

Important message

to Plan members

December 2024



Impact of Plan contributions on your income tax returns

Your membership in the *Régime de retraite du personnel des CPE et des garderies privées conventionnées du Québec* (the “Plan”) has tax implications as some contributions are tax deductible and others are not. Moreover, every year a Pension Adjustment (PA) is declared and reduces your RRSP contribution margin for the subsequent year. The following summarizes the fiscal repercussions of your Plan contributions on your income tax returns.

Plan contributions

- Your Plan contributions (6.6% of your eligible earnings for 2024) are fully deductible from your taxable income. These contributions are shown in **Box 20 of your T4 slip** and **Box D of your Relevé 1**.
- Your employer’s contributions and their accrued interest are not taxable nor can they be deducted from your taxable income.
- Income taxes will be collected on the pension you will receive from the Plan upon your retirement.

The Pension Adjustment (PA)

- The PA represents the value, as estimated by Canada Revenue Agency (CRA) of the pension benefits accrued to you during the year. The PA is shown in **Box 52 of your T4 slip**.
- For year 2024, your PA is equal to **2.00** multiplied by your Plan contributions for the year. This factor and, as a result, your PA, are determined each year.
- The PA reduces your RRSP contribution margin for the following year. This means that the **2024 PA** will affect your RRSP contribution margin for the year **2025**.

Personalized annual statement

Next June, we will provide you with your personalized annual statement. This statement will reveal your accrued benefits in the Plan as at December 31, 2024.

In order to make sure you receive your statement and any other important communication issued by TELUS Health, we invite you to verify that your personal information is **accurate**.

If it has not already been done, we invite you to sign up for the secured “Personal Zone” of the *My Retirement* site at rrcpegq.hroffice.com. You will then be able to submit any address change by using the “Change Personal Information” tool.

Should you notice an error in your name, date of birth or gender, please advise your employer in order for them to update your payroll file.

Example of PA calculation

Mary paid \$2,000 in contributions in 2024. Her PA is determined by multiplying \$2,000 by **2.00**, for a total of \$4,000. Mary’s **2025** RRSP contribution margin will therefore be decreased by **\$4,000**.



Need help? Please do not hesitate to communicate with a representative of the Childcare Services Contact Centre by email at rrcpegq@telushealth.com or by phone at **1 844 880-9141**, Monday to Friday, 8 a.m. to 5 p.m. (Eastern Time).