

PENSION UPDATE

Voluntary Retirement Savings Plan

Background

As a means to increase workers' access to retirement savings plans, the Quebec government passed legislation creating a new workplace savings vehicle, the Voluntary Retirement Savings Plan (VRSP). Organizations with eligible employees in Quebec will soon be required to offer a retirement savings plan through the workplace.

Eligibility

Employers with an establishment in Quebec must offer either a registered pension plan, registered retirement savings plan, or a VRSP to Quebec-based employees with one-year of uninterrupted service. Employers with less than five eligible employees are not required to establish a VRSP.

Plan Details

Employers are not required to make contributions to the plan. They are responsible for making payroll deductions and enrolling eligible employees. However, employees may choose to opt out of the plan.

Deadlines

Organizations with 20 or more eligible employees (as at June 30, 2016) must offer a VRSP by December 31, 2016. Organizations with 10 to 19 eligible employees (as at June 30, 2017) must offer a VRSP by December 31, 2017. The deadline for organizations with 5 to 9 eligible employees has yet to be announced but will not be prior to January 1, 2018.

PROTEUS

INVESTMENT & GOVERNANCE SPECIALISTS

250 Ferrand Dr. Suite 303; Toronto, Ontario; M3C 3G8
T: (416) 421-3557 | F: (416) 421-1348 | E : pension@proteusperformance.com
www.proteusperformance.com