pension at the time of your death. This annuity can be augmented to 60% if you so request on the reply sheet. As a consequence of this choice on your part, your pension will be reduced by 2% for its entire duration. **This choice is irrevocable once payment of the retirement pension has begun.**
- You will also be asked to choose when you want payment of your pension to commence (you do have the choice of deferring it). Your retirement pension will be paid on the 15th of each month for the rest of your life.
- You should indicate to CARRA whether you would like your life and/or health insurance premium to be deducted directly from your pension.
- If you wish to join the Association of FNEEQ Retirees (AREF – *Association du personnel retraité de l’enseignement FNEEQ*), your annual dues can also be deducted from your pension.

Once you start receiving your retirement pension, CARRA will supply you with an annual statement specifying the annual pension payable to you, as well as the indexing of your RREGOP retirement pension, according to the formula which applies to your situation (see, in this regard, the section *Indexing of your Retirement Pension* on Page 25). You will also be informed of the benefits that will be paid to your spouse or to your heirs **in the event of your death**.

9. The forms are available from your institution’s Department of Human Resources.

Example: Anticipated retirement date: June 16

- 1. Submission of application to CARRA before **March 1**.
- 2. Receipt of your preliminary calculation from CARRA.
- 3. Submission of your options to CARRA (joint and survivorship option; direct deposit; insurance premiums, etc.).
- 4. Final calculation issued by CARRA.
- 5. Payment of retirement pension: The first payment should be on **July 15**, i. e. the month following your actual retirement, assuming all time periods have been observed.

Should I retire on June 15 or August 15?

It is often to the clear advantage of teachers at CEGEPs who are entitled to a retirement pension without actuarial reduction to retire at the end of the school year. This is because, if you choose to opt for your retirement pension at the start of the holidays, i. e. around June 15 , your retirement pension will admittedly be a bit lower but, during the two-month vacation period, you will collect both your holiday pay and your pension. Furthermore, if you are 60 years of age, you can claim your RRQ retirement pension as early as June 15.

For example, a teacher 60 years old retiring on June 15, 2011 would accumulate a gross income of close to 9,000\$<sup>10</sup> more for that year than what he would have received had he retired on August 15. Also, before setting the precise date of your departure, it is in your interest to ask CARRA to run a pension calculation which takes these possibilities into account.

d) Rate of replacement of gross income on retirement

The tables below illustrate the rate of replacement of gross income on retirement assuming three scenarios: the first two reflect the situation of a teacher receiving a retirement pension **without actuarial reduction** and the third, a pension **with such a reduction**.

Scenario 1 (without actuarial reduction)

The following gives you an idea what a teacher would receive who has **35 years of service to his credit**, a final average salary (SMF5) of **70,000\$** and who retires at **58**. In this example, the person meets the criteria of eligibility for a RREGOP pension without actuarial reduction due to the fact that he has 35 years of service and applies for his RRQ retirement pension at the age of 60. It will be obvious that the best rate of replacement of his income, i. e. 81%, occurs between the ages of 60 and 65.

	Age 58	Age 60	Age 65
RREGOP <sup>11</sup>	49,000\$	49,000\$	37,750\$
RRQ <sup>12</sup>	- \$	8,000\$	8,000\$
OAS	- \$	- \$	6,290\$
TOTAL	49,000\$	57,000 \$	52,040\$
% of income replacement out of a total of 70 000\$	70%	80%	74%

10. This calculation factors in both RREGOP and RRQ benefits.

11. The amounts indicated do not take indexing into account.

12. This amount is provided for information purposes and constitutes the maximum RRQ pension in 2011.

Scenario 2 (without actuarial reduction)

The following shows what a teacher would receive who has **35 years of credited service**, a final average salary (SMF5) of **70,000\$**, and who retires at **58 but defers payment of his RRQ retirement pension to 65**.

	Age 58	Age 60	Age 65
RREGOP	49,000\$	49,000\$	37,750\$
RRQ	- \$	- \$	11 400\$
OAS	- \$	- \$	6,290\$
TOTAL	49,000\$	49,000\$	55,440\$
% of income replacement out of a total of 70,000\$	70%	70%	79%

Scenario 3 (with actuarial reduction)

Here then is an indication of what a teacher would receive who has **30 years of credited service**, a final average salary of **70,000\$** (SMF5) and who retires at the age of **58**. In this example, the individual meets neither the age criteria (60 years) nor the minimum number of years of service (35 years). The teacher therefore retires **with an actuarial reduction of 8%**, which will apply permanently to his pension.

	Age 58	Age 60	Age 65
RREGOP (with 8% actuarial reduction )	38,640\$	38,640\$	29,000\$
RRQ	- \$	7,800\$	7,800\$
PSV	- \$	- \$	6,290\$
TOTAL	38,640\$	46,440 \$	43,090\$
% of income replacement out of a total of 70 000\$	55%	66%	62%

e) Offsetting the actuarial reduction

If you are entitled to a pension **with actuarial reduction**, you can cancel out or diminish the reduction applicable to your pension by paying in an amount to CARRA, pursuant to tax legislation. The sum required can come from an RRSP.

The amount of offset is determined as of the date of your actual retirement. For an estimate of the cost of this offset, you can submit a request to CARRA on the form “Application for Pension Estimate” (009), which automatically generates an estimate of the cost of the offset. The latter will be calculated based on the actuarial assumptions made by the RREGOP and the interest rates published by the Bank of Canada.



N. B.

The amount necessary to offset the actuarial reduction is always quite high, in the vicinity of 20,000\$ for each year offset. What is more, because the interest rates published by the Bank of Canada fluctuate up and down each month depending on economic conditions, there could be a significant difference between the estimate of the actuarial reduction offset calculated and the actual cost to you when the time comes.

f) Integration of the RREGOP with the Québec Pension Plan

Integration of the RREGOP with the Québec Pension Plan means that the two schemes are complementary. This is because, when the RREGOP was originally set up, account was taken of the fact that the employees contributing to it were also paying into the Régime des rentes du Québec (RRQ) and they would therefore be receiving an RRQ pension at the time of their retirement. The effect of this integration is to reduce the cost of the plan. RREGOP members **therefore pay less than they should have so as to reflect their contributions to the RRQ.**

RRQ contributions are set as a percentage of the salary earned (4.95%), although there is a cap at a certain income level (48,300\$ in 2011). This maximum contribution threshold is referred to as the **MPE** (Maximum Pensionable Earnings). In order to take account of this integration with the Régime des rentes du Québec, the parties originally agreed to have RREGOP members contribute only based on that portion of their pensionable salary which exceeds the plan's exemption, i. e. the **amount over and above 35% of the MPE**. Beginning in January 2012, the contributions exemption should gradually decline, falling to **25% of the MPE in the year 2016**.

Year	Exemption
2011	35 %
2012	33 %
2013	31 %
2014	29 %
2015	27 %
2016 and later	25 %

To calculate this exemption, one need only apply the following formula to the MPE, which is revised annually by the Régie des rentes du Québec.

35% of the MPE in 2011 (48,300\$) = 16,905\$

Example

When a teacher works full-time and earns 70,000\$ per year, his or her **contributory salary** for the purposes of the RREGOP is therefore:

70,000\$ - 16,905\$ (35% of the MPE) = 53,095\$

It is therefore only to this portion of his salary that the rate of contribution in effect for the RREGOP (8.69% in 2011) will be applied.

When does integration kick in?

Integration of the RREGOP with the Régime des rentes du Québec does not kick in until **the age of 65**, even if you have been retired for several years. It will be noted, however, that the amount that will be deducted will be higher than the pension you receive from the RRQ if you claimed your RRQ retirement pension **before the age of 65**. This amount will be confirmed for you in the form of a letter which CARRA sends to you upon confirmation of your retirement. As a general rule, this amount will be more or less equal to the maximum RRQ pension you would have received at 65.

The reduction applicable to your RREGOP pension will be calculated as follows:

The number of years of service used in the calculation of your basic pension (maximum of 35 years)  
X the annual rate of RRQ pension integration (0.7%)  
X the average Maximum Pensionable Earnings (MPE)) for your last five years of service (as ascertained by the Régie des rentes du Québec).

The following example is taken from a document available on the CARRA website and describes the effects of pension plan integration: <http://bit.ly/qCld34>

Exemple:

“James retires at 58 years old with a monthly pension of 2,000\$ from his retirement plan. The QPP [RRQ] pension to which he will be entitled at age 65 is 800\$ a month. He could apply for it at age 60, but it would then be reduced to 560\$ a month. That reduction will apply during all his retirement. However, regardless of his age when he applies for his QPP pension (560\$ at age 60 or 800\$ at age 65), his pension from his retirement plan will be reduced by around 800\$ a month when he turns 65.”

Scenario 1: James applies for his QPP pension at age 60

	Age 58	Age 60	Age 65
Monthly pension from CARRA	2,000\$	2,000\$	1,200\$ (2,000\$ - 800\$)
QPP monthly pension	- \$	0 \$	800\$
Monthly income	2,000\$	2,560\$	1,760\$

Scenario 2: James applies for his QPP pension at age 65

	Age 58	Age 60	Age 65
Monthly pension from CARRA	2,000\$	2,000\$	1,200\$ (2,000\$ - 800\$)
QPP monthly pension	- \$	0\$	800\$
Monthly income	2,000\$	2,000\$	2,000\$

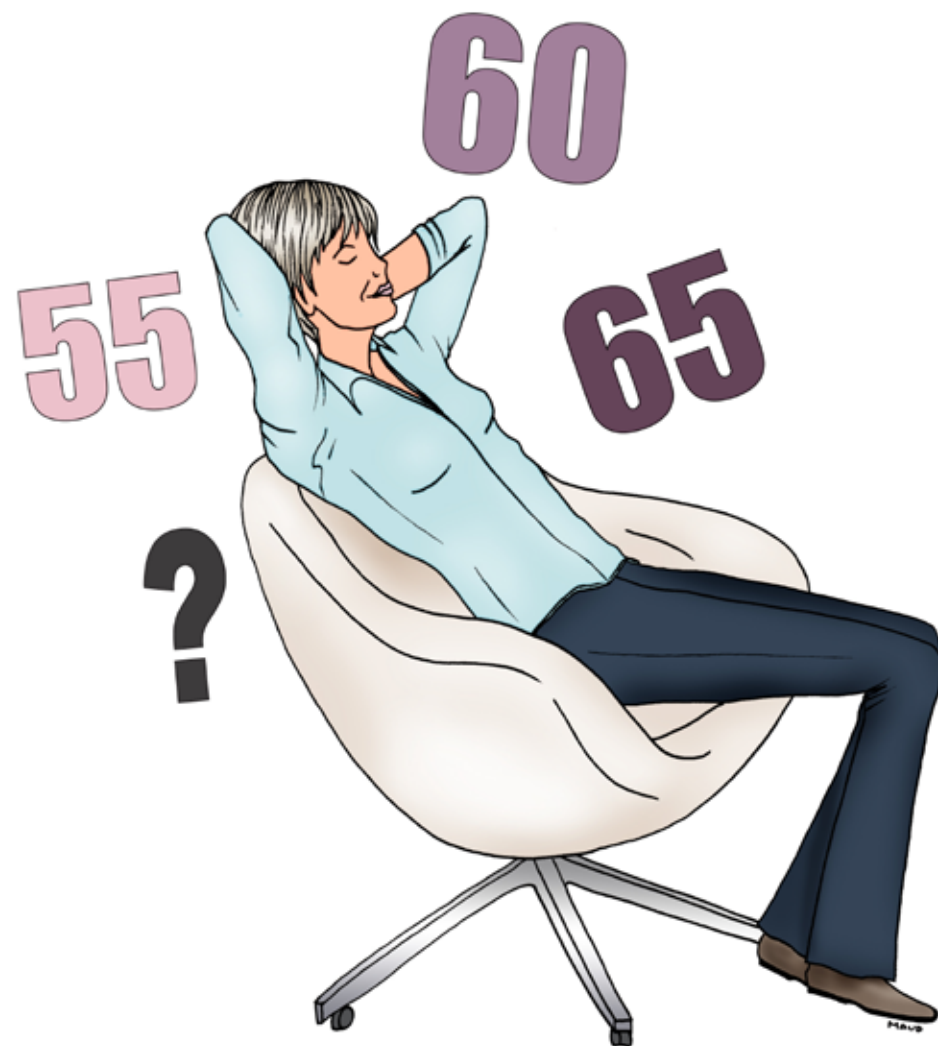
g) Waiver of contributions

There exist certain situations in which you are not required to contribute to your retirement plan yet the amount of the contributions which would normally be due is credited to your account the same as if you had done so. This is what is known as **waiver of contributions**.

For RREGOP purposes, you are exempt from contributing during maternity leave or when you are eligible for salary insurance benefits or for benefits from the Société de l'assurance automobile du Québec (SAAQ) [Québec Motor Vehicle Bureau] or the Commission de la santé et de la sécurité du travail (CSST). The maximum period of such waiver of contributions is **130 days** in the case of maternity leave and **three years** in the case of salary insurance (i. e. two years of short-term salary insurance and a third year of long-term salary insurance). No application needs to be made for this waiver to be recognized, for the RREGOP is notified via the employer's Annual Report.

#### h) Return to work of a retiree

The new provisions of the RREGOP are such that the return to work of a retiree has no impact on his or her retirement pension. If you are in this situation, you will therefore receive both your full pension and your salary. If, however, you return to work in the public sector, you will not contribute to any retirement plan.



## chapter 11 CHAPTER II - PROGRESSIVE RETIREMENT

### 1. INTRODUCTION

Before retirement, it is possible to reduce the amount of time worked via a **progressive retirement**, i. e. a phased departure. At the present time, there is no “real” progressive retirement programme for teachers which would make it possible to work less time while still collecting part of their RREGOP retirement pensions to compensate for the loss in salary. While this type of retirement is not yet available, the Progressive Retirement Programme provided for by the CEGEP teachers' collective agreement could be of interest.

#### a) Terms and conditions of the Progressive Retirement Programme provided for by the CEGEP teachers' collective agreement (Annex V-1.01)<sup>13</sup>

- The Progressive Retirement Programme is the subject of an agreement **of one to five years' duration** with your CEGEP.
- You must work **40% to 80%** of the availability of a full-time teacher.
- You may avail yourself of this Programme only once.
- Progressive retirement is granted subject to prior agreement with the CEGEP. If you wish to apply for the programme, you must submit an application in writing to that effect at least 60 days before the start of the progressive retirement, which must coincide with the start of a session.
- You must take your retirement at the end of the agreement.
- During the programme, you will be remunerated as a function of the percentage amount of time worked.

#### b) Entitlements and advantages of the Progressive Retirement Programme

- You continue to accumulate seniority and experience as if you were not in the Programme.
- You maintain membership in the various insurance plans applicable to you and assume the costs thereof.
- You contribute to your retirement scheme based on the salary you would have received if you had not entered the programme (if you work 50% of a full-time load, you still pay 100% of your contributions to the RREGOP).
- During any period of disability, you will receive a salary insurance benefit calculated on the basis of the salary you are drawing during your participation in the programme, without exceeding the date of actual retirement as provided for in the agreement with your CEGEP.

#### c) Application to enroll in a Progressive Retirement Programme

You may apply to enroll in a Progressive Retirement Programme by completing the application form available on the CARRA website. It includes a section which must be filled in by the employer: <http://bit.ly/pC0ypQ>.

**What is the difference between a Progressive Retirement Programme and a PVRTT?**

As things currently stand, it is not necessarily more to your advantage to participate in a Progressive Retirement Programme rather than the Programme volontaire de réduction du temps de travail (**PVRTT**) [Voluntary Working Time Reduction Programme] provided for in Clause 5-14.00<sup>14</sup>. This is due, inter alia, to the fact that your participation in a **PVRTT** can be reviewed each year, whereas a commitment to a Progressive Retirement Programme is of fixed duration (one to five years). However, as the number of **PVRTTs** granted may be limited by department, the Progressive Retirement Programme could be one solution.

**If, however, you reduce the amount of time worked annually to the point that your earnings fall below the MPE (RRQ annual Maximum Pensionable Earnings), it is more advantageous to be part of a Progressive Retirement Programme than a PVRTT.**

**d) Impact of a reduction in working time on your RRQ pension**

If you reduce your working time other than by joining a Progressive Retirement Programme (by joining a Voluntary Working Time Reduction Programme (PVRTT) for example), this could have an impact on your **contributions to the Régime des rentes du Québec**. For, unlike the RREGOP in which your contributions are based on your full salary even if you work part-time, RRQ contributions are based on the salary **actually earned**.

Take the case of a teacher who participates in a PVRTT with a 50% reduction in workload and in receipt of a salary of 70,000\$. His RREGOP contributions are predicated on a full salary, which means that his retirement pension is not affected. However, his contributions to the RRQ are based on the salary actually earned, namely 35,000\$, which is below the **MPE** threshold (48,300\$ in 2011). This decision will therefore have a **negative impact** on his retirement income, since he will not have fully contributed to the RRQ that year.

You should know, however, that it is possible to **maintain one’s full salary contribution to the RRQ** based on a **progressive retirement agreement** entered into with the employer as soon as you reach 55 years of age. The *Régie des rentes du Québec* offers a service on demand which simulates the effect of a Progressive Retirement Programme to those employees who request such a simulation: <http://bit.ly/pBOg5V>.

**How can I make up this shortfall in income?**

**If you are 60 years** of age and you reduce your working time by at least 20%, you may apply for an early RRQ retirement pension in order to make up the anticipated shortfall in income. In addition, your work **will serve to augment** the retirement pension you will receive from the RRQ. There is no need to specifically apply, for the Régie des rentes du Québec will pay you this “retirement pension supplement” based on the information supplied by Revenu Québec.

**If you are under 60 years** of age, you are not entitled to claim your early RRQ retirement pension and will therefore have to draw upon your **personal savings** in order to “top up” the anticipated loss of income. In the RREGOP, teachers have no benefit that would allow them to make up the gap in income between the anticipated time of their retirement and when benefits from public plans kick in, a benefit commonly referred to as the “bridging supplement”

For more information, please check out the *Régie de rentes du Québec*’s website at: <http://bit.ly/pBOg5V>.

## Chapter III THE EVOLUTION OF YOUR RETIREMENT PENSION

### 1. THE ANNUAL STATEMENT

CARRA now supplies members each year with a document outlining in detail the particulars of their contributions to the RREGOP. This document is of crucial importance to you inasmuch as it sets out in an extremely precise manner your estimated pension scheme **entitlements**.

The Annual Statement:

- indicates your base salary for the year under consideration;
- indicates the percentage figure of time worked;
- indicates the total amount of employee contributions paid in;
- indicates total credited service for the purposes of eligibility and calculation;
- provides a projection of the specific dates on which you may claim your RREGOP retirement pension taking account of the **90-day bank**;
- indicates the percentage figure and amount of the estimated annual pension at the time you become eligible to claim it (with or without actuarial reduction);
- informs you of RRQ pension integration at the age of 65.



### Data contained in the Annual Statement

The Annual Statement is divided into **several sections**:

- **The first section** indicates your **personal data** (ID number; date of birth; date of initial contribution; sex, base salary for the current year; service for eligibility and calculation purposes, and the amount of contributions with interest).
- **The second section** presents a **summary of benefits accrued** at the time you are eligible for a retirement pension **without actuarial reduction**. It shows the estimated annual pension to be paid to you up to 65 years of age and, from that point on, the amount expressed as a value (in \$) and as a percentage.
- **The third section** outlines the contribution information provided by your employer for the statement year (pensionable salary, employee contributions and percentage of time worked).
- **The fourth section** presents two scenarios:
  - The date on which you will be eligible for a retirement pension **without actuarial reduction**;
  - The date on which you will be eligible for a retirement pension **with actuarial reduction**.

These projections are obtained on the assumption that you will be working on a **full-time basis** up until the anticipated date and take into account RREGOP and RRQ integration beginning at age 65.

### 2. THE STATEMENT OF CONTRIBUTIONS

The Statement of Contributions details your contributions to the RREGOP plan as of the statement date, year by year, based on the information supplied by the employer.

**This statement:**

- indicates total service credited for eligibility and calculation purposes;
- describes the service credited to your account since you entered the plan, on a year by year basis: pensionable salary, waivers, buybacks, transfers, etc.;
- indicates total contributions paid in, with interest.

The Statement of Contributions makes it possible to identify potential buybacks by checking for periods for which no credited service has been recognized.

### Statement of Contributions data

- The particulars of your contribution history are the most important element of your statement, and you should check the information contained therein, especially if you work **part-time** or you took **leave** in a given year. This is because the data supplied by your CEGEP could contain errors that can be corrected, as required. However, once your pension application has been completed, it will no longer be possible for you to request a change in the information affecting you. The pensionable salary is equal to the pensionable salary paid to you during the calendar, not the academic year.
- **Service is expressed in years or fractions of years.** A full year is equivalent to 260 working days for teachers in the CEGEP system, 200 working days for certain teachers in elementary and secondary private institutions, and **525 teaching periods** for CEGEP hourly-paid staff.



- If the total for a given year does not add up to 1,000 this means that you no doubt experienced a period of unpaid leave, you worked part-time or you went on strike (prior to 2002, contributions did not have to be paid during such periods).

For example, a full-time teacher who went on strike for **one day** in 1996 will be credited with **0.996** years of service (259 ÷ 260).

Similarly, a teacher who took 40 days of **parental leave** (without pay, within the meaning of the collective agreement) and who did not buy back this period will be credited with only **0.846** years of service (220 ÷ 260).

- **Service for calculation purposes** is that fraction on the basis of which your pension will be calculated, since you will receive 2% multiplied by the number of years of recognized service (up to a maximum of 38) for the purposes of **calculation**.
- **Service for eligibility purposes** serves solely to determine the time when you will have accumulated 35 years of service, thereby rendering you eligible for a pension **with no actuarial reduction**. Service for eligibility includes primarily those periods during which you contributed, those you bought back or transferred from another system and those during which you were eligible for mandatory salary insurance plan benefits, as well as service added to complete a year.

If you notice any errors in your Statement of Contributions, consult your union local representative or get in touch with your employer who, via the form “*Demande de correction d’une participation à un régime de retraite*” [available in French only], will advise the CARRA of the necessary corrections.

You may request a copy of your Statement of Contributions at any time at the following address: <http://bit.ly/oXwlWX>.

### 3. THE INDEXING OF YOUR RETIREMENT PENSION

Your RREGOP retirement pension will be indexed on January 1st of each year based on the pension index defined by the Régie des rentes du Québec (the TAIR, or *taux d’augmentation de l’indice des rentes* [Rate of Increase of the Pension Index]).<sup>15</sup> The TAIR is derived from the increase in the average consumer price index in Québec and therefore varies from year to year. However, it will be noted that the years of service you have accumulated will not all be indexed in the same way.

- That portion of your pension which corresponds to years of service provided **prior to July 1, 1982** is indexed according to the TAIR.
- That portion of your pension which corresponds to years of service provided **after June 30, 1982 but before January 1, 2000** is indexed according to the TAIR, less 3%.
- That portion of your pension which corresponds to years of service provided **since January 1, 2000** is indexed according to either of the following two formulas, depending on which is the most advantageous: 50% of the TAIR, or the TAIR less 3%.

Concretely, teachers who worked between 1982 and 1999 **are heavily penalized** by the current indexing formula since, to all intents and purposes, half of their pensions will never be indexed. It is a fact that the TAIR has rarely exceeded more than 3% in recent years and, because 3% must be subtracted from the current TAIR, the result is zero indexing for these 17 years of contribution to the RREGOP. In the long run, RREGOP retirees will therefore experience a shrinkage in their purchasing power.

No government has agreed to take a fresh look at this indexing formula, claiming that to do so would create a liability which current RREGOP contributors would be unable to bear. However, since January 2011, union organizations have successfully negotiated a potential indexing parameter by modifying the method of RREGOP funding. Should an actuarial valuation reveal a surplus exceeding by more than 20% the actuarial benefits liability borne by members, indexing for these years could then be enhanced on an **ad hoc basis**.

#### Example

Take the case of a female teacher who retired in 2003 at the age of 60. In 2003, this teacher received an initial pension of 40,000\$. In order to determine the indexing of her retirement pension, the years of service credited must first be distributed based on the indexing calculation recognized by the RREGOP.

#### The teacher’s 30 years of service are distributed as follows:

- The 9 years of service credited **before 1982** are fully indexed (which accounts for 30% of the total amount of the pension);
- The 17.5 years of service credited **between 1982 and 1999** are indexed according to the formula TAIR - 3% (which accounts for **58 1/3%** of the total amount of the pension); and
- The 3.5 years of service credited **beginning in 2000** are indexed in accordance with the formula TAIR - 3%, minimum of 50% (which accounts for **11 2/3%** of the total amount of the pension).

15. In 2011, the TAIR was 1.7%.

Scenario 1

Let us imagine that the TAIR on January 1 is 2.5%. We therefore obtain the following indexing of the person's 40,000\$ retirement pension:

- **Before 1982: 30% x 40,000\$ = 12,000\$**
  - The indexing for these years is calculated as follows: 12,000\$ X 2.5% = 300\$
- **Between 1982 and 1999: 58 1/3% x 40,000\$ = 23,333\$**
  - The indexing for these years is calculated as follows: 23,333\$ X 0 (2.5% - 3%) = 0\$
- **After 2000 : 11 2/3% x 40,000\$ = 4,666\$**
  - The indexing for these years is calculated as follow: 4,666\$ X 1.25% (minimum 50%) = 58\$.

The total annual indexing of this teacher's 40,000\$ pension will therefore be 358\$.

If the unindexed years are taken into account, this total amount represent a combined indexing of 0.895%, which is far below the increase in the cost of living for that year, namely 2.5%.

Scenario 2

If, on the other hand, the TAIR on January 1 is 7%, instead, the following indexing results::

- **Before 1982: 30% X 40,000\$ = 12,000\$.**
  - The indexing for these years is calculated as follows: 12,000\$ X 7% = 840\$
- **Between 1982 and 1999: 58 1/3% X 40,000\$ = 23,333\$.**
  - The indexing for these years is calculated as follows: 23,333\$ X 4% (7% - 3%) = 933\$
- **After 2000: 11 2/3% X 40,000\$ = 4,666\$.**
  - The indexing for these years is calculated as follows: 4,666\$ X 4% (7% - 3%) = 187\$

For this year, the total annual indexing of this teacher's 40,000\$ pension will be **1,960\$** instead. This amount represents a combined indexing of 4.9%.

This second scenario is unlikely because, in recent years, the TAIR has been hovering between 1.5% and 2% annually. In short, this means that all of the years of contribution between 1982 and 1999 are never indexed. Retirees therefore experience a gradual diminishing of their purchasing power.

4. BUYBACK

Service purchase, or buyback, allows you to include in your pension plan periods of unpaid leave which have not already been credited to your account, or periods of work as an employee in a body of the Québec Public Service, the educational system or the health and social services systems to which you did not contribute although you could have. **To be able to buy back these non-contributory years of service, you must be a member of the RREGOP at the time of your buyback application.**

a) Advantages of a buyback

There are two advantages to a service purchase: first, you may be able to retire earlier if you buy back periods for which you were eligible. Secondly, you may also be able to augment your retirement income. The buyback can be effected by transferring a sum of money from an RRSP or via payments spread over several months (without exceeding the date of your retirement).

Is it to my advantage to buy back service?

Before making a final decision as to whether or not you should buy back a period of service in the RREGOP for which you could have contributed but didn't, you would do well to consult a financial planner, who will help you determine the cost of a buyback vs. the ensuing benefits reaped.

What periods can be bought back?

- Periods of unpaid leave subsequent to joining the RREGOP, in whole or in part.
- Service as a casual employee (hourly-paid instructor) between June 30, 1973 and January 1, 1988.

What periods cannot be bought back?

- Years of service which were **refunded** by the RREGOP cannot be bought back.
- Any period **not worked**. For example, an untenured teacher cannot buy back missing periods of work in order to "top up" a year of service if there was no work available for him or her.

b) The cost of a buyback

The cost of a buyback varies according to three criteria:

- a) The period of service to be bought back;
- b) Your pensionable salary on the date of receipt of the application;
- c) Your age on the date of receipt of the application.

If the application is filed within six months after the end of your leave, the cost of the buyback is generally equal to double the contributions<sup>16</sup> you would have made during that absence, inasmuch as no interest is due on the cost of the buyback.<sup>17</sup> If your application has to do with leave taken more than six months before, interest must be paid on the buyback.

CARRA offers a calculation tool on its website which allows you to quickly and easily determine the approximate cost of the anticipated buyback. A buyback application form may be obtained from the following address: <http://bit.ly/pSlygk>.

Examples of the cost of the buyback of unpaid (other than parental) leave, as from April 1, 2011

Buyback period	Age 40	Age 45	Age 50	Age 55
Before July 1, 1982			17,9%	20,8%
From July 1, 1982 to December 31, 1999	10,7%	11,8 %	14,2%	16,7%
Beginning on January 1, 2000	11,5%	12,8 %	15,4%	18,1%

16. During leave without pay, you are normally required to buy back both your own and the employer's share, i. e. you must pay double the contributions normally made. In the case of parental and certain family-related leave provided for in the collective agreement, however, you pay only your share.

17. The buyback rate schedules have been updated regularly since January 2011.

### c) Application of the 90-day bank

When calculating your retirement pension, CARRA will automatically add to your years of service the number of days equal to your periods of unpaid leave, up to a maximum of 90 days. This is referred to as the “90-day bank”. These days will be recognized both for pension eligibility and pension calculation purposes.

However, on January 1, 2011, the rules changed regarding use of this bank. For leave periods taken before that date, CARRA will continue to recognize these periods of absence without pay by RREGOP members at no cost (strike days; unpaid leave; leave extending maternity or paternity leave, etc.), up to a maximum of 90 days. This bank can no longer be used, however, to make up for unpaid leave taken after January 1, 2011, except for that pertaining to parental leave, which may continue to be made good by the bank.

With effect from January 1, 2002, if you are absent **less than 30** consecutive calendar days or if your workload is reduced by 20% or less, you must maintain your contribution to the RREGOP<sup>18</sup>. If you are absent **more than 30 consecutive calendar days** or if you reduce your workload by more than 20% of that of a full-time employee, you may buy back the non-contributory period via a service purchase in accordance with the rules in effect.

### d) Tax rules

When a proposed buyback has been accepted and received by CARRA, the latter must calculate a **Past Service Pension Adjustment** (PSPA) pursuant to the tax legislation in force. This will therefore change the **Pension Adjustment** (PA) which the employer had calculated for the year affected by the buyback. Because the buyback may impact on your previous income tax returns, it is therefore important for you to inform Revenue Canada of this impact. Among other things, Revenue Canada will check whether you are within the RRSP deduction limit necessary for the buyback. This information appears in the **Notice of Assessment** issued by the federal government confirming that your taxes for a given year have been paid. If your deduction limit is inadequate to allow a PSPA certificate to be issued, Revenue Canada will inform you of the procedures to be followed should you wish to proceed with the buyback anyway.

In addition, in accordance with tax legislation requirements, the total duration of periods of leave subsequent to 1991 which may be credited to an employee is limited to **five years**. To these periods may be added leave for family obligations or parental leave not exceeding 12 months each, up to a maximum of 36 months. The periods credited after 1991 may thus not total more than **eight years**.

<sup>18</sup>. This measure includes strike days.

### e) Transfer agreements

Transfer agreements exist between CARRA and certain bodies whose employees have a pension plan, in order to allow an employee who changes jobs to transfer his years of accumulated service to his new retirement plan.

Thanks to these agreements, you have the option of crediting to your RREGOP account recognized years of service in another retirement scheme. The effect of this is to augment your pension and perhaps render you eligible for a retirement pension at an earlier date. You will find the list of employers with whom the RREGOP has transfer agreements on the CARRA website, at the following address: <http://bit.ly/pNcaHg>.

## 5. DIFFICULT CHOICES

### a) What happens if I quit my job?

- If you are **under 55 years of age and have less than two years of service** to your credit, you may apply for a refund of your contributions with interest. However, you may also transfer your contributions to your new employer if he is on the list of those employers with whom the RREGOP has a transfer agreement. This list is available on the CARRA website at the following address <http://bit.ly/pNcaHg>. Finally, you can transfer them to a LIRA (locked-in retirement account). **Obviously, it is always better to transfer your contributions rather than to cash them in. Otherwise, you must pay tax on this income.**
- If you are **under 55 years of age and have two years or more of service** to your credit, you may receive a deferred pension payable at 65 or payable at 55 subject to an actuarial reduction of ten years for early redemption. The retirement pension is indexed annually throughout the entire prepayment period.

### b) What happens if I am suffering from a terminal illness?

If you are suffering from a terminal illness, that is, an illness which, in your doctor's opinion, allows you a life expectancy of less than two years, you may obtain a terminal illness benefit equivalent to the contributions paid into your retirement plan, plus accrued interest or the value of the retirement pension accumulated.

### c) What happens in the case of death?

At the time of your death, the amount of the benefits that will be paid to your heirs will depend on whether or not you were eligible for a retirement pension or whether you were already retired at the time of your death.

**If you have no spouse**, your heirs will be entitled to a lump-sum death benefit equal to the contributions with interest, or the actuarial value of your pension.

**If you have a spouse and you were not eligible for an immediate retirement pension**, your spouse will be entitled to a lump-sum death benefit equal to the contributions with interest, or the actuarial value of your pension.

**If you have a spouse and you are already retired or are over 55 years of age**, the 50% or 60% life annuity paid to the surviving spouse will be calculated based on the election made by you at the time of your retirement (see the options described in the section *When should I apply for my RREGOP pension* on Page 14).

In the case of death, you may not name the person of your choice as your heir: irrespective of the provisions of your will, the law stipulates that your retirement pension will be paid:

- a) to the person **to whom you are married or are in a civil union;**
- b) to your **spouse** (see definition below ), if you are not married;
- c) to your children or the heirs designated by you in your will **in the absence of a spouse.**

The RREGOP recognizes as your **spouse** the person who has been living with you in a conjugal relationship for at least three years, or for one year if you have a child with that person. It will be noted that de facto spouses of the same sex enjoy the same rights.

If you are living with a spouse who is not the mother or father of your children, you may perhaps prefer to designate **your children** as your heirs in the case of death. If such is the case, your spouse must fill in a form renouncing his or her rights. In the absence of such a signed document, it is your spouse who will inherit a surviving spouse's pension, i. e. a life annuity equal to 50% of the pension which was payable to you at the time of your death. You need to know, however, that your spouse may reconsider his or her decision up until the day before your death.

The Notice of Renunciation form may be procured at the following address:  
<http://bit.ly/plXu3b>.

## Chapter IV CHAPTER IV - INSURANCE

### 1. Legal framework

FNEEQ retired teaching staff are not subject to the same obligations, **depending upon their age.**

**Before the age of 65**, the RAMQ Act respecting Prescription Drug Insurance stipulates that if you are eligible for a group insurance scheme offered by your employer, you are obliged to join. You are also obliged to ensure coverage for your spouse and dependent children. There does exist, however, a right to a waiver of this rule if you can be insured by another group insurance policy (for example, a group insurance policy held by your spouse).

**After the age of 65**, all Québec citizens are automatically registered with the public drug insurance plan whether they are retired or not. If you choose to retain your drug insurance with the retired teaching staff group insurer, however, you must pay an extra premium and inform the RAMQ accordingly.

### 2. Group insurance for retirees

If you are retired and are under 65 years of age, you must therefore:

- be part of the retired teaching staff group insurance policy (1011).

**And, if you enjoyed this coverage before your retirement, you can:**

- maintain your life insurance;
- maintain your dependent person's life insurance;
- maintain your additional life insurance.

**If you are retired and are 65 years of age or older, you have the option of:**

- joining only the RAMQ public scheme;
- joining the RAMQ public scheme while benefiting from the additional coverage provided by Policy 1011 (hospitalization; extended health care; travel insurance; chiropractors, physiotherapists, osteopaths, acupuncturists, etc.);
- maintaining basic RAMQ drug coverage through your group insurance in exchange for the payment of an extra premium (this is by no means to your advantage);
- maintaining your life insurance policy, if you had this coverage prior to your retirement.

If you were covered under the health insurance policy for active employees immediately before your retirement, you will be eligible for health insurance coverage with effect from the date of your actual retirement. Application forms to secure the coverage described above are available from the Human Resources Department of your CEGEP and on the *La Capitale*'s website at: <http://bit.ly/rfssPp>.

Please note that, when joining the retirees' insurance plan, you will be authorizing the insurer to deduct your premiums directly from your RREGOP pension.

If you would like more information on what Policy 1011 covers, please check out the explanatory pamphlet available on the *La Capitale*: <http://bit.ly/rkPw7x>.

If you would like more information on what the RAMQ public plan has to offer at the age of 65, check out the following link <http://bit.ly/pcc5sr>.



3. Renunciation of long-term salary insurance

In order not to unnecessarily pay for long-term salary insurance, you may terminate this coverage at any time during the two years preceding your eligibility for retirement **without an actuarial reduction** (i. e. once you have accumulated 35 years of service or attained the age of 60). This is, of course, an eminently personal decision and should be made taking into account your health and certain other factors. To begin with, you need to know that if you become disabled, you will receive salary insurance benefits paid by your CEGEP for a period of two years, i. e. 85% of your salary the first year, and 66 2/3% the second. If you are still disabled two years later and you enjoy long-term salary insurance coverage, you could receive disability benefits from La Capitale amounting to 80% of your salary, up to the age of 65.

However, your disability benefits may be reduced by the total amount of the disability pension paid to you by the RRQ if the latter recognizes your disability and by 50% of the gross amount of your RREGOP retirement pension once you become eligible for it.

If you are between **55 and 58 years of age or have not accumulated many years of service for the purposes of the RREGOP**, it is no doubt in your best interest to maintain your salary insurance coverage until such time as you retire, inasmuch as long-term disability insurance coverage could provide you with an additional source of income up to the age of 65 if you were to become disabled and remain so. In any event, it is abundantly clear that, if you are still teaching and are **63 years of age**, you should immediately cancel your long-term salary insurance coverage.



ANNEX I

Quick reference reminder

Event	Time period <sup>19</sup>	Deadline	CARRA form
Application for Statement of RREGOP Contributions	45 days		<a href="http://bit.ly/oXwIWX">http://bit.ly/oXwIWX</a>
Application for Statement of RRQ Contributions			<a href="http://bit.ly/nJEXh4">http://bit.ly/nJEXh4</a>
Application for Buyback	6 months, or 90 days if associated with a retirement pension application		<a href="http://bit.ly/qH6grV">http://bit.ly/qH6grV</a>
Application for a Funds Transfer from an RRSP to a LIRA			<a href="http://bit.ly/mQTcwz">http://bit.ly/mQTcwz</a>
Application For Gradual Retirement	More than five months before the date of coming into force of the agreement		<a href="http://bit.ly/pC0ypQ">http://bit.ly/pC0ypQ</a>
Application for a Pension Estimate	Six months, but at least 90 days before the anticipated month of your		<a href="http://bit.ly/oOLGNn">http://bit.ly/oOLGNn</a>
Application for a Retirement Pension	More than three months before the anticipated date of your retirement		<a href="http://bit.ly/otePy6">http://bit.ly/otePy6</a>
Application for Direct Deposit	Four to six weeks before the first deposit		<a href="http://bit.ly/phX7xz">http://bit.ly/phX7xz</a>

19. Please note that, since 2009, there have been exceptionally long delays at CARRA in processing applications.

## annex II ANNEX II

### MODEL LETTER 1 for CEGEP staff

An application to take part in a Progressive Retirement Programme is filed by completing the appropriate form, which is available at the CARRA website, and includes a section to be filled in by the employer: <http://bit.ly/pC0ypQ>

Place and date \_\_\_\_\_

Department of Human Resources  
Address of CEGEP

Your/Ref.: EMPLOYEE NO. OR SIN \_\_\_\_\_

**Subject: Application to take part in a Progressive Retirement Programme**

*Dear Sir/Madam,*

Pursuant to Annex V-1 of the teachers' collective agreement, I would like to take part in the Progressive Retirement Programme from \_\_\_\_\_ *(specify date programme starts: minimum of 12 months)* to \_\_\_\_\_ *(specify date programme ends: maximum of 60 months)*.

Because the average teaching load of my department is \_\_\_\_\_ *(specify the average departmental load, in hours/CI [Individual Teaching Load] units)*, I would like you to grant me a reduction in my teaching load of \_\_\_\_\_ *(between 20% and 60%, hours/CI units)*.

While in the programme, I will enjoy the rights and privileges provided for in Article V-1.06 of the collective agreement.

Trusting that you will see fit to respond favourably to my request I remain,

Yours truly,

*Name and address* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

c. c. Departmental co-ordination  
Teachers' Union

## annex II ANNEX II

### MODEL LETTER 1 (for staff in private institutions)

An application to take part in a Progressive Retirement Programme is filed by completing the appropriate form, which is available at the CARRA website, and includes a section to be filled in by the employer: <http://bit.ly/pC0ypQ>.

Place and date \_\_\_\_\_

Department of Human Resources  
Address of the teaching institution

Your/Ref. : SIN \_\_\_\_\_

**Subject: Application to take part in a Progressive Retirement Programme**

*Dear Sir/Madam:*

Pursuant to Article/Annex \_\_\_\_\_ of the collective agreement, I would like to take part in the Progressive Retirement Programme from \_\_\_\_\_ *(specify date programme starts: minimum of 12 months)* to \_\_\_\_\_ *(specify date programme ends: maximum of 60 months)*.

Because my teaching load is \_\_\_\_\_ *(specify the load, expressed as the number of periods)*, I would like you to grant me a reduction in my teaching load of \_\_\_\_\_ *(may not be less than 40% of the time of an equivalent full-time post)*.

While in the programme, I will enjoy the rights and privileges provided for in Articles/Annex \_\_\_\_\_ *(specify)* of the collective agreement.

Trusting that you will see fit to respond favourably to my request I remain,

Yours truly,

*Name and address* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

cc: Teachers' Union

annex 11  
**ANNEXE II**

**MODEL LETTER 2**  
**for CEGEP staff**

**Application for retirement**

TIME PERIOD: At least 90 days before the anticipated month of your retirement

Place and date \_\_\_\_\_

Department of Human Resources  
Address of CEGEP

Your/Ref. : EMPLOYEE NO. OR SIN \_\_\_\_\_

**Subject: Application for retirement**

*Dear Sir/Madam,*

Pursuant to Article 5-6.51 of the teachers' collective agreement, this is to inform you that I will be retiring at the end of the \_\_\_\_\_ session (*specify fall or winter*).

Yours truly,

*Name and address* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

c. c. Departmental coordination  
Teachers' Union

**ANNEX II**

**MODEL LETTER 2**  
**(for staff in private institutions)**

**APPLICATION FOR RETIREMENT**

TIME PERIOD: At least 90 days before the expected month of your retirement

Place and date \_\_\_\_\_

Department of Human Resources  
Address of teaching institution

Your/Ref. : SIN. \_\_\_\_\_

**Subject: Application for retirement**

*Dear Sir/Madam,*

Pursuant to Article \_\_\_\_\_ of the collective agreement, this is to inform you that I will be retiring \_\_\_\_\_. (*specify when, in accordance with the provisions of the collective agreement*).

Yours truly,

*Name and address* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

c. c. Teachers' Union

## GLOSSARY AND ACRONYMS

### GLOSSARY OF COMMON TERMS

**Actuarial reduction:** Penalty applied on a permanent basis to the amount of the retirement pension paid to a member.

**Actuarial value:** Value calculated by applying the commitments and calculation assumptions of the plan.

**Annual statement:** Document providing yearly details of your contributions to the RREGOP plan as well as a precise estimate of your pension plan entitlements.

**Deferred pension:** Pension payable at a later date to a person who does not fulfill the conditions of eligibility for an immediate retirement pension at the time of his or her departure.

**Exempted salary:** Salary to which an employee would have been entitled had he/she not been in a period of mandatory salary insurance or maternity leave.

**Immediate pension:** Pension payable to a person entitled thereto by reason of his or her age and years of service.

**Maximum Pensionable Earnings (MPE):** Income ceiling above which no contribution to the Québec Pension Plan is due.

**90-day bank:** Automatic addition of days of credited service depending upon your periods of unpaid leave, up to a maximum of 90 days.

**Pensionable salary:** Basic salary paid during a calendar year which includes the exempted salary, as the case may be.

**Progressive retirement:** Programme which allows a person who is a member of the RREGOP to reduce his or her working time without being penalized for the purposes of the pension plan.

**Service for eligibility purposes:** Years of service used solely to determine eligibility for a retirement pension.

**Statement of contributions:** Describes the total service credited to your account since entering the plan, on a year-by-year basis.

**Surviving spouse:** Person who was married or in a civil union with the member or retiree at the time of his/her death.

**Waiver of contributions:** Contributions credit added by CARRA to the Statement of Contributions of a REEGOP contributor during certain types of leave provided for in the collective agreement [maternity/paternity leave; certain types of disability leave, etc.).

**Working days:** Number of days of work provided for in the collective agreement, i.e. 200 or 260, depending upon the basis of remuneration.

**Year of service:** Year of participation, year bought back or year transferred from another retirement scheme.

## COMMON ACRONYMS

**CARRA:** Commission administrative des régimes de retraite et d'assurances

**CFARR:** *Comité fédéral sur les assurances et les régimes de retraite* [FNEEQ Insurance and Pension Committee]

**LIRA:** Locked-in retirement account

**MPE:** Maximum Pensionable Earnings under the Québec Pension Plan

**OAS:** Old-Age Security pension

**PA:** Pension Adjustment

**PSPA:** Past Service Pension Adjustment

**PVRTT:** *Programme volontaire de réduction du temps de travail* [Voluntary Working Time Reduction Programme]

**RRQ:** *Régie des Rentes du Québec* (QPP: Québec Pension Plan)

**RREGOP:** *Régime de retraite des employés du gouvernement et des organismes publics* [Government and Public Employees Retirement Plan]

**RRSP:** Registered Retirement Savings Plan

**SMF5:** *Salaire moyen final des cinq meilleures années* [Final average salary over the best five years]

**SPP:** Supplemental Pension Plan

**TAIR:** *Taux d'augmentation d'indice des rentes* [Rate of Increase of the Pension Index]



ANNEX IV

Guide d'administration - Retirement of Employee  
Annex 7.2A - Conversion of days of service (regular year, 260-day base)

	1	2	3	4	5	6	7	8	9	10	11	12	
Day	Jan	Feb	Mar	Apr	May	Junr	July	Augst.	Sept.	Oct.	Nov.	Dec.	Day
1	0,004	0,088	0,165	0,250	0,331	0,415	0,500	0,585	0,669	0,750	0,835	0,919	1
2	0,004	0,092	0,165	0,254	0,335	0,419	0,500	0,585	0,673	0,754	0,838	0,919	2
3	0,008	0,092	0,169	0,254	0,338	0,423	0,504	0,588	0,673	0,758	0,842	0,923	3
4	0,012	0,096	0,173	0,258	0,338	0,423	0,508	0,592	0,677	0,758	0,842	0,927	4
5	0,015	0,100	0,177	0,262	0,342	0,427	0,508	0,596	0,681	0,762	0,846	0,927	5
6	0,015	0,100	0,177	0,262	0,346	0,431	0,512	0,596	0,681	0,765	0,850	0,931	6
7	0,019	0,104	0,181	0,265	0,346	0,435	0,515	0,600	0,685	0,765	0,854	0,935	7
8	0,023	0,108	0,185	0,269	0,350	0,435	0,519	0,604	0,688	0,769	0,854	0,938	8
9	0,023	0,108	0,185	0,273	0,354	0,438	0,519	0,604	0,688	0,773	0,858	0,938	9
10	0,027	0,112	0,188	0,273	0,358	0,442	0,523	0,608	0,692	0,777	0,862	0,942	10
11	0,031	0,115	0,192	0,277	0,358	0,442	0,527	0,612	0,696	0,777	0,862	0,946	11
12	0,035	0,119	0,196	0,281	0,362	0,446	0,527	0,615	0,700	0,781	0,865	0,946	12
13	0,035	0,119	0,196	0,281	0,365	0,450	0,531	0,615	0,700	0,785	0,869	0,950	13
14	0,038	0,123	0,200	0,285	0,365	0,454	0,535	0,619	0,704	0,785	0,873	0,954	14
15	0,042	0,127	0,204	0,288	0,369	0,454	0,538	0,623	0,708	0,788	0,873	0,958	15
16	0,042	0,127	0,204	0,292	0,373	0,458	0,538	0,623	0,708	0,792	0,877	0,958	16
17	0,046	0,131	0,208	0,292	0,377	0,462	0,542	0,627	0,712	0,796	0,881	0,962	17
18	0,050	0,135	0,212	0,296	0,377	0,462	0,546	0,631	0,715	0,796	0,881	0,965	18
19	0,054	0,138	0,215	0,300	0,381	0,465	0,546	0,635	0,719	0,800	0,885	0,965	19
20	0,054	0,138	0,215	0,300	0,385	0,469	0,550	0,635	0,719	0,804	0,888	0,969	20
21	0,058	0,142	0,219	0,304	0,385	0,473	0,554	0,638	0,723	0,804	0,888	0,973	21
22	0,062	0,146	0,223	0,308	0,388	0,473	0,558	0,642	0,727	0,808	0,892	0,977	22
23	0,062	0,146	0,223	0,308	0,392	0,477	0,558	0,642	0,727	0,812	0,896	0,977	23
24	0,065	0,150	0,227	0,312	0,396	0,481	0,562	0,646	0,731	0,815	0,900	0,981	24
25	0,069	0,154	0,231	0,315	0,396	0,481	0,565	0,650	0,735	0,815	0,900	0,985	25
26	0,073	0,158	0,235	0,319	0,400	0,485	0,565	0,654	0,738	0,819	0,904	0,985	26
27	0,073	0,158	0,235	0,319	0,404	0,488	0,569	0,654	0,738	0,823	0,908	0,988	27
28	0,077	0,162	0,238	0,323	0,404	0,492	0,573	0,658	0,742	0,823	0,908	0,992	28
29	0,081		0,242	0,327	0,408	0,492	0,577	0,662	0,746	0,827	0,912	0,996	29
30	0,081		0,242	0,327	0,412	0,496	0,577	0,662	0,746	0,831	0,915	0,996	30
31	0,085		0,246		0,415		0,581	0,665		0,835		1,000	31
	1	2	3	4	5	6	7	8	9	10	11	12	

Guide d'administration - Retirement of employee  
Annex 7.2B - Conversion of days of service (regular year, 200-day base)

	1	2	3	4	5	6	7	8	9	10	11	12	
Day	Jan.	Feb	Mar	Apr	May	June	July	Aug	Sept.	Oct.	Nov.	Dec.	Day
1	0,000	0,105	0,195	0,295	0,395	0,495			0,595	0,695	0,800	0,900	1
2	0,005	0,110	0,200	0,300	0,400	0,500			0,595	0,700	0,800	0,905	2
3	0,010	0,110	0,200	0,305	0,400	0,500			0,600	0,700	0,805	0,905	3
4	0,015	0,115	0,205	0,305	0,405	0,505			0,605	0,705	0,810	0,910	4
5	0,015	0,115	0,210	0,310	0,410	0,510			0,605	0,710	0,810	0,915	5
6	0,020	0,120	0,210	0,315	0,410	0,510			0,610	0,710	0,815	0,915	6
7	0,025	0,125	0,215	0,315	0,415	0,515			0,615	0,715	0,820	0,920	7
8	0,025	0,125	0,220	0,320	0,415	0,520			0,615	0,720	0,820	0,925	8
9	0,030	0,130	0,220	0,325	0,420	0,520			0,620	0,720	0,825	0,925	9
10	0,035	0,135	0,225	0,325	0,425	0,525			0,625	0,725	0,830	0,930	10
11	0,035	0,135	0,230	0,330	0,425	0,530			0,625	0,730	0,830	0,935	11
12	0,040	0,140	0,230	0,335	0,430	0,530			0,630	0,730	0,835	0,935	12
13	0,040	0,145	0,235	0,335	0,435	0,535			0,635	0,735	0,840	0,940	13
14	0,045	0,145	0,240	0,340	0,435	0,540			0,635	0,740	0,840	0,945	14
15	0,050	0,150	0,240	0,340	0,440	0,540			0,640	0,740	0,845	0,945	15
16	0,050	0,155	0,245	0,345	0,445	0,545			0,645	0,745	0,850	0,950	16
17	0,055	0,155	0,250	0,350	0,445	0,550			0,645	0,750	0,850	0,955	17
18	0,060	0,160	0,250	0,350	0,450	0,550			0,650	0,750	0,855	0,955	18
19	0,060	0,165	0,255	0,355	0,455	0,555			0,655	0,755	0,860	0,960	19
20	0,065	0,165	0,260	0,360	0,455	0,555			0,655	0,760	0,860	0,965	20
21	0,070	0,170	0,260	0,360	0,460	0,560			0,660	0,760	0,865	0,965	21
22	0,070	0,175	0,265	0,365	0,465	0,565			0,665	0,765	0,870	0,970	22
23	0,075	0,175	0,265	0,370	0,465	0,565			0,665	0,770	0,875	0,975	23
24	0,080	0,180	0,270	0,370	0,470	0,570			0,670	0,770	0,875	0,975	24
25	0,080	0,185	0,275	0,375	0,475	0,575			0,675	0,775	0,880	0,980	25
26	0,085	0,185	0,275	0,380	0,475	0,575			0,675	0,780	0,885	0,985	26
27	0,090	0,190	0,280	0,380	0,480	0,580			0,680	0,780	0,885	0,985	27
28	0,090	0,190	0,285	0,385	0,480	0,585			0,685	0,785	0,890	0,990	28
29	0,095		0,285	0,390	0,485	0,585			0,690	0,790	0,895	0,995	29
30	0,100		0,290	0,390	0,490	0,590			0,690	0,790	0,895	0,995	30
31	0,100		0,295		0,490					0,795		1,000	31
	1	2	3	4	5	6	7	8	9	10	11	12	

## ANNEX V

### DEDUCTION AT SOURCE IN QUÉBEC

	2010	2011
<b>RRQ</b>		
Rate	4,95 %	4,95 %
Basic exemption	3 500,00 \$	3 500,00 \$
MPE	47 200,00 \$	48 300,00 \$
Maximum contribution	2 163,15 \$	2 217,60 \$
<b>RQAP</b>		
Rate	0,506 %	0,537 %
Basic exemption	62 500,00 \$	64 000,00 \$
MPE	316,25 \$	343,68 \$
Maximum contribution		
<b>QPIP (Québec Parental Insurance Plan]</b>		
Rate	1,36 %	1,41 %
Maximum insurable	43 200,00 \$	44 200,00 \$
Maximum contribution	587,52 \$	623,22 \$
<b>Employment insurance Rate</b>		
Maximum insurable	1.36%	1.41%
Maximum contribution	43,200.00\$	44,200.00\$
	587.52\$	623.22\$
<b>Revenue Canada</b>		
15% of the first	40 970 \$	41 544 \$
22% of	40 971 \$ à 81 941 \$	41 545 \$ à 83 089 \$
26% of	81 941 \$ à 127 022 \$	83 089 \$ à 128 800 \$
29% of	127 022 \$ and above	128 801 \$ et plus
Basic exemption	10 382 \$	10 527 \$
<i>N.B. 16.5% abatement</i>		
<b>Impôt Québec</b>		
16% of the first	38 570 \$	39 060 \$
20% of	38 571 \$ à 77 141 \$	39 061 \$ à 78 121 \$
24% of	77 141 \$ and above	78 121 \$ et plus
Basic exemption	10 505 \$	10 640 \$

## ANNEX VI

### USEFUL ADDRESSES

#### CARRA

Commission administrative des régimes de retraite et d'assurances

Website: [www.carra.gouv.qc.ca](http://www.carra.gouv.qc.ca)

Customer Service

475, rue Saint-Amable

Québec (Québec) G1R 5X3

Phone No. for the Quebec City

region: (418) 643-4881

Phone No. everywhere else:

1 (800) 463-5533

#### CARRA: Complaints Office

Phone No. for the Quebec City

region: (418) 644-3092

Phone No. everywhere else: 1 (866) 239-2985

Email: [bplainte@carra.gouv.qc.ca](mailto:bplainte@carra.gouv.qc.ca)

#### FNEEQ

Fédération nationale des enseignants

et enseignantes du Québec

Website: [www.fneeq.qc.ca](http://www.fneeq.qc.ca)

Mailing address

1601, rue de Lorimier

Montréal (Québec) H2K 4M5

Phone No. for the Montreal region:

(514) 598-2241

Toll-free number Montreal: 1 (877) 312-2241

Toll-free number Quebec City:

1 (877) 271-5865

Fax : (514) 598-2190

Email: [fneeq.reception@csn.qc.ca](mailto:fneeq.reception@csn.qc.ca)

#### Old Age Security (OAS) Pension Programme

Service Canada

Toll-free number in French: 1 (800) 277-9915

Toll-free number in English: 1 (800) 277-9914

Website: <http://www.servicecanada.gc.ca>

#### Régie des rentes du Québec

P. O. Box 5200

Québec (Québec) G1K 7S9

Phone No. for the Montreal

region: (514) 873-2433

Phone No. for the Quebec City

region: (418) 643-5185

Phone No. everywhere else: 1 (800) 463-5185

Website: <http://bit.ly/qRQd3V>

#### Question retraite

A neutral and independent body established in 2003 by the Régie des rentes du Québec to educate Quebecers on the importance of saving early for retirement.

<http://bit.ly/qjduwz>

The English section of the CARRA website may be consulted at:

<http://www.carra.gouv.qc.ca/ang/index.htm>

<http://www.carra.gouv.qc.ca/ang/guide/administration/guide.htm>

Note: The Guide d'administration is available in French only.



Critère : 8

## Votre relevé annuel 2008

### Régime de retraite des employés du gouvernement et des organismes publics (RREGOP)

Madame PRÉNOM-455338020 NOM-455338020  
ADRESSE  
VILLE, CODE POSTAL

C'est avec plaisir que la CARRA vous transmet votre relevé annuel. Ce relevé vous fournit le détail de votre participation à votre régime de retraite pour l'année terminée le 31 décembre 2008 et vous informe des prestations auxquelles vous aurez droit au moment de votre retraite ou de votre fin d'emploi. Nous vous invitons à lire attentivement ce document. Si vous constatez une erreur, veuillez communiquer avec votre employeur.

Notez que tous les montants indiqués dans ce relevé sont en dollars d'aujourd'hui (sans aucune indexation) et qu'ils tiennent compte des limites fiscales.

#### Renseignements personnels

Numéro d'identification	1779945404
Date de naissance	21 décembre 1955
Date de début de participation	3 septembre 1985
Sexe	Féminin
Salaire de référence en 2008	60 368,75 \$
Service pour l'admissibilité	24,4610 année(s)
Service pour le calcul	24,1450 année(s)
Cotisations avec intérêts	135 252,86 \$

#### Sommaire des prestations

Rente sans réduction	
Date de la retraite	21 décembre 2015
Rente annuelle estimative	
jusqu'à 65 ans	38 283,75 \$
à compter de 65 ans	28 199,63 \$
Pourcentage*	63,00 %
* Le pourcentage indiqué ci-dessus (63,00 %) correspond à la proportion que représente votre rente annuelle estimative (38 283,75 \$) par rapport à votre salaire en 2008 (60 368,75 \$).	
La CARRA a établi les montants annuels estimatifs ci-contre en supposant que vous continuerez de participer à votre régime jusqu'à votre retraite.	
Un autre scénario et des informations additionnelles sont présentés plus loin.	

## Votre relevé annuel 2008

### Participation en 2008

Les données ci-dessous ont été transmises à la CARRA par votre employeur. Elles ont servi à déterminer votre participation au régime pour l'année 2008. Si vous constatez une erreur, veuillez communiquer avec votre employeur.

#### Données transmises par votre employeur

Employeur : Société des loteries du québec	
Salaire admissible	60 368,75 \$
Cotisations salariales	3 657,17 \$
Pourcentage de temps travaillé	100,00 %

### Rente de retraite

Votre régime de retraite peut vous verser des prestations de retraite dès le 21 décembre 2010, moyennant, cependant, une réduction de votre rente. À partir du 21 décembre 2015, vous pourrez prendre votre retraite sans que votre rente soit réduite.

	Rente sans réduction	Rente avec réduction
Date de la retraite	21 décembre 2015	21 décembre 2010
Rente annuelle estimative jusqu'à 65 ans	38 283,75 \$	24 422,30 \$
Rente annuelle estimative à compter de 65 ans*	28 199,63 \$	16 264,32 \$

\* Lorsque vous aurez 65 ans, votre rente sera réduite en raison de la coordination au Régime de rentes du Québec. Vous trouverez plus de renseignements à ce sujet dans le site Internet de la CARRA.

La CARRA a établi les montants annuels estimatifs ci-dessus en supposant que vous continuerez de participer à votre régime jusqu'à votre retraite. Ces montants ont été établis en fonction de votre salaire admissible de 2008 et ils ne tiennent pas compte de vos augmentations de salaire futures.

### Indexation de la rente

Une fois que vous aurez commencé à la recevoir, votre rente sera indexée le 1<sup>er</sup> janvier de chaque année. Vous trouverez plus de renseignements à ce sujet dans le site Internet de la CARRA.

### Autres revenus de retraite

Lorsque vous aurez 60 ans, vous pourrez demander votre rente du Régime de rentes du Québec. De plus, à 65 ans, vous aurez droit à la pension de la Sécurité de la vieillesse. Vous pouvez obtenir plus de renseignements auprès des organismes suivants :

<b>Régie des rentes du Québec</b>	<b>Service Canada &gt; Pension de la Sécurité de la vieillesse</b>
Site Internet : <a href="http://www.rrq.gouv.qc.ca">www.rrq.gouv.qc.ca</a>	Site Internet : <a href="http://www.servicecanada.gc.ca">www.servicecanada.gc.ca</a>
Téléphone : 1 800 463-5185	Téléphone : 1 800 277-9915

Votre relevé annuel 2008

En cas de décès

Votre conjoint aura droit au remboursement du montant le plus élevé entre vos cotisations avec intérêts et la valeur de la rente différée. Si vous n'avez pas de conjoint, cette prestation sera versée à vos héritiers.

En cas de fin d'emploi

Si vous aviez mis fin à votre emploi le 31 décembre 2008, vous auriez eu droit à une rente de 18 299,94 \$, payable à compter de 65 ans.

Service reconnu

Détail		Service reconnu pour le calcul année(s)		Service reconnu pour l'admissibilité année(s)
Service reconnu au 31 décembre 2007		23,1450		23,4610
Service effectué en 2008	+	1,0000	+	1,0000
Service reconnu au 31 décembre 2008		24,1450		24,4610

Cotisations

Cotisations avec intérêts au 31 décembre 2008		
Cotisations avec intérêts au 31 décembre 2007		116 883,08 \$
Cotisations salariales en 2008	+	3 657,17 \$
Somme versée pour acquitter le coût de rachats en 2008	+	841,10 \$
Intérêts crédités en 2008	+	13 871,51 \$
Cotisations avec intérêts au 31 décembre 2008		135 252,86 \$

\* Au 31 décembre 2008, le taux d'intérêt était de 12,95 %.

Informations complémentaires

Commission administrative des régimes  
de retraite et d'assurances  
475, rue Saint-Amable  
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418 643-4881 (région de Québec)  
1 800 463-5533 (sans frais)

Site Internet  
www.carra.gouv.qc.ca

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ANNEX VIII  
STATEMENT OF CONTRIBUTIONS

État de participation  
Régime de retraite des employés du gouvernement et des  
organismes publics (RREGOP)

Le service est exprimé en années. Il inclut le service ajouté pour  
l'admissibilité (depuis 1987).

NOTE

Au moment de l'impression du guide, ce  
document n'était pas encore dans sa version  
définitive.

Service pour l'admissibilité			Service pour le calcul			Cotisations de l'année		
Année	Régulier	Rachat/ Transfert	Périodes rachetées/ transférées	Régulier	Rachat/ Transfert	Salaires admissibles	Régulières	Rachat/ Transfert
1975	0,5830			0,5830		4 467,86 \$	221,84 \$	
1976	1,0000			1,0000		9 656,26 \$	506,45 \$	
1977	1,0000			1,0000		10 629,48 \$	553,05 \$	
1978	0,9960			0,9960		11 469,87 \$	587,30 \$	
1979	1,0000			1,0000		12 035,22 \$	595,46 \$	
1980	1,0000			1,0000		18 557,42 \$	1 047,94 \$	
1981	1,0000			1,0000		18 629,03 \$	1 011,26 \$	
1982	1,0000			1,0000		21 857,71 \$	1 173,46 \$	
1983	1,0000			1,0000		21 567,98 \$	1 071,64 \$	
1984	1,0000			1,0000		23 557,66 \$	1 139,40 \$	
1985	1,0000			1,0000		24 989,09 \$	1 197,16 \$	
1986	1,0000			1,0000		26 952,03 \$	1 230,21 \$	
1987	1,0000			1,0000		29 957,69 \$	1 462,39 \$	
1988	1,0000			1,0000		30 898,21 \$	1 513,60 \$	
1989	0,9880			0,9880		31 760,82 \$	1 552,41 \$	
1990	1,0000			1,0000		33 784,66 \$	1 656,85 \$	
1991	1,0000			1,0000		35 470,47 \$	1 735,70 \$	
1992	1,0000			1,0000		36 010,38 \$	1 731,87 \$	
1993	1,0000			1,0000		36 829,80 \$	1 930,74 \$	
1994	1,0000			1,0000		36 927,80 \$	1 911,26 \$	
1995	1,0000			1,0000		38 758,79 \$	2 038,54 \$	

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État de participation						
Service pour l'admissibilité			Service pour le calcul		Cotisations de l'année	
Année	Régulier	Rachat/ Transfert	Périodes rachetées/ transférées	Régulier	Rachat/ Transfert	Régulières
						Salaire admissible
1996	1,0000			1,0000		2 089,37 \$
1997	1,0000			1,0000		1 983,16 \$
1998	1,0000			1,0000		1 982,90 \$
1999	1,0000			1,0000		1 979,12 \$
2000	1,0120			1,0000		1 439,46 \$
2001	1,0000			1,0000		1 448,84 \$
2002	1,0000			1,0000		1 488,13 \$
2003	1,0000			1,0000		1 518,14 \$
2004	1,0000			1,0000		1 507,48 \$
2005	1,0000			1,0000		1 974,44 \$
2006	1,0000			1,0000		1 993,36 \$
2007	1,0000			1,0000		2 014,16 \$
2008	1,0000			1,0000		2 514,68 \$
Total		33,5790			33,5670	
L'État de participation à votre régime de retraite vous donne le détail de votre participation à la date du relevé, année par année, selon les renseignements transmis par votre employeur.						
Notes						
• La colonne Année(s) indique les années au cours desquelles vous avez participé à votre régime de retraite ainsi que les années relatives à un rachat ou à un transfert.						
• Le Service est exprimé en année ou fraction d'année. Une année complète correspond à 260 jours ouvrables (200 pour les enseignants). Une fraction d'année s'explique par une période d'absence sans salaire ou par un emploi occasionnel ou à temps partiel. Par exemple, un employé à temps plein qui s'absente sans salaire pendant 39 jours ouvrables au cours d'une année qui en compte 260 se verra créditer 0,8500 année de service (221 ÷ 260).						
• Le Service pour l'admissibilité comprend principalement les périodes au cours desquelles vous avez cotisé, celles que vous avez rachetées ou transférées d'un autre régime, celles qui donnent droit à un crédit de rente ou à une rente libérée, celles où vous étiez admissible à des prestations d'un régime d'assurance salaire obligatoire et le service ajouté pour l'admissibilité.						
• Le Service pour le calcul comprend le service pour l'admissibilité, moins les périodes rachetées ou transférées qui donnent droit à un crédit de rente ou à une rente libérée.						
Commission administrative des régimes de retraite et d'assurances						
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## État de participation

- Le Salaire admissible est le salaire sur lequel sont calculées vos cotisations. Il comprend principalement le salaire que vous avez effectivement reçu et, si vous avez été en congé de maternité ou admissible à des prestations d'un régime d'assurance salaire obligatoire, celui que vous auriez reçu si vous n'aviez pas été absent. Par contre, il ne comprend pas les sommes versées pour le paiement des heures supplémentaires ni certaines primes.
- Les Cotisations sont les sommes que vous avez versées sur votre salaire admissible et, si vous avez été admissible à des prestations d'assurance salaire, celles que vous auriez versées si vous n'aviez pas été absent. Elles correspondent également au coût d'un rachat accordant un crédit de rente.

*Si vous constatez une erreur dans votre identification ou vos années de participation, communiquez avec votre employeur qui, au moyen du formulaire « Demande de correction d'une participation à un régime de retraite », avisera la CARRA des modifications à faire.*

### Pour nous joindre

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## Estimation de vos prestations

### Régime de retraite des employés du gouvernement et des organismes publics (RREGOP)

#### Estimation du 4 octobre 2011 pour une retraite le 1<sup>er</sup> juillet 2012

	Rente annuelle brute	
	au retraité	au conjoint survivant
<b>Rente immédiate avec réduction</b>		
Rente réduite (en raison d'une retraite anticipée, de limites fiscales ou de limites concernant les crédits de rente)		
A. Rente réversible à 50 % au conjoint (option par défaut)		
du 1 <sup>er</sup> juillet 2012 au 30 avril 2020	47 667,96 \$	18 182,28 \$
à partir du 1 <sup>er</sup> mai 2020	36 364,56 \$	18 182,28 \$
B. Rente réversible à 60 % au conjoint		
du 1 <sup>er</sup> juillet 2012 au 30 avril 2020	46 714,56 \$	21 382,32 \$
à partir du 1 <sup>er</sup> mai 2020	35 637,24 \$	21 382,32 \$

Votre rente diminuera à 65 ans, car elle est coordonnée à celle du Régime de rentes du Québec.

#### Notes

Tous les montants indiqués dans ce document sont estimatifs et sont exprimés en dollars d'aujourd'hui. Nous tenons à vous signaler que c'est uniquement lorsque nous aurons reçu le formulaire « Demande de rente de retraite », disponible à la direction des ressources humaines de votre employeur ou dans notre site Internet ([www.carra.gouv.qc.ca](http://www.carra.gouv.qc.ca)) que nous pourrions déterminer officiellement votre droit à une rente de retraite. Il est important que ce formulaire nous parvienne trois mois avant la date prévue de votre retraite.

## Estimation

### Données ayant servi au calcul de l'estimation

(Identificateur :	
Date de naissance	Salaire admissible moyen 69 390,63 \$
Date de fin de participation 30 juin 2012	Service reconnu
Date de départ à la retraite 1 <sup>er</sup> juillet 2012	pour le calcul 34,6945 année(s)
	pour l'admissibilité 34,6945 année(s)

### Hypothèses ayant servi au calcul de l'estimation

- Vous continuerez d'occuper un emploi à 100,00 % du temps.
- Votre salaire admissible moyen sera de 69 390,63 \$ en supposant une augmentation salariale annuelle moyenne de 0,00 %.
- Jusqu'à 90 jours peuvent avoir été ajoutés à vos années de service afin de combler des périodes d'absence sans salaire.

### Modes de versement de la rente

À votre décès, votre conjoint aura droit à 50 % ou 60 % de votre rente de retraite coordonnée. Si vous optez pour une rente réversible à 60 %, votre rente de retraite sera réduite de 2 % pour toute sa durée. Si vous n'avez pas de conjoint, vos héritiers auront droit au remboursement de vos cotisations avec intérêts.

Ce choix est irrévocable dès que débute le versement de la rente.

### Composition de la rente

Rente de retraite annuelle selon l'option A	du 1 <sup>er</sup> juillet 2012 au 30 avril 2020	à partir du 1 <sup>er</sup> mai 2020
• Rente totale	48 149,40 \$	36 846,00 \$
• Réduction de votre rente (en raison d'une retraite anticipée, de limites fiscales ou de limites concernant les crédits de rente)	- 481,44 \$	481,44 \$
Rente payable	= 47 667,96 \$	36 364,56 \$

Votre régime est coordonné au Régime de rentes du Québec (RRQ). Cela signifie qu'il vous a accordé une exemption de cotisation pour tenir compte de votre participation au RRQ et qu'à 65 ans, votre rente est diminuée pour tenir compte de celle que vous recevez du RRQ.



Editor: Pascale Sirard, assisted by Lise Pomerleau and the members of the comité fédéral sur les assurances et les régimes de retraite (CFARR).

In addition to those mentioned, CFARR consists of Alexandre Coudé, Yves Sabourin, Claire Saint-Jacques, Caroline Senneville and Claire Tremblay.

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