



# We're done working ourselves sick!

131,000 REASONS  
TO STAND TOGETHER



## Retirement

Intersectoral  
demands

### Context

Our retirement plan is the cornerstone of our working conditions, and the RREGOP is financed by employees and the Québec government in equal measure (50/50).

Women:

- are twice as likely to hold a part-time job (24.3%) as men (13%)
- upon retirement, receive an income that is 33% lower than men's

Employees in health and social services:

- earn \$28,000 a year on average
- retire at 59.6 years of age, after 29 years of service

APTS and FIQ members are faced with a much lower standard of living when they retire, as a large portion of their earnings comes from premiums and supplements that are not considered pensionable earnings under the RREGOP plan.

The APTS-FIQ alliance has proposals to attract and retain personnel in our public health and social services sector.

### Objective of the APTS-FIQ alliance

To lessen the cost of early retirement as much as possible by lowering the actuarial reduction from 6% to 5%, in order to improve the lot of women (among other things).

### Employer's demand

Repeal the clause allowing employees to maintain their participation in the pension plan while taking leave without pay of more than 30 days' duration, or part-time leave without pay representing more than 20% of a full-time position.