

TOGETHER **AS ONE**

AN ASSAULT ON OUR PENSION PLAN

Even though the RREGOP (Government and Public Employees Retirement Plan) is in great shape, the government wants to save money by reducing its contribution to workers' pensions.

Under the pretext that recent improvements to the Québec Pension Plan (QPP) might encourage people to take early retirement, the government is now planning to reduce RREGOP benefits. It gave with one hand, and now it wants to take away with the other.



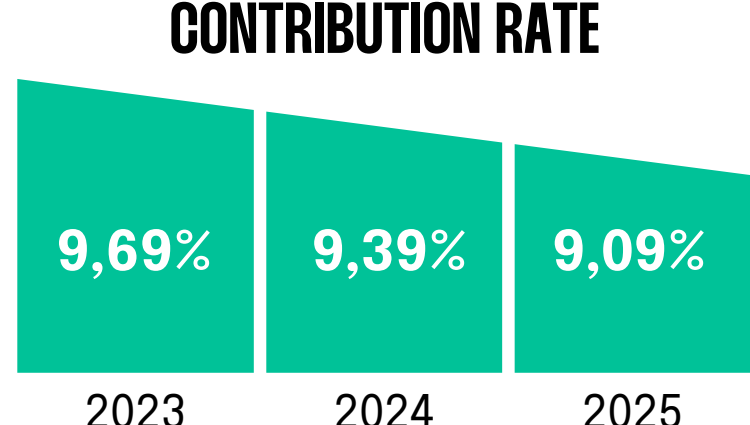
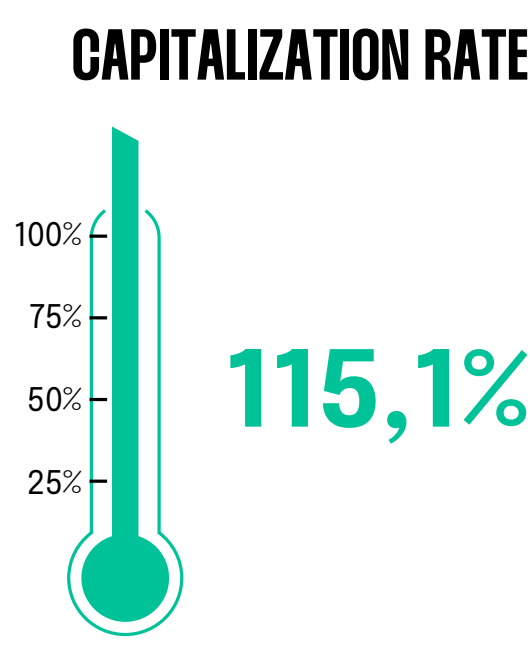
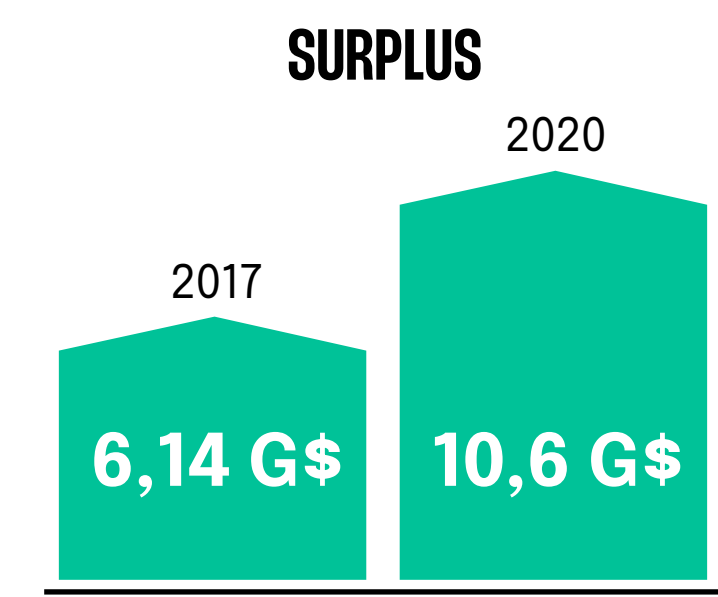
Average RREGOP pension in 2020: \$20 073

Saving money at workers' expense? Seems like the government is missing a great opportunity to stand out as an employer of choice!

The RREGOP is doing fine

RREGOP surpluses have continued to rise over the past years, from \$6.14 billion in 2017 to \$10.6 billion in 2020.¹

RREGOP capitalization has now reached 115.1%, giving it ample leeway to meet its commitments.²



The contribution rate, currently 9.69%, has fluctuated over the past years and is now expected to drop for the years from 2023 to 2025.³

¹The surplus or deficit is calculated by subtracting the pension plan's liabilities - what it needs to meet its commitments - from the actuarial value of the employee-funded portion of the plan, i.e., the money collectively banked by participants.

²The capitalization rate is a percentage calculated by dividing the actuarial value of the employee-funded portion of the pension plan by the plan's liabilities.

³The contribution rate is a percentage applying to the portion of a worker's salary that is greater than 25% of maximum pensionable earnings (MPE).

Employee retention... or detention?

As if that weren't problematic enough, the government is placing an even greater demand on workers who have accumulated 35 years of service. These employees will have to be at least 57 years old to be allowed to retire without incurring a penalty.

Catherine, for instance, is 55 years old and has accumulated 35 years of service. The government wants to force her to work two more years before she can leave without reducing her benefits.



We want measures to retain employees, not detain them!



Solutions to make retirement better without affecting the contribution rate

Our demands:

- Better phased retirement conditions
- Improved benefits for people retiring after the age of 65
- Implementation of early benefit
- Measures to stabilize the RREGOP contribution rate
- Better "social" and "environmental" criteria for CDPQ investments.

FRONT COMMUN

