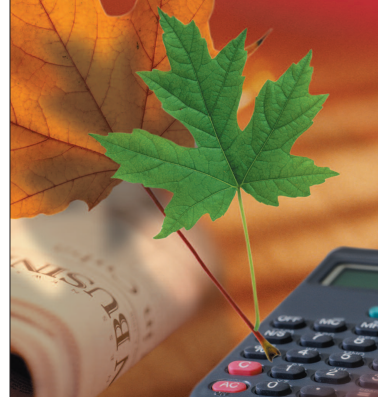


FactSheet

FactSheets contain in-depth information on select topics for members of the OPSEU Pension Trust



Bridging to an unreduced pension

If you receive a layoff notice, you may also be able to “bridge” to an unreduced retirement option, depending on your circumstances. (See the fact sheet *Pension options when your employment ends*)

Who is covered

Pension bridging requires a special provision in your collective agreement. In the Ontario Public Service (OPS), a bridging option is currently available to OPTrust members who are declared surplus and are covered by the Central Collective Agreement between OPSEU and Management Board of Cabinet. Bridging is also available to eligible employees in the OPS who are affected by a divestment.

Other OPTrust members may have access to a bridging option under their own collective agreements. In these cases, the terms of the bridging option may vary depending on the specific language in each agreement.

If you receive a layoff notice and think you may be eligible for pension bridging, please contact your employer, union representative or OPTrust. Your employer must agree to this option for you to be eligible.

HOW BRIDGING WORKS AND DETERMINING YOUR ELIGIBILITY

Pension bridging allows eligible members to continue earning pension credit between the date they receive their surplus notice and the date they would have qualified for an immediate unreduced pension. This is done by combining:

1. **your surplus notice period**
2. **the period represented by your severance payments, and**
3. **an unpaid leave of absence of up to two years.**

During this “bridging period” OPTrust continues to receive pension contributions

and you continue to earn credit in the Plan – allowing you to reach your nearest unreduced retirement date.

If you are eligible, your bridging period will first make use of your surplus notice period (normally 6-months) plus the period represented by your severance payments when converted to a paid leave of absence (varies based on your length of service). If these two periods are not enough for you to qualify for an unreduced pension, an unpaid leave (to a maximum of two years) is used to make up the difference.

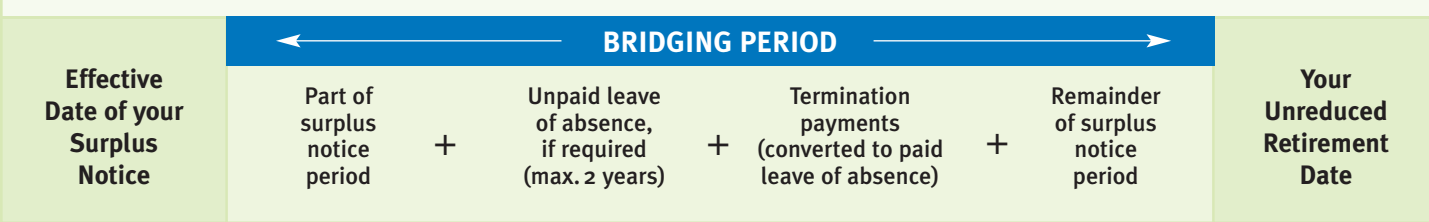
Question: Can I use my severance payments to bridge to a pension?

Answer: Yes, your termination severance can be used to pay for your unpaid leave of absence period. For this portion of the bridging, you can make arrangements with your employer to pay your share of contributions on your behalf. These costs can be deducted from your severance payment and remitted by your employer. See page 2.





If you participate in the bridging option, it will be implemented in the following sequence:



To qualify for this option, at the end of the bridging period, you must be eligible for an immediate unreduced pension from OPTrust.

YOUR CONTRIBUTIONS DURING THE BRIDGING PERIOD

During the bridging period, your OPTrust pension contributions are paid as follows:

- **Surplus notice period:** During your surplus notice period, your contributions will be deducted from your pay. Your employer will pay matching contributions based on OPTrust’s employer contribution formula.
- **Unpaid leave of absence:** For this period, you can make arrangements with your employer to pay your share of pension contributions on your behalf by deducting them from your severance pay.
- **Paid leave of absence representing your termination payments:** During this paid leave of absence, your pension contributions will be deducted from your earnings, and matched by your employer.

EXAMPLE: PENSION BRIDGING

Josée receives a surplus notice on April 1, 2007. At that time, she has 17.5 years of pension credit. She will turn 58 on September 30, 2007. If she can continue to accumulate credit for the 30 months until September 30, 2009, she will be able to qualify for OPTrust’s 60/20 option (age = 60; credit = 20). As a result, Josée is eligible to “bridge” to an unreduced pension.

Josée’s 30-month bridging period is structured as follows:

- 5 months: a portion of her surplus notice period
- 20 months: unpaid leave of absence
- 4 months: paid leave of absence representing Josée’s termination pay
- 1 month: the remaining portion of her surplus notice period

FOR MORE INFORMATION PLEASE CONTACT OPTRUST

Member & Pensioner Services:
 416 681-6100 in Toronto
 1 800 637-0024 toll-free in Canada

General Information:
 416 681-6161 in Toronto
 1 800 906-7738 toll-free in Canada

Fax: 416 681-6175

E-mail: email@optrust.com

Website: www.optrust.com

Mail: OPSEU Pension Trust
 1 Adelaide Street East, Suite 1200
 Toronto, ON M5C 3A7



OPSEU Pension Trust Fiducie du régime de retraite du SEFPO

This **Fact Sheet** is intended as a summary description of the OPSEU Pension Plan. The Plan text contains numerous provisions not described here that may apply to you. In the event of any conflict between this Fact Sheet and the OPSEU Pension Plan text, the Plan text will govern.