



BCTF

British Columbia Teachers' Federation A Union of Professionals
100-550 West 6th Avenue, Vancouver, BC V5Z 4P2 bctf.ca
604-871-2283 1-800-663-9163 

April 23, 2018

The Teachers' Pension Plan (TPP) started a new era on January 1, 2018. This New Plan is a modernization of the TPP that increases the lifetime pension and brings equity for all plan members regardless of working as a TTOC, part-time, or full-time teacher. Based on actuarial information from the Teachers' Pension Plan that indicates a surplus, the Plan Partners (BCTF and provincial government) have decided to implement a series of further improvements. Although the surplus and improvements are pending formal confirmation with pension authorities in late August 2018, Partners have made the decision that the BCTF inform all Plan Members. The information was presented at the March 2018 Annual General Meeting and shared with other representative organizations (British Columbia Retired Teachers' Association (BCRTA), BC School Superintendents' Association (BCSSA), BC Principals and Vice-Principals' Association (BCPVPA), Plan Employer Partner, and the Teachers' Pension Board of Trustees (TPBT).

Information may also be found here: <https://tpp.pensionsbc.ca/web/teachers/board-communicue-march-19-2018>, and here: <http://bctf.ca/SalaryAndBenefits.aspx?id=4780>.

Starting May 2018, there will be eight regional Pension Information Outreach sessions explaining in detail these further improvements. Each session starts at 4:00 p.m. (unless otherwise noted) and is an hour long. The locations and dates are as follows:

May 7: Victoria, Richmond Elementary School—Gym 2780—Richmond Road

May 8: Dawson Creek, Dawson Creek Secondary Central Campus—Coyote Café 10701—10th Street

May 15: Cranbrook, College of the Rockies —room 250—2700 College Way

May 16: Prince George, Prince George Secondary—Vanier Hall**—2901 Griffiths Ave.

May 23: Kelowna, Hollywood Road Education Centre —Gym—1040 Hollywood Road

May 28: Langley, Langley Fine Arts School—Chief Sepass Theatre 9096—Trattle Street

June 11: Burnaby, Burnaby Central Secondary School—room A206—6011 Deer Lake Pkwy

June 12: Smithers, Smithers Secondary School—Della Herman Theatre—4408 Third Ave

**session to start at 5:00 p.m. to 6:00 p.m.

In addition to these session, we are developing support material that will be made available on our pension website (bctf.ca/SalaryAndBenefits.aspx?id=4780) to include:

- one-page summary
- presentation slides
- webcast of the presentation.

Summary of TPP changes starting 2018 and possible further improvements

TPP Features	Old Plan—service prior 2018	plus	New Plan—service starting 2018	or	New Plan—service starting 2018 if sufficient surplus and member active on January 1, 2019
Accrual rate (yearly pension build up rate)	1.51% of salary per year effectively due to a split rate. (1.3% x salary below \$54,900* + 2.0% salary above \$54,900*)		1.85% of any salary per year <ul style="list-style-type: none"> same accrual rate is applied regardless of TTOC, part-time, or full-time work. 		1.90% of any salary per year <ul style="list-style-type: none"> same accrual rate is applied regardless of TTOC, part-time, or full-time work.
Normal form (default calculation of pension payment)	Pension payment calculated as a Single Life Guaranteed Zero years for all service Guarantee options: -0 years -5 years -10 years -15 years		Pension payment calculated as a Single Life Guaranteed Zero years for all service Guarantee options: -0 years -5 years -10 years -15 years		Pension payment calculated as a Single Life Guaranteed Ten years for all service Guarantee options: -0 years -5 years -10 years -15 years
Early-retirement Reduction (for retirement earlier than 65)	The lesser of: <ul style="list-style-type: none"> 3% per year for every year under age 60 or 3% per year for every year your age plus Service is less than 90. 		4.5% per year for every year under age 61		4.5% per year for every year under age 61
Bridge benefit	TPP deductions pay for this mini pension and the basic lifetime pension. The Bridge is added to basic lifetime pension from retirement to age 65.		Any earned Bridge still paid out from retirement to age 65. TPP deductions originally paying for the Bridge is instead added to build a larger lifetime pension.		Any earned Bridge still paid out from retirement to age 65. TPP deductions originally paying for the Bridge is instead added to build a larger lifetime pension.
Pensionable Service	35 years maximum		Removed <ul style="list-style-type: none"> every day worked builds pension employment restriction removed. 		Removed <ul style="list-style-type: none"> every day worked builds pension employment restriction removed.
Long service recognition	None		35 years of Contributory Service results in an unreduced pension <ul style="list-style-type: none"> equity for TTOC, part-time, maternity and parental leaves. 		35 years of Contributory Service results in an unreduced pension <ul style="list-style-type: none"> equity for TTOC, part-time, maternity and parental leaves.
Highest Average Salary (HAS)	The average of your highest five years of annual salaries		The average of your highest five years of annual salaries		The average of your highest five years of annual salaries
Inflation Adjustment Account	Funds the Cost of Living Adjustments for retirees.		Funds the Cost of Living Adjustments for retirees.		Funds the Cost of Living Adjustments for retirees. Approximately 2% more funding to this account.

*Year’s Maximum Pensionable Earnings (YMPE)