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## TRANSITORY MEASURES WITH REGARD TO PROGRESSIVE RETIREMENT JUNE 10 DEADLINE FOR SUBMITTING AN APPLICATION TO THE EMPLOYER

Since our last newsletter on the RREGOP was published, some people seem surprised to have learned that certain transitory measures had been included in the agreement reached at the central bargaining table concerning people who were benefiting from progressive retirement agreements.

Indeed, these measures were not part of the agreement in principle that was negotiated in December 2015.

However, in the course of drafting the texts of the agreement reached at the central bargaining table, the Common Front representatives sought to add certain transitory measures to enable public sector employees to engage in a progressive retirement in line with the conditions currently stipulated in the RREGOP, namely, the ability to retire at 60 years old without any actuarial penalty and an actuarial penalty of 4% per year for early retirements (the preceding terms and conditions will be modified on July 1, 2019 and July 1, 2020, respectively).

Accordingly, anybody whose progressive retirement agreement is in effect within the 120 days following the tabling of the bill that modifies the RREGOP

(the latter was indeed tabled last May 11 in the National Assembly) will also be able to take advantage of the transitory measures, namely, the terms and conditions currently set out in the RREGOP regarding people who retire. Accordingly, anybody whose progressive retirement agreement **is in effect no later than September 8, 2016** will be able to take advantage of the transitory measures.

However, collective agreements in certain sectors stipulate that the application for progressive retirement must be received by the employer within a 90-day period before said agreement comes into effect (it should be noted that in some agreements, this delay might be even shorter). In these cases, **the application must thus be submitted in writing no later than June 10, 2016** in order to be covered by the transitory measures.

Several local employers have shown some flexibility over the past few days and have accepted to reduce this 90-day time frame between the point in time when the application is submitted and its effective date. Seeing as some employers might be less flexible, we wanted to advise you as soon as possible of the latest date upon which you can submit your application for a progressive retirement.