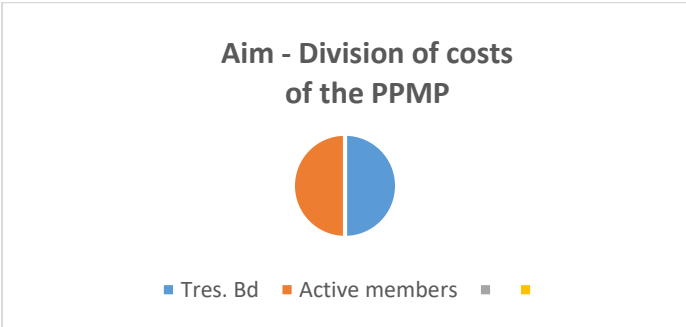


2016 – 12 – 01 **DO NOT PANIC- REFLECTION IS VERY IMPORTANT** Post card # 16-17– 005

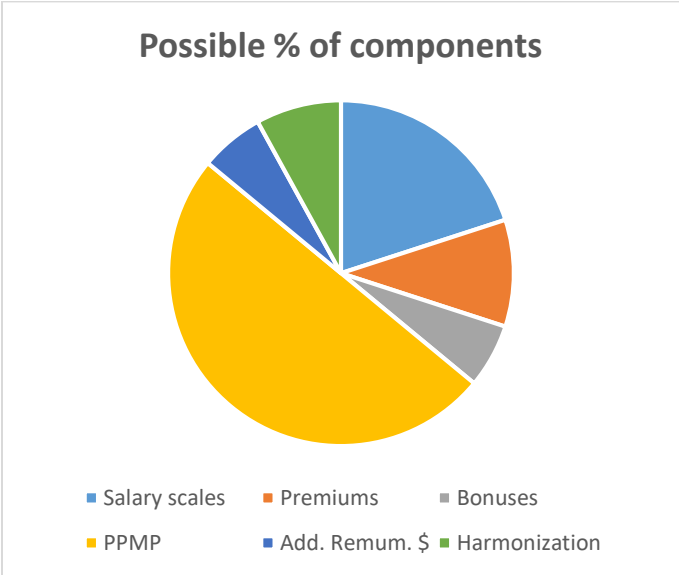
THE CHARTS BELOW ARE PRESENTED AS SCHEMATICS ONLY AND NOT THE ACTUAL % OF THE DIVISIONS

- The components are taken from the “Proposal Regarding Total Compensation Elements”.
- The document is dated 2016-11-09.
- The deadline for the consultation is 2016-12-09 & maybe extended by a few days.
- Member’s annual pension % rate (currently @ 14.38) must pay for the current costs.
- We are also attempting to find a permanent solution to the transfer costs resulting from the movement from the RREGOP plan to the PPMP plan.
- Two types of meetings are taking place - Global Forum and a Technical Committee.
- We only represent the active membership.



The gov’t’s objective is a 50 / 50 split of the costs of the pension plan.

The associations RACAR & CERA represent approximately 30,000 active management personnel from the Health, Education and Public Sectors.



The 6 portions are presented for a visual effect only and do not show an exact division of the %. However, the gov’t. would like to settle the pension component before discussing the others.

Pension plan
 Salary scales
 Premiums & Allowances
 Performance bonuses
 Additional remuneration
 Intersectoral harmonization