



2017 – 06 —05

Post card # 16-17– 012

To: Members



Subject: Progressive Retirement Plan – Sabbatical Leave Plan with Deferred Salary

On May 10, 2017, a revision to your pension plan was adopted by the National Assembly of Quebec. Within this law there are conditions pertaining to existing benefits which have changed and they may affect your situation.

I am referring to two (2) types of plans.

“Leave or Period of absence with a reduction in a portion of time worked in each year which cannot exceed 40%” (Progressive Retirement as per Schedule IV).

A Sabbatical Leave Plan with Deferred Salary can vary over a three (3) to five (5) year period.

If one of these plans was in effect prior to the “First Reading with the National Assembly before the February 2, 2017 you might want to make changes to your plan now that the conditions that are scheduled to change if your retirement will have an effective date starting as of July 1, 2019. To retire you must always meet one of the conditions whether it is before July 1, 2019 or as of July 1, 2019.

If your plan to retire could be negatively affected you may be able to bring about some changes. These changes must be completed with your school board within twelve (12) months of the adoption of the new Pension Plan for Management personnel. The clock started to tick as of May 10, 2017.

A page summarizing these two plans which are described in Schedule IV and Schedule VII of your Management Working Conditions accompanies this Postcard.

If you have any inquiries do not hesitate to communicate with me.

IF YOU WOULD LIKE CLARIFICATION, HAVE QUESTIONS OR WOULD LIKE TO DISCUSS THIS, PLEASE FEEL FREE TO CONTACT:



or



A rectangular box containing a handwritten signature in blue ink that reads "Michael Stirrup".

Michael Stirrup, Executive Assistant, 514- 426-5110, info@aaesq.ca

SUMMARY NOTES

SCHEDULE IV- PROGRESSIVE RETIREMENT PLAN

The progressive retirement plan applies to a senior staff member who meets the following conditions:

(4) must have concluded a written agreement with the school board.

(1) the duration of the plan, which may vary from one to five years;

(2) the proportion of time worked for each of the calendar years or parts of calendar years covered by the progressive retirement plan which cannot be less than 40% of the time worked by a regular full-time senior staff member.

(4) the senior staff member's commitment to retire upon completion of the progressive retirement plan, subject to sections 11 and 12 of this schedule.

(1) the pensionable salary for the years or parts thereof covered by the progressive retirement plan is the salary that the senior staff member would have received or, for the period during which he received benefits under the salary insurance plan, to which he would have been entitled had he not availed himself of the progressive retirement plan;

(2) the credited service is the service that would have been credited had the senior staff member not availed himself of the progressive retirement plan;

10. Should the senior staff member not be entitled to his pension on the date on which the agreement expires, the agreement shall be extended to the date on which the senior staff member will be entitled to his pension.

SCHEDULE VII - SABBATICAL LEAVE PLAN WITH DEFERRED SALARY

1. The granting of a sabbatical leave with deferred salary is the exclusive responsibility of the school board; however, should the school board not accept an application for participation in the plan, it shall provide the senior staff member who so requests with the reasons for its refusal.

4. A senior staff member must return to work, following his sabbatical leave, for a period equal to the duration of his leave. His return to work shall take place during the contract or following its expiry.

16. The plan is not designed to provide retirement income or to defer the payment of income tax. Moreover, during the sabbatical leave, a senior staff member may not receive any other remuneration from the school board or from any other person or partnership with which the school board is affiliated in accordance with tax legislation requirements, except for an amount corresponding to the percentage of the senior staff member's salary for the duration of the contract.

20. Each of the years covered by the contract shall count as a year of service for pension plan purposes.