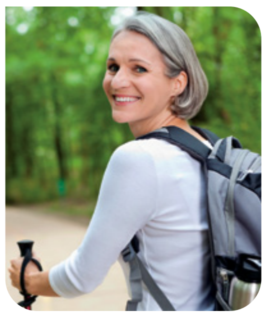
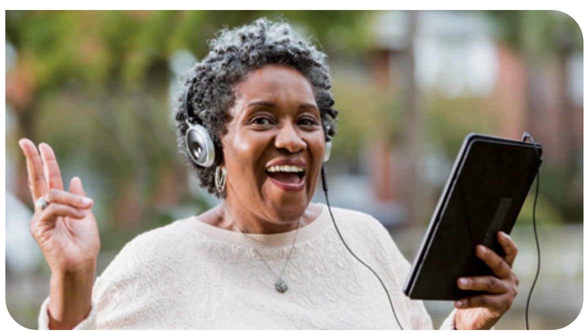
RREGOP

Our group pension plan

3rd edition





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Preparing for retirement

As a healthcare professional working in the public healthcare network, you contribute to The Government and Public Employees Retirement Plan (RREGOP). The purpose of this brochure, designed by the FIQ, is to provide you with the most complete information possible on your pension plan. Whether you are 10, 20 or 30 years from retirement, it is important to know your rights, but also the benefits that your group pension plan gives you.

RREGOP has been managed responsibly since its creation on July 1, 1973. The body responsible for its administration is Retraite Québec, but a retirement committee has also been established by the RREGOP Act. This committee is composed of representatives from the participants, those receiving benefits and the government. The FIQ sits on this committee and its mandate is to draw up recommendations on the application of the provisions of the pension plan.

This sound management of RREGOP ensures its longevity and makes sure that it remains a very good pension plan which is in good shape contrary to the many misconceptions floating around. More than 500,000 workers participate in it.

Another major advantage of RREGOP is the fact that it is a defined benefit plan, the pension is guaranteed until the death of the retiree and it can revert to the surviving spouse.

Concerned with the living conditions of the healthcare professionals both on the labour market and during retirement, the FIQ remains vigilant regarding the future of the public retirement income plans, these plans being constantly threatened by those defending privatization.

Therefore, the Federation will continue to develop and defend the demands, always with the goal of improving the retirement income of the healthcare professionals.

Enjoy the read!

Roberto Bomba
Treasurer, responsible for the retirement
component of the Social Security Sector

A few landmarks

1966 The Québec Pension Plan (QPP) goes into effect.

1973 Creation of The Government and Public Employees Retirement Plan (RREGOP) on July 1st, following the 1972 provincial negotiations:

- Healthcare professionals hired as of July 1, 1973 who hold a position participate in RREGOP as of their hiring date;
- In a referendum vote, healthcare professionals who contributed to a supplemental pension plan (SPP) before July 1, 1973 decided if they wanted to convert their SPP into a lifetime annuity (insurer) or transfer it to the Commission administrative des régimes de retraite et d'assurance (CARRA);
- Healthcare professionals who did not contribute to a SPP before July 1, 1973 can buy back the years of service prior to joining RREGOP as a pension credit.

1987 Changes made to RREGOP on January 1st following provincial negotiations:

- Employees who do not hold positions (availability) will participate in RREGOP as of January 1, 1987. They can buy back the service as an availability employee before this date, including periods of maternity leave and disability.

1991 Changes made to RREGOP following provincial negotiations:

- Lowering of the age of eligibility for retirement to age 55;
- Lowering of the cost for the buy-back of a leave without pay following a maternity, paternity or leave for adoption;
- Recognition, without cost, of a maternity leave taken before January 1, 1989.

1996 Changes made to RREGOP following provincial negotiations:

- Introduction of new permanent criteria for pension eligibility without actuarial reduction: age 55 and 35 years of service, age 60 and 20 years of service;
- Possibility of transferring the value of the deferred pension to a locked-in retirement account (LIRA) under certain conditions in the case of termination of employment;
- Establishment of temporary measures as incentives to retire and to reduce work time;
- Lowering of the acturarial reduction from 6 to 4%.

1997 Voluntary retirement program following a provincial agreement on the reduction of labour costs:

- Pension eligibility criteria (temporary): age 50;
- Revaluation (temporary) of pension credits.

Recognition of years worked as a student nurse for the purpose of buying back years of service prior to RREGOP following an arbitral award won by the FIIQ.

2000 Changes made to RREGOP following provincial negotiations:

- New permanent criteria for pension eligibility without actuarial reduction: age 60 (regardless of the number of years of service) or 35 years of service recognized for the purpose of pension eligibility (regardless of age);
- Revaluation of years giving the right to a pension credit for the employee who ceased to participate in her plan after December 31, 1999;
- Recognition of a complete year of service for pension eligibility, applicable to a part-time employee or an employee on leave without pay, as of 1987.

2001 Changes to the provisions for buy-backs:

- A better rate (for buying back service as an availability list employee and for buy-backs made more than 6 months after the end of a leave without pay) is introduced;
- The contribution to RREGOP during certain absences is now maintained;
- The possibility of buying back a minimum number of days and not the entire leave is obtained;
- An interest rate, similar to that offered at financial institutions for financing a buy-back, is introduced.

2002 Compulsory contribution during leaves without pay of less than 30 consecutive days and part-time leaves without pay equivalent to 20% or less of a full-time leave.

2006 An arbital award won by the FIIQ: an employee may now buy back a maternity leave and a leave without pay as an extension of her maternity leave, before her participation in RREGOP (buy-back of a pension credit).

Increase to 135 days credited for a maternity leave which started after December 31, 1988.

Passing of a law which put the CARRA in a distinct law.

2007 The retiree who returns to work draws her pension and her salary, regardless of her age, and she no longer contributes to RREGOP.

2008 Possibility for the spouse to give up his deceased spouse's pension for the legal heirs.

2010 The legislative amendment stipulating that lump sum amounts paid since 2007 are spread out as a salary increase goes into effect.

Reduction in the delay of 36 to 24 months for the revision of the pension by the CARRA.

Possibility for an employee who has held a position in a research centre to buy back the time worked, under certain conditions.

Changes made to RREGOP following the provincial negotiations:

- Change of the actuarial method used to determine the contribution rate to be paid. This change brings more transparency by the identification of a surplus or a deficit. In addition, a greater stability in the contribution rate is expected by the creation of a financial reserve;
- New contribution formula which will be gradually installed from January 1, 2012 and ending in 2016;
- The union party formally commits to funding half of the costs related to the changes to the indexation formula for 1982 to 1999, when the funds permit;
- The following changes go into effect as of January 1, 2011:
    - removal of the cap on the maximum number of years of participation in RREGOP for the purpose of calculating the pension, from 35 to 38 years,
    - the bank of 90 days can no longer be applied to a leave without pay taken as of January 1, 2011, except for parental leaves;
- April 1, 2011, an increase in the fee schedule applicable to buying back service;
- Buying back years of service prior to RREGOP is no longer possible as of July 1, 2011.

2013 Recognition of the right to a buy-back for occassional employees and employees who hold part-time positions based on the time that they would have worked if they had not had an authorized leave.

2014 The arbitrators will henceforth have the powers set out in sections 100.6 to 100.8 in the Labour Code.

2015 Confirmation by the CARRA that the FIQ group insurance contract meets all the requirements of section 21 in the RREGOP Act, and that, as a result, the members of the FIQ are entitled to a waiver of contributions for more than three years.

Retraite Québec's administrative practice of authorizing the cancelation of an application for a pension as long as the first pension cheque has not been cashed, is now embedded within the Act.

Pension can revert to the surviving spouse: the pension granted to the surviving spouse is automatically at 60% if the death occurs between the date the application for a pension was received and the date which follows the 31st day of the commission's notice asking her to express what she wants as the percentage of inversion.

The commission remits all amounts of pension or pension credit owing her, all excess amounts of reimbursement of contributions, all overpayments which result from an administrative error that the person could not reasonably notice, since November 3, 2015.

2016 On January 1, 2016 the CARRA and Quebec Pension Plan joined together under the name of Retraite Québec.

Changes made to RREGOP following the provincial negotiations:

- On January 1, 2017, the cap on the maximum number of years of participation in RREGOP for the purpose of calculating the pension goes from 38 to 40 years;
- On July 1, 2019:
  - introduction of a new criterion of eligibility for retirement without actuarial reduction of the participant's age and number of years of service which total 90 insofar as the latter is at least 60 years of age;
  - the eligibility age for a pension without reduction rises from age 60 to age 61;
- On July 1, 2020, the current actuarial reduction of 4% in the case of early retirement increases to 6% of reduction per year of early retirement (0.5% per month).

2019 As of January 1, 2020, common-law partners who separate may voluntarily share the accumulated rights in RREGOP.

Acronyms

C. A.
Collective agreement

EF
Equivalence factor

LIRA
Locked-in Retirement Account

MPE
Maximum pensionable earnings in the QPP plan

OAS
Old Age Security

PA
Pension adjustment

PPMP
Pension Plan of Management Personnel

PSPA
Past service pension adjustment

QPP
Québec Pension Plan

RIIRS
Regroupement interprofessionnel des intervenantes retraitées des services de santé

RREGOP
Government and Public Employees Retirement Plan

RRSP
Registered Retirement Savings Plan

SPP
Supplemental Pension Plan

TAIR
Taux d'augmentation de l'indice des rentes
(Rate increase of pension indexes)

Addresses

OAS
Service Canada
Tel.: 1 800 277-9915
servicecanada.gc.ca

Quebec City office - Service Canada Centre
330 de la Gare-du-Palais St.
Quebec City (Quebec) G1K 3X2

Montreal office - Service Canada Centre
Complexe Guy-Favreau, Suite 034
200 René-Lévesque Blvd West
Montréal (Québec) H2Z 1X4

Portail Québec
gouv.qc.ca

Retraite Québec
Quebec Pension Plan
P.O. Box 5200
Quebec City (Québec) G1K 7S9
Tel.: 1 800 463-5185

Quebec City office
Place de la Cité, 2600 Laurier Blvd.
Sainte-Foy (Québec) G1V 4T3
Tel.: 418 643-5185

Montreal office
1055 René-Lévesque Blvd. East
Montréal (Québec) H2L 4T6
Tel.: 514 873-2433
retraitequebec.gouv.qc.ca

Retraite Québec
Public sector pension plans
Place de la Cité, 2600 boulevard Laurier
Quebec City (Québec) G1V 4T3
Tel.: 418-643-4881 or 1 800 463-5533
retraitequebec.gouv.qc.ca

RIIRS
1170 Lebourgneuf Blvd. Suite 405
Quebec City (Québec) G2K 2E3
Tel.: 418-626-0861 or 1 800 639-9519
riirs.org

RREGOP

Pensionable earnings

The pensionable earnings are the basic annual salary or salary at the echelon in the collective agreement and paid to an employee over a civil year. The salary for an employee receiving salary insurance benefits or on maternity leave is the salary that she would have received had she not been absent for this reason.

- Included in the pensionable salary for healthcare professionals: lump sum payments and additional remuneration.
- Excluded from the pensionable salary: premiums, compensations, overtime and fringe benefits.

Contribution

Contributions are calculated based on the pensionable earnings. Since RREGOP is a defined benefit plan, the contribution rate is not fixed and varies over time subject to triennial actuarial valuation and annual updates.

The contribution rate is 9.69% for 2023 and the maximum pensionable earnings (MPE) for Retraite Québec are $66,600.

Calculation of contribution for 2023

Annual contribution	9.69%	X	(pensionable earnings	-	25% MPE[1])
Employee	9.69%	X	($72,629 - $16,650)	=	$5,424 per year

The calculation of the contribution changes every year, because the contribution rate and maximum pensionable earnings vary every year.

A reduction is applied to the amount of the contribution to be paid for the employee whose annualized pensionable earnings are less than the maximum pensionable earnings (MPE). This is so that the contribution paid is equivalent to the contribution that she would have paid if the exemption percentage applicable to the MPE had remained at 35%.

1. MPE: maximum pensionable earnings for the QPP. It is $66,600 for 2023.

Benefit

At retirement, the healthcare professional can count on a pension made up of the basic pension, to which is added, if applicable, the pension credit, supplemental life annuity and temporary annuity.

Basic pension

The basic pension is paid at retirement to the employee based on her years of participation in RREGOP.

Calculation of the pension

The amount of the pension for the retiree is calculated using the following formula:

2%	X	Number of years of service for the calculation (maximum 40 years)	X	Pensionable earnings (average of the 5 best-paid years)	=	Basic annual pension

Years of service for the calculation

In RREGOP, a year must be indicated as 1.000 on the record of contributions and that year is 260 days for healthcare professionals.

Years of service for the purpose of calculating the pension are:

- The years of participation in RREGOP, that is, the years of contribution;
- The exempted periods, such as disability with salary insurance, CNESST or SAAQ benefits, plus the periods when an employee receives benefits during a protective reassignment (see the section - Disability on page 15 for more details);
- Credited periods, such as maternity leaves since July 1, 1973 or in progress on July 1, 1973 and after (see the section - Maternity Leave, on page 16 for more details);
- Bought-back periods, all unpaid absences, such as leaves without pay and part-time leaves without pay, parental leaves and suspensions (see the section – Buy-back of Service, on page 18 for more details);
- The years bought back as an occasional employee working for an entity covered by the plan between June 30, 1973 and January 1, 1987;
- The years bought back for work in a research centre before it was covered;
- The years bought back for work for an employer added to RREGOP following a law going into effect after June 30, 2011 and the issuance of a decree after that date;

- The years bought back for work for an employer that ceased to exist after June 30, 2011 and employees were integrated into an entity subject to RREGOP.

These years of service which serve to calculate the pension also serve to determine eligibility for retirement (see the section - Eligibility for Retirement on page 12 for more details).

Average pensionable earnings of the best-paid years

To establish the average salary which will serve to calculate the pension, the five years of service with the highest salary must be determined.

Example:

Full-time employee without any absences

Year	Credited service	Salary
2022	1.0	$80,316
2021	1.0	$78,741
2020	1.0	$77,190
2019	1.0	$75,134
2018	1.0	$71,594
	5.0	**$76,595**

The service and salary are annualized in order to determine the average salary for a part-time employee.

Example:

Part-time employee who works 50% of full-time hours

			Annualization	
Year	Credited Service	Salary	Service	Salary
2022	0.5	$40,158	1.0	$80,316
2021	0.5	$39,370	1.0	$78,741
2020	0.5	$38,595	1.0	$77,190
2019	0.5	$37,567	1.0	$75,134
2018	0.5	$35,797	1.0	$71,594
			5.0	**$76,595**

For this, the salary used to calculate the average salary is obtained by multiplying the annualized salary by the annualized service.

Consequently, the calculation of the pension of two employees who are full-time and part-time respectively, and who accumulate 25 years and 12.5 years of service for the purpose of calculating the pension will be established as follows:

Example:

Full-time employee

2%	X	25 years	X	$76,595	=	$38,297 per year

Part-time employee

2%	X	12.5 years	X	$76,595	=	$19,148 per year

Eligibility for retirement

Without actuarial reduction

- Be 61 years of age or older, regardless of the number of years of service, **or** have 35 years of service for the purpose of pension eligibility, regardless of age, **or** total 90 by adding the age and years of service if the participant is at least 60 years of age.

With actuarial reduction

- Be 55 years old or older, but less than age 61, without 35 years of service for the purpose of eligibility without being age 60 added to a number of years of service which totals 90.

Years of service for the purpose of eligibility for retirement

In addition to the years of service for the purpose of calculating the pension indicated in the section - Calculation of the Pension on page 10, only the years of recognized service are used to establish eligibility for retirement.

They include:

- The years bought back prior to participation in RREGOP (including buy-back of a paid training period);
- The years of participation in a supplemental pension plan (excluding the years for which there is reimbursement during participation in RREGOP);
- The recognition of time worked. This is service added to complete an incomplete year of service in RREGOP for the years of service as of January 1, 1987. This service is added for those who cease to participate in RREGOP after December 30, 1999.

Actuarial reduction

The actuarial reduction which applies to the pension is 0.5% per month which is 6% per year of early retirement between the date the employee retires and the earliest date on which she could have retired without an actuarial reduction according to the new eligibility criteria for retirement.

Example:

A healthcare professional with 28 years of service retires at the age of 56. She needs 4 more years to reach the criteria for no reduction, that is, age 60 + 30 years of service. The applicable reduction on her basic pension will be **24%**, which is 4 years X 6% of reduction.

Indexation

From the time it is paid, the basic pension is indexed on January 1 each year according to the rate increase of the pension index (TAIR) as determined by Retraite Québec.

The indexation will be calculated according to the following rates:

Pension corresponding to service	Rate of indexation
Before July 1, 1982	TAIR
As of July 1, 1982 and before January 1, 2000	TAIR – 3%
As of January 1, 2000	TAIR – 3% minimum 50% of TAIR

Following the 2010 provincial negotiations, the Common Front, of which the FIQ was a part, formally committed to funding half of the change to the indexation formula applying to the contribution years between July 1, 1982 and December 31, 1999. Thus, when the actuarial valuation shows a surplus both higher than 20% of the actuarial liabilities and which will make it possible to completely finance the cost attributable to the employees' fund, the indexation formula will be replaced by the TAIR – 3% with minimum 50% of the TAIR.

Coordination

RREGOP benefits are reduced at age 65 to take into account the QPP pension. This is called coordination of benefits. This allows one to maintain a comparable income since Old Age Security (OAS) is also paid at this age.

This coordination of benefits is done according to the following calculation:

2%	X	Number of years of service for the calculation (maximum 40 years)	X	Pensionable earnings (average of the 5 best-paid years)	=	Basic pension
LESS						
0.7%	X	Number of years of service for purposes of calulation (maximum 35 years)	X	Average of the MPE for the last 5 years	=	Basic pension at age 65

Following the 2010 provincial negotiations, when a retiree has more than 35 years of service for calculation purposes, the coordination is only done on the 35 years of service, as if the additional years were not coordinated and, consequently, are not subject to any reduction.

Example:

2%	X	38 years	X	$65,963	=	$50,132 per year basic pension
LESS						
0.7%	X	35 years	X	$54,440	=	$13,338
						$36,794 coordinated pension at age 65

Even though the QPP pension is paid early at age 60, the coordination with the RREGOP pension is only done at age 65.

Disability – Preventive withdrawal benefit

When an employee is on disability and she is entitled to salary insurance, CNESST or SAAQ benefits, she does not pay her contributions to RREGOP. Her contributions are waived for up to 3 years. As a general rule, the employment relationship is maintained during the first 3 years according to the provincial provisions of the collective agreement.

However, considering that the salary insurance plan for FIQ members is compulsory and in effect since at least December 31, 1989, the contribution waiver may apply after the 3rd year of disability providing the employment relationship is maintained.

The waiver beyond the 3rd year may not apply to the member who joined the FIQ following the merger of union certifications stipulated in Bill 30, if the date the disability started is prior to her joining the FIQ.

In fact, because this employee remains covered by the salary insurance contract in effect on the date her disability started, the terms of her contract may be that she cannot benefit from an extension of the waiver. She should contact her grievance agent to find out.

The contributions for an employee who receives an income replacement indemnity because she exercised a right stipulated in sections 40, 41 and 46 of the OHS Act (Act respecting occupational health and safety - Preventive withdrawal of the pregnant or breast-feeding worker) are also waived.

Maternity/paternity/adoption leave

Maternity leave

A pregnant employee is entitled to a maternity leave. The pension plan stipulates the recognition of this leave.

The recognition, without cost, of a maternity leave which started after December 31, 1988 is done automatically by the employer's annual statement. This is true for all employees, whether they hold a position or not.

If the employee **holds a position** and she was on a maternity leave on July 1, 1973 or the leave started after that date but ended before January 1, 1989 or was in progress on that date, she does not have to pay to have this period recognized. She must however, apply to Retraite Québec to have the leave recognized. If this leave ended before July 1, 1983, an additional condition applies for the leave to be without cost: the employee must have contributed to RREGOP or a SPP or acquired the right to a pension credit in the 12 months preceding the start of the maternity leave and contributed again in the 24 months following the year the leave ended.

If the employee thinks she has bought back the maternity leave as a leave without pay, check with Retraite Québec as the amount paid could be reimbursed to her.

An employee who **does not hold a position** and who was on a maternity leave which started on January 1, 1987 or after and which ended before January 1, 1989 or was in progress on that date, is entitled to have this leave recognized without cost, but she must apply to Retraite Québec. An employee must buy back service according to the section - Buy-back of Service on page 18 for a maternity leave which took place before January 1, 1987.

Maximum number of days credited for the period

In progress on July 1, 1973 or which started after, but ended before July 1, 1976	**90 days**
In progress on July 1, 1976 or which started after, but ended before July 1, 1983	**120 days**
In progress on July 1, 1983 or which started no later than December 31, 1988	**130 days**
Which started after December 31, 1988 until now	**135 days**

Establishing the number of days recognized

For an employee who holds a part-time position and an employee who does not hold a position, the number of days recognized for this leave is proportional to the percentage of the average of the time worked for the 20 weeks preceding the leave.

For an employee who holds a position, the number of days cannot be less than the number of days of her position.

Paternity leave

A male employee is entitled to a leave of five workdays paid by his employer for the birth of his child. The employer deducts the contribution from the salary paid during this leave.

A male employee is also entitled to a paternity leave of a maximum length of five consecutive weeks. The employer deducts from the allowance paid to the employee during this leave, a contribution equivalent to the one that would have been deducted if the employee had not taken this leave.

The female employee whose spouse delivers is also entitled to these leaves if she is designated as one of the mothers of the child.

Leave for adoption

An employee who legally adopts a child (other than her spouse's child) is entitled to a paid leave of 5 workdays. The employer deducts the pension plan contributions from the salary paid.

An employee is also entitled to a leave for adoption of a maximum length of five consecutive weeks. The employer deducts from the allowance paid to the employee during this leave, a contribution equivalent to the one that would have been deducted if the employee had not taken this leave.

Buy-back of service for calculation of the pension and eligibility

Buy-back is a way of increasing the value of her pension by adding years of service for calculating the pension and/or completely or partially eliminating the reduction which applies if the eligibility criteria for retirement without actuarial reduction have not been met.

The following are subject to buy-back:

- Absences without pay corresponding to periods of leave without pay, part-time leave without pay or suspension;
- Parental leaves, that is the full-time or part-time leave following a maternity, paternity or leave for adoption;
- Years of service as an occasional employee;
- The time worked in a research centre before it was covered;
- The time worked for an employer added to RREGOP following a law going into effect after June 30, 2011 and the issuance of a decree after that date;
- The time worked for an employer that ceased to exist after June 30, 2011 and the employees were integrated into an entity subject to RREGOP.

Unpaid absences

Leave without pay, part-time leave without pay, suspension

Subject to certain rules that allow for maintaining participation in her pension plan during an absence without pay, generally, to buy-back these absences, the employee's contribution and also that of the employer must be paid, increased as a result of the time elapsed between the taking of the leave and the date of the buy-back.

Buy-back in the 6 months following the end of the absence

When the buy-back application is made to Retraite Québec in the 6 months following the end of the period of unpaid absence, the amount for the buy-back is 200% of the contributions which would have been deducted from the pensionable salary that the employee would have received if she had not been absent. She therefore pays her contribution and that of her employer.

Buy-back more than 6 months after the end of the absence

The cost of a buy-back made to Retraite Québec more than 6 months after the end of the absence is determined as follows:

Employee's pensionable earnings at the time of the application	X	Established percentage

The applicable percentage varies according to the employee's age at the time of the application and the period of service covered by the buy-back.

When the absence began after December 31, 2007, the rate cannot be less than 200% of the contributions (100% in the case of a parental leave) that would have been paid during that period.

Example:

Buy-back of a leave without pay

A healthcare professional took a leave without pay from March 1, 1993 to September 1, 1993. She decided on May 1, 2020 to buy back this period of absence. Her buy-back application was therefore received by Retraite Québec more than 6 months after her return from the leave.

Age at time of buy-back	53 years old
Annual salary at time of buy-back	$76,313
Applicable rate	17.7%
Buy-back cost for one year	$76,313 X 17.7% = $13,507
Buy-back cost for 6 months	$13,507 ÷ 2 = $6,753

This method for determining buy-back costs has been in effect since June 1, 2001. It is much simpler than the previous method which consisted of applying the fund performance rate.

As mentioned in the Indexation Section on page 14, the years of participation in RREGOP do not all have the same indexation. This is why buying back a year that is fully indexed costs more than a year indexed according to the TAIR less 3%. It is however more worthwhile.

Some leaves without pay are covered by different rules:

- **Leave without pay of 30 days or less and part-time leave without pay of 20% and less of a full-time employee's regular hours.** As of January 1, 2002, the contribution must be deducted and this avoids having to buy back these leaves and consequently having to pay more than her share.
- **Leave without pay of more than 30 days and part-time leave without pay of more than 20% of a full-time employee's regular hours.** According to the collective agreement, it is possible for the employee to maintain her participation in her pension plan during such a leave providing the required contributions are paid. This rule is very advantageous, check with your local team to find out more about it.

The pricing for the buy-back of unpaid absences is in Appendix 1, on page 52.

Parental leaves

Leave without pay or part-time leave without pay for a maternity, paternity or adoption leave

The cost to buy back one of these leaves for all employees will be equal to half the buy-back cost of an unpaid absence if the leave was in progress on January 1, 1991 or if it started after that date. If one of these leaves occurred before January 1, 1991 refer to the previous section on unpaid absences in order to calculate the buy-back costs.

Buy-back in the 6 months following the end of the absence

When the buy-back application is received by Retraite Québec in the six months following the end of the absence, the employee only pays the equivalent of the amount that would have been deducted from the pensionable salary that she would have received if she had not been absent.

Buy-back more than 6 months after the end of the absence

The buy-back costs for periods of leave without pay are determined as follows:

Employee's pensionable earnings at the time of the application	X	Established percentage

The percentage varies according to the employee's age at the time of the application and the buy-back period.

The pricing for the buy-back of parental leaves is in Appendix 2, on page 54.

Number of days subject to a buy-back during an upaid absence

For an employee who holds a full-time position or an employee who holds a part-time position and who does not offer any additional availability to her employer, the number of days that can be bought back is that stipulated for the position held by the employee.

It is possible for an employee who holds a part-time position and who offers additional availability to her employer and for an employee who does not hold a position to buy back the days that the employee would have worked had she not been on an authorized leave.

It is up to the employer to evaluate the period which would have been normally worked by the employee who was authorized to have an unpaid absence according to the most appropriate method in a given situation.

Therefore, the average of the last 12 months of work, average of the last 20 weeks or number of hours worked by a person on the availability list, providing that the availability is the same, are all appropriate methods for determining the number of days which can be bought back.

For an employee who benefits from a parental leave, the period of absence should normally be established in the same proportion as that applicable to a maternity leave for the time afforded under her working conditions.

Lastly, if an employee obtains a position during her unpaid absence, the number of days which can be bought back should at least correspond to the percentage of the position obtained during the absence.

Limits for buy-backs of unpaid absences

The length of periods of unpaid absence after 1991 that can be bought back is limited to five years according to taxation laws. Leaves for family obligations or parental leaves not exceeding 12 months each up to a maximum of 36 months can be added to these periods. These periods cannot exceed a total of eight years.

If the limit of eight years is reached, Retraite Québec will not necessarily refuse the buy-back, but will calculate a past service pension adjustment (PSPA) and have it approved by the Canada Revenue Agency. For more information on the accumulation of periods of absence, the employee can contact her employer or Retraite Québec who will clarify the file with her.

Years of service as an occasional employee

Occasional employees have been entitled to participate in RREGOP since January 1, 1987 following the provincial negotiations. These employees can buy back years of service as an occasional employee between June 30, 1973 and January 1, 1987. Maternity leaves and periods of absence for disability in progress during this period can also be bought back. Unpaid absences during this period cannot be bought back.

Any buy-back made as of today is obviously an application made more then 6 months after the end of the absence, so the following formula applies:

Employee's pensionable earnings at the time of the application	X	Established percentage

The applicable percentage varies according to the employee's age at the time of the application and the buy-back period.

The pricing for the buy-back of service as an occasional employee is in Appendix 3, on page 56.

Research centre

It is now possible to buy back time worked in a research centre before it was covered, for a period of maternity leave or a disability with salary insurance benefits. The research centres concerned are those managed by an institution designated as a hospital university centre, university institute or an affiliated university centre.

The employees covered are those who work in one of these centres and whose remuneration comes from the research centre's budget, with the exception of researchers and assistant researchers who are not employees, trainees, students and workers on grants.

To buy back time worked, the research centre must become an institution covered by RREGOP. To do this, there must be a joint application from the employees and employer. The centre may become a covered institution following a favourable vote to that effect and then the employees can make a buy-back application to Retraite Québec.

As of January 1, 2013, the rate applicable to buy back service in a research centre is the one that covers the cost of a buy-back of an unpaid absence and can be found in Appendix 1, on page 52.

The period bought back must be after September 4, 1991.

Buy-back of service in an entity before it was covered

An employee participant in RREGOP or in a PPMP may buy back the time worked with an employer added to RREGOP after the going into effect of a law after June 30, 2011 and the issuance of a decree after that date, as well as the time worked with an employer which ceased to exist after June 30, 2011 and the employees were integrated into an entity subject to RREGOP.

Besides the time worked, the periods of maternity leave, as well as the absences for disability eligible for salary insurance are periods that can be bought back.

The buy-back period must be after June 30, 2011 and a maximum of 15 years can be bought back.

The rate applicable is that set out in Appendix 1, on page 52.

Advantages of a buy-back

A buy-back offers the possibility of increasing pension income and may move up the date of retirement. To evaluate the benefit that an employee can gain from a buy-back, she must compare the cost of this buy-back with the value of the benefit that the bought-back period brings. The cost must be divided by the increase in the pension income that it brings.

As a general rule, it is beneficial to buy back service as an occasional employee. As for buying back unpaid absences with an application made more than 6 months after the return to work, it is up to each individual to decide if the buy-back is beneficial by comparing the cost with the expected return, since these buy-backs are more expensive. It is generally beneficial to buy back unpaid absences as an extension of a maternity, paternity or adoption leave as of January 1, 1991 because they cost less than the other types of unpaid absences.

Example:

A 40-year-old healthcare professional buys back a year without pay taken in 1997. The buy-back costs her $5,576 because her pensionable earnings at the time of the buy-back are $46,088 (12.1% x $46,088). This buy-back allows her to increase her pension by $904 annually assuming average pensionable earnings of $45,230 (2% x $45,230). Note that this additional amount of pension is in today's dollar terms. At the time of her retirement, the average pensionable earnings will probably be higher, thus increasing her pension. She will put in about 6 years (before age 65) before benefiting from this buy-back.

Conditions for a buy-back

It is compulsory to be a participant in RREGOP the day Retraite Québec receives the buy-back application or, if applicable, the day the application was sent. In addition, a buy-back application can only be made after the period of absence, and not during, unless it covers a disability period or a maternity leave.

It is impossible to apply for a buy-back after employment has ended. However, if at the time a person ceased to contribute to the plan she had acquired the right to a pension (age 55 or 35 years of service for the purpose of pension eligibility), she could apply for a buyback by sending Retraite Québec a buy-back application and an application for a pension at the same time.

An employee on the availability list could also apply for a buy-back, in spite of the fact she is no longer contributing. However, she must have contributed after the period that she wants to buy back and acquired the right to a pension at the time she ceased to contribute. In this case also, the applications for a buy-back and the pension must be sent to Retraite Québec at the same time.

Application for buy-back

When an employee meets the conditions set forth in the preceding section, she can apply for a buy-back using either the "Application for a buy-back of one or more periods of work" (RSP-727-WRK) or "Application for a buy-back of one or more periods of absence" (RSP-727-ABS), as applicable. The forms are available on the Retraite Québec website.

Once the employee has filled out the form, she then sends it directly to Retraite Québec by regular mail or online, along with any required supporting documents. Retraite Québec will then contact the employers to complete the buy-back application.

If the employer informs Retraite Québec that they no longer have the information for certain years, then Retraite Québec will begin a process with the business line of the Québec Pension Plan to obtain the list of past employers who will be added to the buy-back application. However, should a period of absence or work not be attested to by an employer, Retraite Québec would then be able to begin a verification process with Revenu Québec, with the employee's permission.

Buy-back proposal

Retraite Québec will send the employee a buy-back proposal if the period applied for can be bought back. This proposal indicates the periods accepted, buy-back cost, payment terms and benefit obtained at retirement. It will be valid for 60 days. Failing follow-up of the proposal by the end of this time period, Retraite Québec will consider that the application was never made. A new application can be made at a later date.

If the employee disagrees with the buy-back proposal from Retraite Québec (buy-back period, cost, etc.), she can apply for a review before the deadline indicated in the proposal.

Payment of the buy-back

The cost of the buy-back can be paid in one of the following ways:

- Cash payment of the buy-back cost before the date the proposal expires regardless of the method used, that is cheque, transfer from a RRSP fund or payment from a bank of sick-leave days. There is no interest charged during the 60 days that the proposal is valid.
- Payment by installments or by direct debit. Interest for financing is charged in this case. Payment for every $1,000 of buy-back can be spread over one year, and this, up to a maximum of 10 years. In this way, if the buy-back costs $5,000, the payment must be completed within 5 years. Nevertheless, the buy-back must be totally paid for before retiring.

Once the cost of a buy-back has been completely paid, it is impossible to cancel it in order to obtain a reimbursement of the amount paid. In addition, the buy-back cannot be paid for by the transfer of a RRSP belonging to a spouse.

Tax deductions

The amounts paid to buy back service can generally be deducted on the income tax forms, except if the payment was made by a transfer of funds from a RRSP. In this case the person has already profited from the applicable income tax deduction. Interest is also tax deductible. The total amount deductible varies depending on the year bought-back.

The total amount paid for a buy-back of a period of service **as of January 1, 1990** is deductible in the year the payments were made. They cannot be deducted in the previous year even if amounts were paid during the first sixty days of the year. The buy-back involves a calculation of a pension adjustment (PA) or a past service pension adjustment (PSPA). See the following section on this subject on page 26 for more information on the PA or the PSPA.

To buy back a period of service **before January 1, 1990** the maximum amount that can be deducted per year depends on whether there was participation or not in a pension plan during the buy-back period.

Buy-back without contribution to a pension plan

If there is no contribution to a pension plan during the buy-back period, the deductible maximum is the amount paid or the amount stipulated in the taxation laws multiplied by the number of civil years covered by the buy-back. This maximum is $3,500 per year for federal and $5,500 per year for provincial (Québec).

Example:

Buy-back year	2007	
Cost of buy-back	1986	$3,000
	1987	$3,000
Total cost	**2 years**	**$6,000**
	Federal deduction	**Provincial deduction**
Accumulated maximum	$7,000 (2 X $3,500)	$11,000 (2 X $5,500)
Annual maximum	$3,500	$5,500

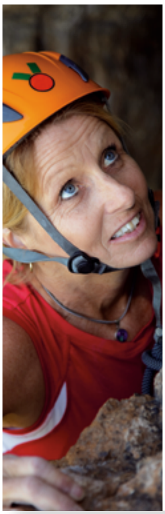
In this example, $3,500 in the buy-back year and $2,500 in the following year can be deducted on federal income tax, while $5,500 in the buy-back year and $500 in the following year can be deducted on provincial income tax for a total of $6,000.

Buy-back with contribution to a pension plan

When the participant has contributed to a pension plan during the buy-back period, the total amount paid is deductible up to a maximum of $3,500 for federal and

$5,500 for provincial. However, the following amounts must be deducted from this maximum:

- The contributions paid to the pension plan for the current year;
- The amounts deducted for buying back years of service as of January 1, 1990;
- The amounts deducted for buying back years of service prior to January 1, 1990 when there were no contributions to a pension plan.



Example:

Buy-back year		2007	
Cost of buy-back		1986	$2,500
		1987	$2,500
Total cost		**2 years**	**$5,000**

Taxation year	RREGOP contribution	Federal deduction	Provincial deduction
2007	$2,000	$1,500	$3,500
2008	$2,000	$1,500	$1,500
2009	$2,000	$1,500	
2010	$2,000	$500	
		$5,000	**$5,000**

PA and PSPA

A person who does not participate in any pension plan can contribute a maximum annual amount equivalent to 18% of her income to a RRSP. When a person participates in a pension plan, a pension adjustment (PA) is made for each taxation year. The PA consists of giving a value to this pension plan, which has the effect of reducing the annual maximum contribution to a RRSP (18% of income) for the following year. The first year that a pension adjustment was calculated was 1990. There is no PA for the years before 1990.

Because there was no or very little contribution to a pension plan during the year that will be bought back, a PA which takes this situation into consideration was issued and an additional investment in a RRSP can be made. Consequently, Retraite Québec should, at the time of the buy-back, correct the PA issued for the year concerned by the buy-back by issuing a corrected PA or a PSPA (past service pension adjustment).

If an employee accepts and returns a buy-back proposal before the 1st of May that follows the end of the leave that she wants to buy back, Retraite Québec will calculate a PA for each of the years covered by the buy-back. In other words, Retraite Québec will correct the PA which was issued for the tax year of the buy-back period, which will decrease the maximum allowable deduction for RRSP's in the year following the buy-back. This was issued beforehand taking into account a period of non participation in a pension plan.

Furthermore, if the employee accepts and returns a buy-back proposal after April 30th of the year following the end of the buy-back period, Retraite Québec will calculate a PSPA. Issuing a PSPA is to correct the previous PA issued which, at that time, determined the maximum allowable deduction for contributions to a RRSP. Buy-back of previous years decreases the maximum allowable contribution that an employee can make into a RRSP. Consequently, if the employee has already contributed the maximum amount to her RRSP, she will have to withdraw moneys from her RRSP in order for the buy-back to be accepted by Canada Revenue. In the opposite case, the Canada Customs and Revenue Agency will require that Retraite Québec cancel the buy-back and the moneys paid will be reimbursed to her. It is therefore very important that the fiscal impact of a PSPA being issued on a buy-back be evaluated.

If the employee does not make the maximum allowable contribution to her RRSP, she can transfer and use it in another year. When the Canada Customs and Revenue Agency sends the notice of contributions, it indicates the maximum allowable RRSP deduction for the next year. This notice takes into account the contributions from previous years. This amount is the RRSP margin.

Example:

Adequate RRSP margin

Buy-back	$3,000	
RRSP margin before buy-back		$7,000
PSPA		$6,000
RRSP margin after buy-back		**$1,000**

Buy-back financed with "new" money so the $3,000 is totally deductible.

Example:

Inadequate RRSP margin

Buy-back	$4,000	
RRSP margin before buy-back		$1,000
PSPA		$10,000
RRSP margin after buy-back		**- $9,000**

Buy-back financed with "new" money so the $4,000 is totally deductible.

The tax room can decrease by as much as $8,000. If it decreases even more, a withdrawal from a RRSP is required. Consequently, the RRSP withdrawal will be taxable, which in the above example is $1,000.

What to do when the RRSP margin is insufficient?

The payment of the buy-back by a RRSP transfer reduces the amount of your PSPA.

Example:

Cost of buy-back in 2007	$3,000	
RRSP margin before buy-back		$1,000
PSPA	$7,000	
Buy-back (RRSP transfer)	$3,000	
PSPA net	$4,000	$4,000
RRSP margin after buy-back		**- $3,000**

In the case where withdrawing a RRSP would incur significant tax consequences, the application for a buy-back can be delayed. This alternative allows the person to reduce the room required in the RRSP. True, even if the buy-back costs more later on, the PSPA remains the same and the required margin will be less. Also, the performance from the RRSP funds will compensate for the higher cost of the buy-back. An expert in financial planning can be consulted when a tax strategy must be established.

Example:

Cost of buy-back in 2014	$6,000	
RRSP margin before buy-back		$1,000
PSPA	$7,000	
Buy-back (RRSP transfer)	$6,000	
PSPA net	$1,000	$1,000
RRSP margin after buy-back		**$0**

Buy-back of reimbursed years

Periods that were reimbursed while the employee participated in RREGOP cannot be bought back. However, she can buy back a period of unpaid absence which was never bought back even if this period sits within a period that was reimbursed.

Bank of 90 days

To calculate the pension or to establish eligibility for retirement, a maximum of 90 days is added to the service in order to fill all unpaid absences not bought-back if those absences were prior to January 1, 2011. In fact, as of January 1, 2011, only unpaid absences linked to a parental leave (maternity, paternity or adoption) can be filled by the bank of 90 days.

This bank cannot serve to determine the pensionable earnings if the absences occurred within the 5 best years.

Service prior to joining RREGOP – pension credit

A pension credit is the amount that is added to the basic pension which comes from:

- A transfer from a supplemental pension plan or a transfer agreement;

  or

- A buy-back of years of service prior to RREGOP.

It is no longer possible to buy back the time worked prior to joining RREGOP as a pension credit as of July 1, 2011.

Eligibility

As with the basic RREGOP pension, previous years of service with the right to a pension credit will be payable based on certain eligibility criteria. The eligibility criteria without reduction will be different depending on where the pension credit came from.

Pension credit obtained following the transfer of a SPP

Without actuarial reduction

The pension credit from a transfer agreement for a SPP is payable without actuarial reduction at age 60 or when 35 years of service are reached for the purpose of eligibility.

With actuarial reduction

The pension credit from a transfer agreement will be reduced by 4% per year of early retirement between the effective date of retirement and the earliest date at which the employee could have retired without reduction of RREGOP.

Pension credit from the buy-back of previous years of service

Without actuarial reduction

The pension credit from the buy-back of previous years of service is payable without reduction as of age 65.

With actuarial reduction

When the employee is not 65 years of age, a 6% reduction is applied per year between the effective date of retirement and the employee's 65^{th} birthday.

It is possible for an employee who is retiring to postpone the payment of any pension credit to a later date in order to offset or reduce the reduction which would otherwise be applied.

Revaluation of the pension credit

An employee who ceases to participate in her pension plan on December 31, 1999 or after and who, at the time of her retirement, holds a pension credit following the transfer of a SPP or that was acquired as a result of a buy-back of previous years of service benefits from a revaluation of her pension credit. This revaluation takes the form of an additional lifetime annuity and a temporary pension payable until the age of 65.

The retiree who ceased to participate in her pension plan before December 31, 1999 cannot benefit from the revaluation of her pension credits, and this, even if she returned to work after December 31, 1999.

Calculation of the additional lifetime annuity and temporary pension

The value of the additional lifetime annuity corresponds to:

1.1%	X	Number of years or part of years for the right to a pension credit	X	Average pensionable earnings of the 5 best-paid years

To this annuity is added a temporary pension payable until age 65 which is calculated in the following manner: number of years of service for the right to a pension credit X $230.

Example:

1.1% X 3 years X $65,963 = $2,177

3 years X $230 = $690

Total: $2,177 + $690 = $2,867 of revaluation per year which is added to the basic pension and the pension credit.

Revaluation limit

If the employee accumulates more than 35 years, including the years for the purpose of calculating the pension and the years of pension credit, the value of the pension credit does not change, but the revaluation will be affected. The total number of years of pension credit that can be revalued is equal to 35 less the years for the purpose of calculating the pension.

Example:

RREGOP years for calculation purposes	30
Years of pension credit	7
Total	**37**

Since the total is more than 35, the maximum number of years revalued will be 35 – 30 = 5 years

Eligibility linked to revaluation

Whether the pension credit came from a SPP transfer or the buy-back of previous years of service, the resulting additional lifetime annuity and temporary annuity are reduced according to the same rules as those which apply to the basic RREGOP pension (see the section on Eligibility for Retirement on page 12).

Indexation

The indexation amount depends on the nature of the pension credit, the same as for the eligibility criteria.

Since January 1, 2000, the pension credit obtained following a profitable **SPP transfer** is fully indexed during retirement based on the TAIR.

The pension credit obtained following a **buy-back of previous years of service** is not indexed. However, it can be adjusted to a larger amount following actuarial valuations.

The additional lifetime annuity and temporary annuity are indexed annually according to the TAIR – 3%.

Termination of employment

Ineligible for a pension

Less than two years of service

An employee who ceases to be covered by her pension plan and has less than two years of service for RREGOP may ask for the reimbursement of her contributions with interest after a 210-day period has elapsed.

If this employee again participates in RREGOP and she has not received the reimbursement of her contributions, the years of service that she accumulates are added to those that are already credited to her.

Deferred pension

An employee who ceases to be covered by her pension plan, who has more than two years of service for RREGOP and who is not eligible for a pension, with or without actuarial reduction, has the right to a **deferred pension** payable at age 65.

The deferred pension is cancelled if the employee once again occupies a job covered by the plan and the years of service that she accumulates are added to the years of service already to her credit.

Eligibility

The deferred pension is payable at age 65, without actuarial reduction. An employee may however take early payment of this pension as soon as she reaches age 55. If this is the case, a reduction of 6% per year of early retirement between the age of retirement (minimum age of 55) and her 65th birthday will apply.

Indexation

For the employee who ceased to participate in RREGOP after January 1, 1991, the pension is indexed according to the TAIR between January 1st of the year following the date that participation ended and ends on January 1st of the year that the first pension payment is made. Afterwards, it is indexed in the same way as the basic RREGOP pension.

Calculation of the deferred pension

The annual amount of the deferred pension is calculated according to the same formula as that of the basic pension:

2%	X	Number of years for calculation purposes	X	Average salary of the 5 best-paid years	=	Basic pension

However, the reduction of 0.7% on the basic pension stipulated at age 65 for the coordination with the QPP, applies as soon as the pension is paid.

Example:

An employee ceases to participate in RREGOP at age 42. She has 20 years of service for calculating her pension. Her average salary is $30,000 and she wants to receive her pension at age 55. The average MPE (last 5 years) at the time her participation in the plan ended is also $30,000.

2%	X	20 years of service	X	$30,000	=	$12,000	(pension)
LESS							
0.7%	X	20 years of service	X	$30,000	=	$4,200	(QPP coordination)
						$7,800	
PLUS							
Indexation during the 13 years between age 42 and age 55 (hypothetical TAIR = 2%/yr)						+ $2,290	
						$10,090	
LESS							
Reduction for taking early retirement between age 55 and 65 (6% X 10 years)						- $6,054	
Pension at age 55						**$4,036**	(per year)

Transfer into a LIRA

An employee who ceases to participate in RREGOP after December 31, 1995 and is eligible for a deferred pension may choose to transfer into a LIRA (Locked-in Retirement Account) or a LIF (Life Income Fund) the higher of the following amounts:

- The total of accumulated contributions with interest;

  or

- The actuarial value of the deferred pension coordinated with the QPP.

The application for transfer can be made to Retraite Québec as of the 211th day after the date participation in RREGOP ended and before her 55th birthday.

If the termination of employment occurs when the employee is age 54, she will have a maximum of 12 months following the termination of employment to apply for such a transfer.

In the case of a return to work, the participant, who took advantage of a transfer into a LIRA or a LIF and again participates in RREGOP for at least 3 months, may obtain credit for the years or parts of years reimbursed. Amounts received upon departure, plus interest obtained by the plan, must be put in her pension plan, subject to the applicable taxation rules.

Eligible for a pension

An employee who ceases to be covered by her pension plan and who is eligible to receive a pension with actuarial reduction can postpone the application for her pension to a later date, but no later than the date that she becomes eligible for a pension without actuarial reduction.

If the employee postpones the payment of her pension past the age at which her pension is payable without reduction, Retraite Québec will pay her pension retroactively and it will be taxable the year of the payment.

As a general rule, there is nothing to gain in postponing the application for the pension. An employee can consult a financial planner who will plan her retirement income with her.

Statement of participation and statement of contributions

Retraite Québec has been sending a statement of participation to all participants in RREGOP since the fall of 2011 which contains the details on the contributions to the pension plan for a given year as well as estimates of the pension. This statement also contains information on indexation, death, recognized service, days of absence that can be bought back and contributions paid. As of 2021, this statement is available online on the Retraite Québec website, in the **My File** section.

Upon request, Retraite Québec sends a statement of contributions to the pension plan. It presents the participation history in RREGOP. The information contained in these two documents is important, because the pension is calculated based on this information. An employee must carefully verify the content of the statement and, if there are errors, she must contact her employer in order to have them corrected.

Estimate of the pension

It is possible to obtain an estimate of the amount of her pension with a request to Retraite Québec. For her request to be handled, the scheduled date of retirement must be between the 4th month and 24th month preceding the date the employee leaves.

Retraite Québec also has a tool for estimating the pension amount on its web site. You only need to have a statement of participation or a statement of contributions in hand. The address is: estimationrente.retraitequebec.gouv.qc.ca/ChoixRegimes.aspx

Employee's rights and recourses

An employee who disagrees with a decision from Retraite Québec may ask that the decision be reviewed if the latter concerns:

- Pension eligibility;
- Years of service;
- Pensionable earnings;
- The amount of the pension;
- Applications for buy-backs;
- Any other benefit stipulated by RREGOP.

The application for review must be made in the year following the decision sent by Retraite Québec. The request is studied by a committee without the employee being present and it will render a new decision.

In the case where the committee cannot render a decision because of a tie-vote, the request is automatically referred to arbitration. If the committee's decision confirms Retraite Québec's decision, the employee can once again appeal this decision with a request for arbitration. An employee has 90 days from the date of the committee's decision to make such a request. The arbitration is a hearing where the employee can be heard as a witness. She can be represented or not at this hearing.

Progressive retirement program

The purpose of the progressive (gradual) retirement program is to allow an employee, who holds a full-time or part-time position, to reduce her work time during the years that precede her retirement (Article 24 c. a.).

Eligibility

An employee who wants to benefit from a progressive departure must hold a full-time or part-time position and be no more than 5 years away from pension eligibility. She must first obtain a statement from Retraite Québec indicating that she will be eligible for a pension at the end of the agreement. To do this, the employee must complete form No. 267 "Demande de confirmation d'admissibilité au départ progressif" (Application for gradual retirement). This form is only in French.

Length of the agreement and work time

The minimum length of the program must be 12 months and the maximum length 60 months preceding eligibility for retirement.

At the end of the agreement, the employee must retire. However, if the estimate made by Retraite Québec is incorrect and the credited service is insufficient for the employee to retire or, if for other reasons (suspension, strike), the employee is not eligible for retirement, the agreement is extended until the employee is eligible for retirement, even if the 5-year period has expired.

The percentage of work time must not be less than 40% or more than 80% of a full-time position on an annual basis. The application must be made in writing at least 90 days before the beginning of the agreement indicating the length of the program. The organization and percentage of work time must be agreed between the employee and employer and can vary during the agreement. The employer and employee can agree during the agreement to change the organization and percentage of work time. The agreement between the employee and employer is signed by both parties and a copy is given to the union.

Contribution

During the agreement, the contributions to RREGOP are established on the basis of the evolving pensionable earnings and the employee's work time before the agreement. If the employee receives salary insurance, the waiver of pension plan contributions is that which she would have had if she had not taken advantage of the progressive retirement program.

Remuneration

The employee receives pay equivalent to the time worked during the agreement. She receives salary insurance benefits calculated according to the agreed upon organization and annual percentage of work time during a period of disability.

Employee's rights and benefits

An employee is credited, for the purpose of pension eligibility and calculation of her pension, the full-time or part-time service that she worked before the beginning of the agreement. An employee keeps her position during the agreement and continues to accumulate her seniority as she would if she did not participate in the program.

Accumulated sick-leave days (old bank) can be used to reduce the work time stipulated in the agreement.

Termination of the agreement

Nullity of the agreement

The agreement becomes null and void in the following circumstances:

- The time worked is less than 40% of a full-time employee;
- An employee voluntarily ceases to participate in RREGOP (retirement or resignation) during the first year of the agreement;
- An employee who is eligible for a pension does not stop participating in her plan at the end of the period covered by the agreement.

When the agreement becomes null and void, the pensionable salary, recognized service and contributions for the period between the starting date and cancellation date of the agreement are corrected downward to correspond to the salary paid and time worked or that would have been worked if the employee had not been on disability.

The employer informs Retraite Québec that the agreement is cancelled and makes the necessary corrections. Generally, the corrections bring about an over-payment of contributions which are reimbursed. An employee can buy back the period during which she did not work if she meets the conditions for a buy-back of an unpaid absence.

Anticipated end to the agreement

The agreement reached between the employer and employee ends for one or the other of the following circumstances:

- The employee's death;
- The employee voluntarily ceases to participate in RREGOP (retirement or resignation) more than one year after the beginning of the agreement;
- The employee and employer jointly agree to end the agreement more than one year after the date set for the beginning of the agreement;
- The employee's dismissal;
- The employee's disability extends beyond three years and if, during the first two years of this disability, she was eligible for salary insurance benefits.

When the agreement ends for one of the previously listed circumstances, the pensionable salary, service and contributions for the period between the beginning date and end date of the agreement, are completely recognized according to the terms of the agreement.

If the employer refuses a healthcare professional's request for access to this program, she should inform her union of this.

Death benefits

Payable under the pension plan

The death benefit is payable to the spouse or, if she does not have a spouse, to her legal heirs. The **spouse** is the person linked to the employee or retiree by marriage or civil union. If one or the other of the spouses is not married, the spouse may be the person with whom she cohabits for at least 3 years and who is publicly presented as her spouse. The 3-year period becomes 1 year if a child of the couple is born or is to be born, they have adopted a child or if one of them adopted the other's child.

Legal heir(s) is/are the person/people to whom the estate is left through a will or the law.

Spousal waiver

Since May 7, 2008, it is possible for the spouse to waive his right to the benefits granted to a spouse for the legal heirs, before the person dies. He may also revoke this waiver. This waiver does not change the rules established in the case of death. Thus, in no case will the legal heirs not receive an annuity.

To be valid, the waiver or its removal must apply to all benefits and Retraite Québec must be informed by a notice received before the death. The spouse's waiver will be automatically cancelled if, at the time of the retiree's death, there is no reimbursement due to the legal heirs. In this case, the spouse receives 50% of the coordinated pension that the retiree received.

Basic pension

The benefit payable varies according to whether it is a participant who is eligible or not for a pension at the time of death or is a retiree.

The participant who is not eligible for a pension is the employee who, at the time of her death, has not acquired one of the eligibility criteria for retirement, age 55 or 35 years of service.

If, at the time of death, the participant has **less than two years of service**, her spouse, or failing a spouse, her legal hiers, receive, upon request, all the contributions paid with interest compounded annually until the date of reimbursement.

If, at the time of death, a participant has **more than two years of service**, her spouse, or failing a spouse, her legal hiers, receive, upon request, the higher of the following amounts:

- All the contributions paid with accumulated interest up to the time of death;

- The actuarial value of the deferred pension at the time of death.

This amount is increased by the interest compounded annually from the time of death until the date of reimbursement.

When the employee ceases to participate in RREGOP and she then dies, the rules previously described apply according to the listed criteria, that is, less or more than two years of service at the time she stopped participating.

The spouse of a **participant eligible for a pension**, with or without actuarial reduction at the time of her death and who is not retired, is entitled to receive, for his lifetime, 50% of the pension that would have been paid to the employee at the time of her death. This pension will immediately be coordinated with the QPP regardless of the participant's age at the time of death.

It is possible for the participant to choose to pay to her surviving spouse 60% of the pension which would have been paid to him.

And, since November 20, 2015, the pension allotted to the surviving spouse is automatically 60%, if the death occurs between the date the application for a pension is received and the date that follows the 31st day of the notice from Retraite Québec, asking her to express her wish concerning the percentage of reversibility for her spouse.

If, at the time of death, the participant does not have a spouse or he has waived his right to the pension, the paid contributions plus interest compounded annually are reimbursed to her legal heirs.

When the deceased person is **receiving pension benefits**, her spouse receives half the pension that the retiree received for life. The pension will be immediately coordinated with the QPP even if the death occurs before the age of 65.

If the retiree does not have a spouse or he waived his right to the pension, the balance of the contributions will be paid, with interest, to the legal heirs.

Service prior to joining RREGOP

Pension credit obtained following a buy-back of previous service

The pension credit obtained following a buy-back of service prior to RREGOP will be reimbursed in the following manner:

- Whether the **participant is eligible or not eligible for a pension**, the amount paid for the pension credit is reimbursed, with interest, to the spouse. If there is no spouse, the amount is paid to the legal heirs.
- When the person is **receiving pension benefits**, the difference between the amount paid for the pension credit including interest, and the amount already paid as a pension, is reimbursed to the spouse, or failing a spouse, to the legal heirs.

Pension credit obtained following a transfer from a SPP

When a **participant is not eligible for a pension**, the contributions paid and transferred to Retraite Québec are reimbursed to the surviving spouse, or failing a spouse, to the legal heirs with interest until the date of reimbursement.

The surviving spouse of a **participant eligible for a pension** or of the **retiree** will receive 50% of the pension credit recalculated to age 65. If there is no spouse, the legal heirs receive the contributions paid and transferred including the interest accrued to the date of reimbursement less the amounts already paid as a pension.

Revaluation of the pension credit

In the case of death, only the additional life annuity obtained following the revaluation of a pension credit will be considered in the calculation of the pension paid to the spouse and according to the same rules as the RREGOP pension. Thus, the spouse will receive 50% of the life annuity in the case where the participant was eligible for a pension or was receiving pension benefits at the time of death.

Payable under the life insurance plan stipulated in the collective agreement

The healthcare professionals' collective agreement stipulates a basic life insurance benefit, payable to the heirs, if at the time of death an employee still has an employment relationship with her employer and she meets certain conditions stipulated in her working conditions.

This insurance is $6,400 if an employee is hired full-time or at 70% of full-time in a permanent or temporary job.

The amount is $3,200 for a part-time employee who works less than 70% of full-time.

Lastly, an employee who works less than 25% of full-time does not receive any insurance, unless she has chosen to be insured and if that is the case, the amount is $3,200.

Retraite Québec is in charge of the administration and payment of this insurance to the heirs.

Payable under the group insurance contract

The FIQ group insurance contract stipulates the payment of $5,000 by the insurer payable to the designated beneficiary in the event of the participant's death.

Thus, as long as an employee is covered by the basic life insurance coverage stipulated in the contract, an amount of $5,000 is paid in the event of death.

Return to work of a retiree

Specific conditions apply when a retiree returns to work in a function covered by RREGOP. She must tell the employer that she is a retiree and the employer must advise Retraite Québec of the employee's return to work.

When a retiree returns to work, she no longer contributes to her pension plan, regardless of her age, and receives both her pension and her salary. This rule comes from the legislative changes passed in December 2007 and put into effect retroactively to January 1, 2007.

The retiree who profited from the temporary retirement measures benefits from the same rules, without losing the rights and privileges obtained from these temporary measures.

Marriage break-up and division of family patrimony

The assets accumulated in a pension plan during a marriage or civil union are part of the family patrimony and are subject to the sharing of assets. Married spouses or spouses of civil unions are covered by this provision. An application must be made to Retraite Québec to find out the value of the assets accumulated during the marriage.

This application can be made by one or the other of the spouses or their legal representatives as soon as proceedings are instituted for a divorce, separation from bed and board, marriage annulment or for payment of compensatory benefits, or dissolution or annulment of a civil union.

The actuaries at Retraite Québec will establish the value of the accumulated assets in the plan between the date of marriage or civil union and one of the following situations:

- The date the proceedings were instituted for divorce, separation from bed and board, marriage annulment or payment of compensatory benefits, annulment or dissolution of civil union;
- The date of the end of life as a married couple if this decision is approved by judgment;
- The date determined by notarized agreement in the case of a dissolution of a civil union.

Retraite Québec will send both parties the answer to the application for evaluation of assets. If, in a judgment, the court concluded that the plan must be shared, an application for the payment of the value of benefits must be sent to Retraite Québec.

Following the application for payment, Retraite Québec informs the participant of the amount granted to the spouse and the resulting reduction in her pension. The spouse receives a confirmation of the amounts attributed to him: the amounts must be transferred into a pension contract, a LIRA, a LIF or, in some cases, a RRSP.

Once the amounts are transferred, the reduction is calculated and put in the participant's or retiree's file. It will reduce the amount of the pension benefit that the participant will receive or that the retiree already receives, and this, as long as the pension is paid.

Break-up of commom-law union

It has been possible, since January 1, 2019, for common-law spouses who separate to share the rights accumulated in the pension plan. To do this, the spouses must agree in a written agreement. This written agreement must:

- Be done before a notary, lawyer or by a joint affadavit under oath;
- Be signed by the spouses;
- In the 12 months following the date of the end of the common-law union or if this date is before January 1, 2019, in the 12 months of this latter date.

An application must be sent to Retraite Québec to find out the value of the rights accumulated during the years of participation. The statement contains the same information as that sent when there is a sharing of rights for married spouses or a civil union. It gives the rights accumulated in the pension plan **for the total time of participation.** However, the accumulated rights during a common-law union are not calculated or indicated on the statement of rights.

If there is a sharing of rights, you must complete the application form for the payment of the value of accrued benefits. Then, Retraite Québec will transfer the agreed upon amount to your spouse by a financial instrument in his name, to the institution of his choice. The amounts allocated to your spouse will result in a reduction of your pension.

Leaving for retirement

When an employee plans to retire, she must verify her statement of contributions with Retraite Québec and, if need be:

- The accuracy of the information on it;
- The date of eligibility for retirement;
- The amount that she will receive as a pension.

She makes her buy-backs of service and her application for her pension 3 months prior to the expected date of retirement. She must complete the application for a pension (079) on the Retraite Québec website.

QPP

The Québec Pension Plan is a compulsory public insurance plan. All workers, 18 years and over, who earn more than $3,500 per year, contribute to this plan. It is financed by both the employees' and employers' contributions. An employee stops contributing once she has definitively stopped work and retires.

The Québec Pension Plan was improved in 2019 with the implementation of a supplemental plan.

Contribution

The contribution rate on January 1, 2023 for the basic plan was 5.4% of the salary between $3,500 and $66,600 for a maximum annual contribution of $3,407.40. The employer pays the same contribution.

The contribution rate has been gradually increasing by 0.15% a year since January 1, 2012 until it will be 10.80% in 2017.

The supplemental plan is also financed by the contributions of workers and employers. For 2023, the contribution rate is 1% of the salary between $3,500 and $66,600, for a maximum annual contribution of $631. The employer pays the same contribution. The contributions will be gradually increased from 2019 to 2023. Moreover, as of 2024, new contributions will be paid for income between the MPE and a new ceiling for salary eligible for contributions. This new ceiling will be 107% of the MPE in 2024 and 114% of the MPE as of 2025.

Benefit

The pension amount is calculated according to the work income indicated on the QPP statement of contributions since 1966 or since the worker was 18 years of age. The pension amount is equal to 25% of the average monthly income on which the employee's contributions are based, if the latter retires at age 65. The pension plan improvement will raise this percentage to 33. This calculation is done by Retraite Québec based on the statement of contributions. The maximum pension at age 65 for 2022 is $1,253.59 per month

Months with low earnings or no earnings at all are deducted from the calculation of the pension, which has the effect of raising the value. So, months during which the employee received a QPP disability benefit, income replacement indemnities from the CNESST, family allowance for a child under age 7 and the months during which earnings were the lowest are deducted (up to 15% of the contribution period).

If a person worked elsewhere in Canada, the Régie takes into consideration the contributions to the Canada Pension Plan in establishing the retirement benefit.

Eligibility for a pension

A worker may receive her pension as of age 60 if she has contributed for at least one year to the Québec Pension Plan even if she has not stopped working.

The amount of the pension varies depending on if the person starts receiving it before or after her 65th birthday. Therefore, the amount of the pension is reduced if it starts before the age of 65 and it is increased if it starts after the age of 65.

The pension is not reduced or increased **at age 65**. This is the normal age for retirement.

If, **after age 65**, a person delays the payment of her pension past the age of 65, it is currently increased by 8.4% per year (0.7% per month) for every year or month between the age of 65 and the start of the payment of the pension, without going beyond age 70. As of January 2024, the maximum age to apply for her pension will go from age 70 to age 72.

The pension is permanently reduced **between the age of 60 and 65**.

For **people born before January 1, 1954**, the reduction is 6% per year (0.5% per month) between the date the payment of the pension starts and the date of the 65th birthday.

For **people born in 1954 or after**, the reduction varies from 6% to 7.2% per year (0.5% to 0.6% per month) depending on the amount of the pension paid.

Indexation

The pension is indexed by the rate increase of the pension indexes (TAIR) on January 1st of every year.

Application for a pension

The payment of the pension is not automatic: an application must be made. It is recommended that this application be made 4 months in advance in order to avoid delays in payment.

Statement of contributions

It is important to verify that the information contained in the statement of contributions is correct. It needs to be corrected by Retraite Québec as soon as possible if it is incorrect. The calculation of the pension is based on this information.

Marriage or civil union break-up

For **those who are married or part of a civil union**, work income indicated on the record of contributions during the marriage or civil union is subject to the sharing of family patrimony.

If an employee obtains a divorce, a separation of bed and board, a marriage annulment, a dissolution or annulment of a civil union, there is an automatic sharing of the work income indicated on the record unless one party has expressly waived it at the time of the sharing of patrimony. Contact Retraite Québec for more information concerning this waiver.

Even if **common-law spouses** are not subject to the law on family patrimony, they can **jointly** apply for the sharing of the work income indicated on their statements of contribution.

To be entitled, they must:

- Have cohabited as husband and wife for at least 3 years or 1 year if they had a child or adopted a child;
- Have been separated at least 12 months;
- Separated after June 30, 1999;
- Not yet be re-married or in a civil union with another person.

Death

When the spouse dies, survivor benefits are paid if the deceased spouse contributed for at least one third of the pensionable period, and at least three years, or for at least 10 years.

It is understood that spouses mean persons married or part of a civil union and common-law spouses, those that have lived in a matrimonial life together for at least three years, or one year if a child was born of their union or adopted.

Survivor benefits include death benefits, the orphan's pension and surviving spouse's pension.

The **death benefit** consists of a one-time payment of $2,500, which is taxable. The application must be made within five years of the death.

The **orphan's pension** may be paid if, at the time of death, the other spouse had a dependent child under 18 years of age.

The **surviving spouse's pension** is aimed at ensuring a basic income for the survivor of a person who worked and is now dead. Same-sex spouses are also eligible following any death that occurred as of April 4, 1985.

- If the person who dies was married: the surviving spouse's pension is paid to the spouse of that person, as long as there was no legal separation.
- If the person was not married or was legally separated: the pension is paid to the person who qualifies as the de facto spouse.
- If, when the person died no one had been living in a de facto union with that person for at least three years: the pension is paid to the legally separated spouse, if the separation took place before July 1, 1989.
- If no de facto spouse qualifies and there was a waiver of the sharing of earnings recorded at Retraite Québec: the pension is paid to the spouse who is legally separated if the separation took place between July 1, 1989 and December 31, 1993. There can be no other judgment of separation that took effect after December 31, 1993.

The surviving spouse's pension benefits depend on several factors:

- The contributions paid by the deceased spouse over the course of her life;
- The age of the surviving spouse;
- The surviving spouse has dependent children;
- The surviving spouse is disabled;
- The surviving spouse receives a disability or retirement pension from the QPP.

A person may be entitled to more than one pension at the same time. However, she will only receive one payment. This is what is called a combined pension. The latter is subject to a maximum amount set by Law, which means it will not be equal to the total of the two pensions. A person, who, at age 65, receives the maximum pension from the QPP, because of her age at the time she started receiving it, may see her surviving spouse's pension reduced to zero.

In addition, at the time of retirement, whether at the end of employment or on disability, it is important to find out from the RIIRS about the benefits offered to their members, namely in matters of insurance.

OAS

The Old Age Security (OAS) pension is a monthly benefit paid upon request to all persons aged 65 and over and who meet the eligibility criteria. It is a federal plan financed by the general tax revenues of the Canadian government.

Eligibility

Any person, age 65 and older, who has lived in Canada for at least 10 years after the age of 18, is entitled to these benefits. To be entitled to the full benefit, you must have lived in Canada for 40 years after having reached the age of 18, or meet a certain number of other conditions. Consult the Service Canada website to find out more about these conditions.

If a person is not eligible for a full pension, she may be entitled to a partial pension which generally corresponds to $1/40^{th}$ of a full pension per complete year of residence in Canada after having reached the age of 18.

It is not necessary to be retired to receive the OAS.

Benefit

The maximum OAS monthly benefit is $687.56 as of January 1, 2023. The pension is indexed every three months by the rate increase of the pension indexes and it is taxable.

Retirees whose personal net income is higher than $79,845 must reimburse a part or all of the maximum amount of the OAS. All of the pension is eliminated when the net income of the retiree is at least $129,757.

Application

To receive the OAS benefits on time, it is recommended to send the application 6 months before your 65^{th} birthday. An application kit can be printed from the Service Canada website or call the following number: 1-800-277-9915.

Other programs can be added to the OAS, such as the Guaranteed Income Supplement, the Spousal Allowance and the Widow's Allowance. Check your eligibility.

RRSP

The RRSP is a deferred income plan that is the most frequently used form of tax shelter. This choice of investment makes it possible to avoid paying income tax on part of your income and the interest it generates until the RRSP is withdrawn. The tax saving depends on the person's marginal tax rate. A RRSP account can be opened with a financial institution, a securities broker, a life insurance company, or a trust company.

Eligibility

Any person between the age of 18 and 71 who has the right to contribute to a RRSP is eligible.

Contribution limit

The RRSP maximum deduction limit for 2023 is $30,780. However, if an employee has not used her maximum deductions for 1991 and the ensuing years, the part not used will be carried over to the next year. Thus, your maximum deduction limit may be more than $30,780.

An employee can find out what her maximum RRSP contribution is by consulting her most recent deduction limit statement sent by Canada Revenue with her last tax assessment statement.

Because of contributions to a pension plan, the maximum contribution that can be paid into a RRSP is determined by taking into consideration the Equivalence Factor (EF), which is calculated by the employer and written on the income tax slip and tax assessment notice.

RIIRS

The Regroupement interprofessionnel des intervenantes retraitées des services de santé (RIIRS) is a non-profit entity founded in 1992 with the assistance of the FIQ. Nurses, licensed practical nurses, respiratory therapists and clinical perfusionists can join the RIIRS. An employee must become a RIIRS member in order to maintain the life insurance she acquired with the employer once she retires.

The RIIRS is a collective action organization whose objectives are to:

- Give a collective voice to the members in order to promote a better defence of their rights and interests and create a sense of belonging;
- Provide support for the members in improving their quality of life;
- Offer insurance consultation services;
- Participate in the demands of retirees and establish ties with other bodies;
- Participate in the major debates on the interests of retired persons.

For more information: riirs.org

Appendix 1

Rate applicable to buy back an unpaid absence and a buy-back of service in a research centre

Employee's age on the date the application for a buy-back is received	Period of service covered by the buy-back		
	Before July 1, 1982	After June 30, 1982 and before January 1, 2000	After December 31, 1999
18	10.0%	8.0%	8.8%
19	10.2%	8.1%	9.0%
20	10.3%	8.2%	9.1%
21	10.5%	8.3%	9.2%
22	10.7%	8.5%	9.4%
23	10.9%	8.7%	9.6%
24	11.1%	8.8%	9.8%
25	11.4%	9.1%	10.1%
26	11.7%	9.3%	10.3%
27	12.1%	9.6%	10.7%
28	12.4%	9.9%	11.0%
29	12.8%	10.2%	11.3%
30	13.0%	10.4%	11.5%
31	13.2%	10.5%	11.7%
32	13.3%	10.6%	11.8%
33	13.5%	10.8%	11.9%
34	13.6%	10.9%	12.0%
35	13.8%	11.0%	12.2%
36	14.0%	11.4%	12.4%
37	14.2%	11.5%	12.6%
38	14.5%	11.7%	12.9%
39	14.8%	11.9%	13.1%

40	15.1%	12.1%	13.4%
41	15.4%	12.4%	13.7%
42	15.8%	12.7%	14.0%
43	16.2%	13.0%	14.4%
44	16.6%	13.3%	14.7%
45	17.0%	13.7%	15.1%
46	17.5%	14.1%	15.5%
47	18.0%	14.5%	16.0%
48	18.6%	15.0%	16.5%
49	19.3%	15.5%	17.1%
50	20.0%	16.1%	17.7%
51	20.7%	16.6%	18.4%
52	21.3%	17.1%	18.9%
53	22.0%	17.7%	19.5%
54	22.3%	17.9%	19.8%
55	22.4%	18.1%	19.9%
56	22.5%	18.3%	20.1%
57	22.7%	18.4%	20.3%
58	22.9%	18.6%	20.5%
59	23.0%	18.7%	20.6%
60	22.7%	18.5%	20.3%
61	22.3%	18.3%	20.0%
62	21.9%	18.0%	19.7%
63	21.6%	17.8%	19.5%
64	21.2%	17.6%	19.2%
65	20.9%	17.4%	18.9%
66	20.4%	17.1%	18.5%
67	19.9%	16.8%	18.2%
68	19.5%	16.5%	17.8%
69	19.0%	16.1%	17.4%

Appendix 2

Rate applicable to buy back an unpaid absence for a maternity, paternity or adoption leave in progress on January 1, 1991 or which started after that date

	Period of service covered by the buy-back		
Employee's age on the date the application for a buy-back is received	Before July 1, 1982	After June 30, 1982 and before January 1, 2000	After December 31, 1999
18	5.00%	4.00%	4.40%
19	5.10%	4.05%	4.50%
20	5.15%	4.10%	4.55%
21	5.25%	4.15%	4.60%
22	5.35%	4.25%	4.70%
23	5.45%	4.35%	4.80%
24	5.55%	4.40%	4.90%
25	5.70%	4.55%	5.05%
26	5.85%	4.65%	5.15%
27	6.05%	4.80%	5.35%
28	6.20%	4.95%	5.50%
29	6.40%	5.10%	5.65%
30	6.50%	5.20%	5.75%
31	6.60%	5.25%	5.85%
32	6.85%	5.30%	5.90%
33	6.75%	5.40%	5.95%
34	6.80%	5.45%	6.00%
35	6.90%	5.50%	6.10%
36	7.00%	5.60%	6.20%
37	7.10%	5.70%	6.30%
38	7.25%	5.80%	6.45%

39	7.40%	5.95%	6.55%
40	7.55%	6.05%	6.70%
41	7.70%	6.20%	6.85%
42	7.90%	6.35%	7.00%
43	8.10%	6.50%	7.20%
44	8.30%	6.65%	7.35%
45	8.50%	6.85%	7.55%
46	8.75%	7.05%	7.75%
47	9.00%	7.25%	8.00%
48	9.30%	7.50%	8.25%
49	9.65%	7.75%	8.55%
50	10.00%	8.05%	8.85%
51	10.35%	8.30%	9.20%
52	10.65%	8.55%	9.45%
53	11.00%	8.85%	9.75%
54	11.15%	8.95%	9.90%
55	11.20%	9.05%	9.95%
56	11.25%	9.15%	10.05%
57	11.35%	9.20%	10.15%
58	11.45%	9.30%	10.25%
59	11.50%	9.35%	10.30%
60	11.35%	9.25%	10.15%
61	11.15%	9.15%	10.00%
62	10.95%	9.00%	9.85%
63	10.80%	8.90%	9.75%
64	10.60%	8.80%	9.60%
65	10.45%	8.70%	9.45%
66	10.20%	8.55%	9.25%
67	9.95%	8.40%	9.10%
68	9.75%	8.25%	8.90%
69	9.50%	8.05%	8.70%

Appendix 3

Rate applicable to buy back service as an occasional employee

	Period of service covered by the buy-back	
Employee's age on the date the application for a buy-back is received	Before July 1, 1982	After June 30, 1982
18	4.17%	4.00%
19	4.25%	4.05%
20	4.29%	4.10%
21	4.38%	4.15%
22	4.46%	4.25%
23	4.54%	4.35%
24	4.63%	4.40%
25	4.75%	4.55%
26	4.88%	4.65%
27	5.04%	4.80%
28	5.17%	4.95%
29	5.33%	5.10%
30	5.42%	5.20%
31	5.50%	5.25%
32	5.54%	5.30%
33	5.63%	5.40%
34	5.67%	5.45%
35	5.75%	5.50%
36	5.83%	5.60%
37	5.92%	5.70%
38	6.04%	5.80%
39	6.17%	5.95%
40	6.29%	6.05%

41	6.42%	6.20%
42	6.58%	6.35%
43	6.75%	6.50%
44	6.92%	6.65%
45	7.08%	6.85%
46	7.29%	7.05%
47	7.50%	7.25%
48	7.75%	7.50%
49	8.04%	7.75%
50	8.33%	8.05%
51	8.63%	8.30%
52	8.88%	8.55%
53	9.17%	8.85%
54	9.29%	8.95%
55	9.33%	9.05%
56	9.38%	9.15%
57	9.46%	9.20%
58	9.54%	9.30%
59	9.58%	9.35%
60	9.46%	9.25%
61	9.29%	9.15%
62	9.13%	9.00%
63	9.00%	8.90%
64	8.83%	8.80%
65	8.71%	8.70%
66	8.50%	8.55%
67	8.29%	8.40%
68	8.13%	8.25%
69	7.92%	8.05%

Appendix 4

QPP - Maximum pensionable earnings (MPE)[1]

YEAR	MPE
2023	$66,600
2022	$64,900
2021	$61,600
2020	$58,700
2019	$57,400
2018	$55,900
2017	$55,300
2016	$54,900
2015	$53,600
2014	$52,500
2013	$51,100
2012	$50,100
2011	$48,300
2010	$47,200
2009	$46,300
2008	$44,900
2007	$43,700
2006	$42,100
2005	$41,100
2004	$40,500
2003	$39,900
2002	$39,100
2001	$38,300
2000	$37,600

1. As of 2000.

Appendix 5

QPP DATA 2021-2023

Basic Data	2021	2022	2023
Maximum pensionable earnings	$61,600	$64,900	$66,600
General exemption	$3,500	$3,500	$3,500
Basic plan contribution rate	10.80%	10.80%	10.80%
Supplemental plan contribution rate	1%	1.5%	2%
Basic plan maximum contribution employee and employer[1]	$3,137.40	$3,315.60	$3,407.40
Supplemental plan maximum contribution for an employee and employer [2]	$290.50	$460.50	$631
Basic plan maximum contribution for an independent worker[3]	$6,274.80	$6.631.20	$6,814.80
Supplemental plan maximum contribution for an independent worker	$581.00	$921	$1,262
Pension indexation rates on January 1, 2023	1%	2.7%	6.5%
Maximum monthly pension amounts			
Pension			
■ Age 65	$1,208.26	$1,253.59	$1,306.57
■ Age 60	$773.29	$802.30	$836.20
■ Age 70	$1,715.73	$1,780.10	$1,855.33
Surviving spouse's pension			
■ Under age 45			
• not disabled, without dependent child	$578.42	$602.86	$649.20
• not disabled, with dependent child	$921.89	$955.61	$1,024.88
• disabled, with or without dependent child	$958.40	$993.10	$1,064.81
■ Between age 45 and 64	$958.40	$993.10	$1.064.81
■ Age 65 and over	$714.78	$746.65	$804.13
Disability pension	$1,416.45	$1,463.83	$1,537,13
Additional amount for disability intended for the beneficiaries of the pension	$510.82	$524.61	$558.71
Orphan's pension	$257.58	$264.53	$281.72
Pension for a child of a disabled person	$81.78	$83.99	$89.45
Death benefit	$2,500	$2,500	$2,500

1. Rate of 5.4% for 2021, 2022 and 2023 for an employee and employer.
2. Rate of 2% for 2023.
2. Rate of 10.80% for 2021, 2022 and 2023.

Appendix 6

Evolution of the RREGOP contribution rates

Year	Rate	MPE
1973 to 1982 (July 1st)	7.5%	35%
1982 to 1983	7.1%	35%
1984 to 1992	7.0%	35%
1993 to 1995	7.68%	35%
1996 to 1999	7.95%	35%
2000 to 2004	5.35%	35%
2005 to 2007	7.06%	35%
2008 to 2010	8.19%	35%
2011	8.69%	35%
2012	8.94%	33%
2013	9.18%	31%
2014	9.84%	29%
2015	10.50%	27%
2016	11.12%	25%
2017	11.05%	25%
2018	10.97%	25%
2019	10.88%	25%
2020	10.63%	25%
2021	10.33%	25%
2022	10.04%	25%
2023	9.69%	25%
2024	9.39%	25%
2025	9.09%	25%

Information meetings on RREGOP

Do you have questions?

Would you like to know more about RREGOP?

The union consultants in the Social Security Sector at the FIQ can come to your institution to give you more information and explanations on RREGOP.

Contact your local union team for more information.

RREGOP
Our group pension plan

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