Planning Today for Tomorrow

A Guide for Members of Provincial Parliament (MPPs) in the 44th Parliament

Your Pension. Our Promise.

Contents

Looking for more information?
Watch for these icons. They tell you where to go for additional information.

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About this booklet

This booklet provides a high-level summary of the key features of the Public Service Pension Plan (PSPP) and the MPP Supplemental Plan (MPP SP). A complete description of this valuable benefit is contained in the legal documents that govern the Plan and the MPP SP (these can be viewed at the offices of the Ontario Pension Board (OPB). All reasonable steps have been taken to ensure that this booklet is accurate. However, if there is any difference between the information provided in this booklet and the official Plan and MPP SP documents, the official Plan and MPP SP documents will govern. Before making any decisions affecting your pension, please contact OPB to verify your rights, responsibilities and entitlements under the Plan and the MPP SP.

OPB 8071 (2025-11)

Planning today for tomorrow

Welcome to the Public Service Pension Plan

If you're reading this booklet, chances are you've joined — or are about to join — the Public Service Pension Plan (PSPP). If that's the case, congratulations! The PSPP is a first-rate defined benefit pension plan that offers many valuable features and a high degree of financial security.

How it works — in a nutshell

As a defined benefit pension plan, the PSPP calculates your pension based on a pre-set formula. That makes it possible to predict — with a fair degree of accuracy — how much pension you'll get, so it's easier for you to plan for your retirement. Your PSPP pension has a number of valuable features, such as:

- early unreduced retirement pension benefits
- automatic cost-of-living adjustments
- survivor benefits
- disability benefits

Add it all up and your PSPP pension is a very valuable benefit. When you retire, your monthly pension could be your single biggest source of retirement income.

As an active MPP and member of the PSPP after January 1, 2026, you will also participate in the MPP Supplemental Pension Plan (MPP SP), which provides supplemental pension benefits in addition to your regular PSPP pension.

The MPP SP's pension obligations are paid from the RCA Trust Fund administered by OPB. Please see the MPP Supplemental Plan section for additional details.

Making retirement a reality

Together with your personal savings and Canada Pension Plan (CPP) benefits, your pension can help make your retirement dreams come true. But you have a vital role to play — you need to plan.

That's where this booklet comes in. It will help you:

- better understand your pension plan
- maximize your pension benefit
- make informed decisions about your retirement

Annual Pension Statement

The amount you personally contribute to the PSPP each year is shown on your personalized Annual Pension Statement (APS), which is updated and mailed to you every spring. Starting in 2027, your APS provides a summary of other information regarding your pension.

Register for e-services at **OPB.ca**.

Administering your pension

The task of administering your PSPP and MPP SP benefits rests with the Ontario Pension Board (OPB), an organization established in 1990 under the Public Service Pension Act. As the Plan administrator, it's up to OPB to:

- pay pensions correctly and on time
- prudently invest and manage the Plan's assets
- deliver superior, cost-effective service
- protect and promote the interests of members, former members, retired members and other beneficiaries under the Plan
- meet applicable legislative requirements

To live up to this mandate, OPB has built a solid governance framework based on a well-defined operating structure, high professional standards, and a deep-seated culture of integrity and openness.

OPB itself is governed by a Board of Directors. The Board is made up of several highly qualified members. These members are appointed by the Plan Sponsor (the Ontario Government). Selections are based primarily on professional expertise.

At the end of the day, good governance is about protecting your pension — so it's there when you need it. For more information on governance, please see the following:

OPB.ca under Governance

Engaging in Good Governance

Securing the future

The pension fund — the pool of money used to pay your pension — is managed by professional money managers. These companies have years of experience and in-depth expertise.

That's good news for you. It means you don't have to spend time tracking the markets or worrying about investment decisions — it's all taken care of for you.

To help ensure the Plan's funding needs are met, money managers invest the pension fund's assets based on investment policies and procedures set out by OPB's Board of Directors and its Investment Committee.

PSPP quick facts
As of December 31, 2024, the PSPP had $34.1 billion in assets under management, 50,353 active members, 42,021 retired members, and 9,326 deferred members, making it one of Canada's largest pension plans.

Your plan at a glance

The basics	How it works
Enrolling in the Plan page 7	Membership is either mandatory or optional depending on, among other things, your age at the time of enrolment. Either way, your Human Resources Department should notify you if you are required or eligible to join.
Making contributions page 10	You and the Legislative Assembly of Ontario contribute to the PSPP. Your share of annual contributions as of January 1, 2026 is: • 8.3% of your annual salary up to the Year's Maximum Pensionable Earnings (YMPE) at $74,600 in 2026), plus • 11.5% of your annual salary above the YMPE Note: The MPP SP is non-contributory and is fully funded by the Government of Ontario.
Buying back or transferring credit page 8	You may qualify to buy pension credit or transfer it from another pension plan. Buying or transferring pension credit can help you: • build a bigger pension • qualify sooner for an unreduced pension
Vesting page 13	As you are an MPP during the 44th Parliament, you will vest in the Plan if you remain a sitting MPP when the 44th Parliament is dissolved. Once you have vested in the Plan, you are entitled to a pension benefit when you leave the Plan. If you cease to be a member of the Plan other than by death prior to the dissolution of the 44th Parliament, your pension benefits do not vest and you are entitled to a refund of your member contributions plus interest including any member buyback contributions. Please note that as discussed in the MPP Supplemental Plan section, different vesting rules apply to the MPP SP.

CPP integration

CPP integration refers to how the PSPP and CPP plans work together during your working years, early retirement, and after age 65. Your PSPP pension consists of:

- **the lifetime pension**, available from the date you retire for your lifetime, and
- if you retire early **an early retirement bridge benefit** that you will receive until the end of the month when you reach age 65.
- At age 65, the early retirement bridge benefit ends. For more information, refer to the booklet on **OPB.ca**, CPP Integration and Your PSPP Pension.

<table>
<tr><th>The basics</th><th colspan="2">How it works</th></tr>
<tr><td rowspan="4">Normal retirement

page 14</td><td colspan="2">Your normal retirement date is your 65th birthday. When you retire, you'll receive a pension that is payable for life (subject to small pension rules). The pension you earn is based on a pre-set formula.</td></tr>
<tr><td>Your average annual salary</td><td>Your PSPP pension benefits</td></tr>
<tr><td>Up to the average YMPE
(Fixedat $74,600 for 2026)</td><td>Your pension benefits are calculated using a set formula of 1.3% of your average annual salary up to the average YMPE, multiplied by your pension credit up to 35 years, plus 2% of your average annual salary up to the YMPE multiplied by your pension credit above 35 years.

If you retire early, the early retirement bridge benefit you receive up to age 65 is 0.7% of your average annual salary up to the average YMPE, multiplied by your pension credit up to 35 years.</td></tr>
<tr><td>Above the average YMPE</td><td>Your pension benefits are calculated using a set formula of 2% of your average annual salary above the average YMPE, multiplied by your pension credit.</td></tr>
<tr><td></td><td colspan="2">At age 65, the early retirement bridge benefit ends. The additional bridge benefit is intended to supplement your retirement income until age 65 when you are eligible for an unreduced CPP pension.

For more information about how your PSPP pension will be adjusted for CPP integration, please refer to our booklet CPP integration and Your PSPP Pension.

Your pension before age 65 (includes early retirement bridge benefit)
• MINUS early retirement bridge benefit (ends at age 65)
• EQUALS your annual PSPP lifetime pension</td></tr>
<tr><td>PSPP Early retirement

page 16</td><td colspan="2">The PSPP offers early retirement options. You can retire with an unreduced pension:
• as early as age 60, if you have at least 20 years of pension credit
• anytime, once your age plus pension credit add up to at least 90
If you don't qualify for early unreduced retirement, you can still retire as early as age 55, but your pension will be reduced (subject to small pension rules).

Please note that as discussed in the MPP Supplemental Plan section, you may be entitled to MPP SP benefits in addition to your PSPP pension.</td></tr>
</table>

<table>
<tr><th>The basics</th><th>How it works</th></tr>
<tr><td>Leaving the Plan
page 24</td><td>If you leave the Legislative Assembly of Ontario before you retire, your membership in the PSPP will end. If you have vested in the Plan:
If you already qualify for a pension, you can start receiving that pension immediately (subject to small pension rules).
If you don’t qualify for an immediate pension, you will likely be entitled to a deferred pension (subject to small pension rules).
You can start receiving an immediate reduced pension as early as age 55 (subject to small pension rules).
Depending on your age, you may also have the option to transfer the commuted value of your deferred pension to: a locked-in retirement savings plan; the registered pension plan of your new employer (if that plan will accept the transfer); or an insurance company to purchase a life annuity.
If small pension rules apply to you, you will be entitled to a lump-sum payment equal to the commuted value of your pension entitlement.
If you cease to be a member of the Plan other than by death prior to the dissolution of the 44th Parliament, your pension benefits do not vest and you are entitled to a refund of your member contributions plus interest including any member buyback contributions.

Please note that as discussed in the MPP Supplemental Plan section, different termination rules apply to the MPP SP.</td></tr>
<tr><td>Death
page 26</td><td>When you die, survivor benefits may be payable to your eligible spouse, eligible children, or other designated beneficiaries. The type and amount of benefit will depend on:
whether you die before or during retirement,
who is entitled to a benefit
whether you have pre-1987 or post-1986 credit.
Please note that as discussed in the MPP Supplemental Plan section, different rules apply to the MPP SP upon death.</td></tr>
<tr><td>MPP SP
page 12</td><td>MPPs are eligible to participate in the MPP SP, which provides supplemental pension benefits on top of the PSPP pension. This benefit is fully paid for by the Government of Ontario and is unique to MPPs. Supplemental benefits vest for an MPP who remains in office on the day the 44th parliament is dissolved, provided the MPP has 6 years of service as an MPP, and is enrolled as a regular PSPP member. Supplemental benefits top up PSPP benefits based on the following features:
3.0% benefit rate above the YMPE (compared to 2.0% for the PSPP)
2.3% benefit rate up to the YMPE (compared to 1.3% for the PSPP)
best consecutive 36 months of MPP SP membership (compared to 60 months for the PSPP)
2% early retirement annual reduction before age 65 (compared to 5% for the PSPP)</td></tr>
</table>

Small pensions

When you leave the plan (termination or retirement), if your pension is vested, your pension will qualify as a small pension if:

- your annual pension is equal to or less than 4% of the YMPE in the year of termination, or
- the commuted value of your pension entitlement is less than 20% of the YMPE.

If your vested pension is considered a small pension:

- you will receive a lump-sum payment from the Plan.

Enrolling in the plan

Who can join?

If you are an MPP under the age of 65, then membership in the PSPP is mandatory pursuant to the *MPP Pension and Compensation Act, 2025*. However, if you join a PSPP participating employer in the future, PSPP membership may be optional or mandatory depending on that employer.

Membership in the PSPP is optional for an MPP who is age 65 or above. While MPPs above that age have the right to opt out of PSPP membership, doing so means that they forego the very valuable benefits of membership, including:

- a guaranteed pension for life, and benefits for your survivors, for vested benefits in the PSPP, which are funded by tax-deductible contributions that are matched by the Legislative Assembly;
- additional guaranteed income for life with vested benefits under the MPP SP, which are fully funded by the government; and
- indexation for both PSPP pensions and MPP SP benefits.

The Legislative Assembly of Ontario should notify you if you are required or eligible to join. If you are unsure of your eligibility, contact us at 416-364-5035 or 1-800-668-6203 (toll-free).

If you're over 71

Under the ITA, you must stop contributing to the Plan as of November 30th in the year in which you turn 71 (the maximum pension age). As an MPP, you are eligible to join the PSPP after maximum pension age, but only for the purposes of completing a buyback to purchase PSPP pension credit for any service you have had as an MPP prior to reaching maximum pension age. Note that you will not be able to contribute or accrue credit in the PSPP for any period after maximum pension age. You will also not accrue any credit in the MPP SP.

Reinstating benefits

If you are rejoining the PSPP and have a deferred pension from your earlier period of PSPP membership, the related pension credit will be reinstated and combined with the pension credit from your new period of PSPP membership.

If you received a refund of excess contributions when you ended your earlier period of PSPP membership, you must pay back those contributions in order for your pension credit to be fully reinstated.

In most cases, reinstating benefits will help you build a bigger pension. It may also help you qualify earlier for an unreduced pension.

Transferring and buying pension credit when enrolling

When you join the PSPP, you may be able to:

- transfer pension credit from a pension plan that has a transfer agreement with the PSPP, or
- buy additional pension credit for an eligible period of past service.

Increasing your pension credit through a transfer or purchase can:

- result in a bigger pension benefit when you retire (or leave the Plan), and
- help you qualify for an unreduced pension earlier.

If you want to transfer or buy pension credit, you must meet strict time limits — as outlined in the chart below. If you do not meet the required time limits, you will not be permitted to complete the transfer. Buying back pension credit after the 24-month buyback window has closed would likely result in the cost being significantly higher, as credit is calculated at actuarial cost. Please note that the cost of buying pension credit increases over time.

> Please note that as discussed in the MPP Supplemental Plan section, it is not possible to transfer or buy credit in the MPP SP.

It may be possible to transfer supplementary benefits from a previous pension plan to the Retirement Compensation Arrangement (RCA). If you have benefits in an RCA or supplementary plan associated with your previous pension plan, please contact us for more information.

Transfer/buyback	Key deadlines
Prior MPP service You may purchase the period of your service as an MPP that occurred before January 1, 2026 at actuarial cost. You may also use the proceeds of your MPP defined contribution (DC) pension plan to fund this purchase.	• You do not need to submit an application to receive a buyback costing for prior MPP service. A costing will be provided to you by January 31, 2026. • This initial costing expires on June 5, 2026. If you miss that deadline you will have to re-apply and the cost may be higher.
Transfer pension credit into the PSPP under a Reciprocal Transfer Agreement (RTA) If you belonged to a pension plan that has an RTA with the PSPP, you may be able to transfer any pension credit you still have in that plan.	• You must start working for an employer that participates in the PSPP within three months of leaving your former employer. (Note: this time limit does not apply for transfers from the Government of Canada or under the National Public Service Pension Transfer Agreement.) • You must apply to transfer your credit within 12 months of joining the PSPP.
Buy pension credit for eligible periods of past service You may be able to buy pension credit in the PSPP for certain eligible periods of past employment.	• It's best to apply as soon as you can. That's because the cost of buying pension credit generally increases over time — sometimes significantly. • A 24-month costing window applies to most buyback types. Please note that applying to buy back pension credit within the 24-month costing window will generally result in a significantly lower cost. After the 24-month costing window closes, actuarial costing is used to calculate the buyback cost.

Transfer/buyback	Key deadlines
Eligible periods of service can include periods when you: • worked for an employer who contributed to the PSPP (regardless of whether you contributed), or • temporarily reduced your working hours under an arrangement agreed with the employer, or • belonged to a pension plan, but did not transfer pension credit into the PSPP, or • have a shortfall not previously purchased when you transferred pension credit into the PSPP through a reciprocal transfer agreement, or • lost a period of employment due to a legal strike, lockout, or a temporary layoff while working for an employer that contributes to the PSPP, or • took a leave of absence without pay An eligible period of service can also include service related to a lump-sum benefit you withdrew from the PSPP or the OPSEU Pension Plan.	• Actuarial costing generally results in a higher buyback cost. The actuarial costing method calculates an amount of money we would need to set aside today to fund the additional pension benefits you would be entitled to at retirement by buying back a certain amount of pension credit. For more details, refer to our booklet, Understanding Your Pension Credit.

Now that you're a member

If you've recently joined the Plan, now is the time to complete your beneficiary designations online through our secure e-services. It's also a good idea to explore your options for transferring pension credit into the PSPP from another pension plan or buying pension credit for an eligible period of past service. For details on transferring and buying pension credit, including the applicable deadlines and advantages, please read 'Transferring and buying pension credit' on page 7.

OPB.ca under Growing your pension

Transferring Pension Credit into the PSPP

Protecting your privacy

In addition to the information we collect from you and the Legislative Assembly of Ontario at enrolment, we will also require certain information throughout your membership. For example, each year the Legislative Assembly of Ontario must provide us with information on your salary, contributions, and employment status. Also, from time to time, you will be asked to complete various forms that provide OPB with information.

To protect your personal information, while balancing our need for information, OPB has a comprehensive privacy policy. This policy, which reflects best practices, is designed to meet or exceed the benchmarks set by the Canadian Standards Association and privacy legislation.

Protecting Your Personal Information

Contributing to your PSPP benefit

A contributory defined benefit plan

The PSPP is a “contributory defined benefit” plan. As such, you are required to make contributions to the PSPP. The Legislative Assembly of Ontario matches your regular contributions.

OPB regularly reviews our contribution rates to ensure that they are sufficient to fund future pension benefits. In 2025, the Plan Sponsor, the Government of Ontario, approved a contribution rate increase. Rates will change as of April 1, 2026.

As of October 1, 2025	As of April 1, 2026
8.3% of your salary up to the YMPE	**8.7%** of your salary up to the YMPE*
Plus	**Plus**
11.5% of your salary above the YMPE	**12.0%** of your salary above the YMPE*

Annual Salary
Annual salary means your regular salary. It does not include overtime pay, payments in lieu of benefits, or any other payments that are not part of your regular annual salary.

YMPE
The Year’s Maximum Pensionable Earnings (YMPE) is set by the Federal Government to determine contributions and benefits under the Canada Pension Plan (CPP).

How contributions work

Annually, you contribute:

- **8.3%** of your annual salary up to the Year’s Maximum Pensionable Earnings (YMPE), plus
- **11.5%** of your annual salary above the YMPE.

Contributions are deducted automatically from your pay each pay period.

In other words, **you** contribute:
- **$8.30** for every $100 you earn up to the YMPE, **plus**
- **$11.50** for every $100 you earn above the YMPE.

Contributions are deducted automatically from your pay each pay period.

Contributions while receiving LTIP benefits

You will continue to earn pension credit while you’re on LTIP; however, the amount of pension credit you earn and the responsibility for making contributions depends on: your employer, your position, your bargaining agent (in some cases), and when the disability occurred.

For more information on how LTIP affects your PSPP pension, please visit our website and visit [Changes in your life] in the Current Members section of our website.

Tax status of contributions

Keep in mind the following:

- The federal Income Tax Act (ITA) limits the amount you can contribute to a registered pension plan. This limit changes each year.
- Contributions up to the ITA limit are tax deductible. This means your taxable income will be reduced by the amount of these contributions.
- OPB will send you a tax receipt for all such contributions, as well as for any amounts paid to purchase past service.

When contributions end

You can continue to work and contribute to the pension plan after you turn 65. If you do, you will continue to build pension credit. Under the ITA, you must stop contributing to the Plan as of November 30th in the year in which you turn 71. As noted at 'If you're over age 71' at page 7, you may join the Plan after the end of the year in which you turn 71 for the purposes of buying back credit, but you cannot contribute or accrue pension credit. Your pension will not be paid until you vest following the dissolution of the 44th Parliament.

You can end your contributions to the PSPP at age 65, however we recommend you contact us to discuss your options before you choose to end your contributions to the PSPP.

MPP Supplemental Plan

The MPP Supplemental Plan (MPP SP) provides benefits in addition to your PSPP pension, in respect of service as an MPP on or after January 1, 2026, subject to eligibility requirements which are summarized in this section. The MPP SP forms part of the Retirement Compensation Arrangement (RCA), and MPP SP benefits are paid out of the RCA Trust Fund.

MPP SP benefits

For service as an MPP only, and subject to the vesting rules set out below, an MPP will receive a total combined benefit from the MPP Supplemental Plan, the RCA and the PSPP that is based on the following pension formula:

Above the YMPE

3%	**X multiplied by**	Pension credit for service as an MPP after January 1, 2026 (maximum 35 years)	**X multiplied by**	Average annual salary based on the MPP's best consecutive 36 months of membership in the MPP SP

Up to the YMPE

2.3%	**X multiplied by**	Pension credit for service as an MPP after January 1, 2026 (maximum 35 years)	**X multiplied by**	Average annual salary based on the MPP's best consecutive 36 months of membership in the MPP SP

Early retirement bridge benefit

An MPP who retires before age 65 will also receive an early retirement bridge benefit which terminates at age 65. The bridge benefit is calculated according to the following formula:

0.7%	**X multiplied by**	Pension credit for service as an MPP after January 1, 2026 (maximum 35 years)	**X multiplied by**	Average annual salary based on the MPP's best consecutive 36 months of membership in the MPP SP (up to the average YMPE)

MPP SP contributions

MPPs do not contribute to the MPP SP, which is fully funded by the Government of Ontario. MPPs contribute to the PSPP and RCA on salary as discussed in the Contributing to your PSPP benefit section.

Normal retirement

The normal retirement age for MPP SP benefits is 65.

Early retirement

MPP SP benefits are available on pension commencement as early as age 55. However, if you retire before age 65, your MPP SP benefits will be reduced. The reduction is 2% for each full year that your retirement date falls before your 65th birthday, plus a pro-rated percentage for any partial year.

Cost of living adjustment

Your MPP SP benefits will be increased in line with any annual increase to your PSPP pension.

Vesting

For an MPP in the 44th Parliament, MPP SP benefits vest on the date the 44th Parliament is dissolved or, if earlier, on death, provided in each case that the MPP has six years' service as an MPP. If an MPP does not meet these vesting requirements on termination of PSPP membership (e.g., if an MPP resigns before the 44th Parliament is dissolved) then that MPP's MPP SP benefits are forfeited.

Vested benefits on termination

If you terminate from the PSPP and you have vested benefits in the MPP SP, treatment of your MPP SP benefits depends on your chosen PSPP pension option:

- **Deferred pension**: if you elect a PSPP deferred pension, your MPP SP benefits will also be deferred and will start when your PSPP pension starts (but no earlier than at age 55).
- **Payment in cash less applicable taxes**: if you withdraw or transfer your PSPP pension, the commuted value of your MPP SP benefits will paid to you in cash less applicable taxes (unless transferred to another retirement compensation arrangement, which is discussed below).
- **Tax-sheltered transfer to another RCA**: It may be possible to transfer MPP SP benefits to another retirement compensation arrangement if you join another pension plan that has a retirement compensation arrangement and that plan accepts the transfer. Please contact us for more information.

Transfers and buybacks

Please note that it is not possible to buy back credit in the MPP SP or to transfer credit from another pension plan into the MPP SP.

Death benefits before retirement

The commuted value of any vested MPP SP benefits will be paid to the same recipient or recipients who receive the PSPP death benefits.

Death benefits after retirement

For vested MPP SP benefits, if a survivor pension is payable to an eligible spouse or other recipient on your death, the same form of survivor pension will be applied to your MPP SP benefits and payable to the same recipient or recipients.

Retirement

When you can retire

Deciding when to retire is an important decision — one that can affect the size of your monthly pension payments. The PSPP offers you a number of options, as outlined in the table below.

Please visit the MPP Supplemental Plan section for more information on the MPP SP retirement terms.

Retirement options	Description
Normal retirement	Your normal retirement date is your 65th birthday. You can continue your PSPP membership past age 65, but under the ITA you must start receiving your PSPP pension by the end of the year in which you turn 71. Please note that if you turn 71 during the 44th Parliament the start of your pension will be delayed until dissolution.
Unreduced early retirement	Not everyone wants to work until age 65. If you are an active contributing member and you meet the criteria outlined below, you can retire before your 65th birthday with an unreduced pension if you terminate your employment and: • 60/20 rule — If you are at least 60 years old and have at least 20 years of pension credit • Factor 90 — If your age plus pension credit add up to at least 90
Reduced early retirement	If you don't qualify for unreduced early retirement, you can still retire as early as age 55. Keep in mind, however, that your pension will be reduced to reflect the fact that you are starting it earlier and are therefore likely to collect it longer (see 'If you retire early' on page 16).
Late retirement	You can work past your normal retirement date. If you do, you can continue to contribute to the Plan and build pension credit, so that you receive a bigger pension when you do retire. If you continue to contribute and build pension credit, keep in mind that you must stop contributing to your pension by the end of the calendar year in which you turn 71.Your pension will not be paid until you vest following the dissolution of the 44th Parliament. You should also keep in mind that working and collecting a pension at the same time can affect how much pension you receive. For details see 'Rejoining the Plan after retirement' on page 20.

Your pension payments will start in the month following your retirement date. Pensions are usually paid on the 22nd of the month. For example, if you retire on June 3rd, your first pension payment would be on the 22nd of July.

You can view Pension pay dates and direct deposit on **OPB.ca**.

Use OPB's online calculator to see your retirement dates, create pension estimates, and see where your PSPP pension fits into your overall retirement picture. Log in to e-services to learn more.

How much you'll receive

Your pension is based on a formula that takes into account four key variables:

Log in to [e-services](#) and use OPB'S **online Pension Estimator** to see a breakdown of how we calculate your average annual salary.

1. **Your average annual salary** — This is the average of your annual salary for your best 60 consecutive months of current or prior Plan membership. If you have fewer than 60 consecutive months of membership at retirement, the average will be based on your full period of membership.

   Your average annual salary does not include any overtime pay, payments in lieu of benefits, or payments determined by OPB not to be part of your regular salary. If you transferred pension credit into the PSPP under a reciprocal transfer agreement, your prior period of membership in the other plan will be combined with your current period of PSPP membership to determine your average annual salary.

> Note: The MPP SP uses your best 36 consecutive months of MPP SP membership.

2. **Your pension credit** — This is the total number of years and months that you (or the Legislative Assembly of Ontario on your behalf) contributed to the PSPP. If at any time, you hold a regular part-time position for another PSPP employer, the pension credit you receive for that period will be pro-rated, based on the regular full-time hours for your position. The pension credit used to calculate your pension will include any credit you've purchased or transferred into the PSPP from another plan.

> Note: You will begin accruing credit in the MPP SP beginning January 1, 2026.

3. **CPP integration** — Your PSPP pension consists of:

- the lifetime pension, which is paid from the date you retire for your lifetime (from retirement to death), and
- if you retire early, an early retirement bridge benefit, which is paid from your retirement date until the end of the month when you reach age 65.
- The early retirement bridge benefit is intended to supplement your retirement income until you reach age 65 when you are eligible for an unreduced CPP pension. At age 65, the bridge benefit ends. For more information about how your pension will be adjusted for CPP integration, please refer to the booklet [CPP Integration and Your PSPP Pension](#).

4. **The average YMPE** – This is a three-year average of the YMPE. It is based on the YMPE in the year you retire (or the year your PSPP membership ends if you have a deferred pension) and the two immediately preceding years.

Here's how we calculate your early retirement bridge benefit

Early retirement bridge benefit **=** **equals** 0.7% of your average annual salary up to the average YMPE **x** **multiplied by** Your pension credit (up to 35 years)

Here's how we calculate your pension after age 65

Your pension before age 65 (includes early retirement bridge benefit) **−** **minus** Early retirement bridge benefit (ends at age 65) **=** **equals** Your pension after age 65 (lifetime pension)

If you retire early

If you retire early, your pension includes the early retirement bridge benefit **up to age 65**, even if you start collecting CPP benefits before age 65.

Early retirement reduction

If you retire before age 65, and you are at least 55 years of age, and do not qualify for an early unreduced pension, an early retirement reduction will be applied to your pension.

This reduction reflects the fact that you are starting your pension earlier and are, therefore, likely to collect it longer. The reduction is 5% for each full year that your retirement date falls before your 65th birthday, plus a pro-rated percentage for any partial year.

For example, if you retire at age 62.5 with 10 years of pension credit, your pension will be reduced by 12.5%. (You are retiring two and a half years before age 65, so 2.5 multiplied by 5% equals 12.5%).

Note: under the MPP SP, the reduction is 2% for each full year that your retirement date falls before your 65th birthday, plus a pro-rated percentage for any partial year.

When you decide to retire

As soon as you know when you want to retire, contact your Human Resources Department and also contact us directly. Your Human Resources department will ensure you receive the proper forms. To avoid any delay in the payment of your pension, your forms must be submitted to OPB at least three months before your retirement date.

Are you retiring? Don’t forget to tell the Legislative Assembly of Ontario!

Adding up the numbers

The following examples show the pension formula and the impact of early retirement reductions.

Example 1 – Normal retirement age at 65

Member Details:

- Age: 65
- Average annual salary: $157,350
- Pension credit: 10 years of service as an MPP from January 1, 2026
- Average YMPE: $71,466.67

Scenario	Calculation	Totals
Total MPP Pension	3.0% multiplied by $157,350 multiplied by 10 years **MINUS early retirement bridge benefit:** (0.7% multiplied by $71,466.67) multiplied by 10 years	$47,205.00 $5,002.67
	TOTAL ANNUAL LIFETIME PENSION	**$42,202.33**

Annual MPP pension consists of:

Pension Payable from the PSPP	2.0% multiplied by $157,350 multiplied by 10 years **MINUS early retirement bridge benefit:** (0.7% multiplied by $71,466.67) multiplied by 10 years	$31,470.00 $5,002.67 **$26,467.33**
Pension Payable from the MPP SP	**Total MPP pension** MINUS Pension payable from the PSPP	**$15,735.00**

Example 2 - Early reduced pension at 55

Member Details:

- Age: 55
- Average annual salary: $225,325
- Pension credit: 10 years of service as an MPP from January 1, 2026
- Average YMPE: $71,466.67

Scenario	Calculation	Totals
Total MPP Pension Before Age 65	3.0% multiplied by $225,325 multiplied by 10 years **MINUS MPP SP early retirement reduction:** (65-55) multiplied by 2% multiplied by $67,597.50	$67,597.50 $13,519.50
	TOTAL ANNUAL LIFETIME PENSION	**$54,078.00**

Annual MPP pension before age 65 consists of:

Pension Payable from the PSPP	2.0% multiplied by $225,325 multiplied by 10 years **MINUS PSPP early retirement reduction:** (65-55) multiplied by 5% multiplied by $45,065.00	$45,065.00 $22,532.50 **$22,532.50**
Pension Payable from the MPP SP	**Total MPP pension** MINUS Pension payable from the PSPP	**$31,545.50**

Scenario	Calculation	Totals
Total MPP Pension After Age 65	3.0% multiplied by $225,325 multiplied by 10 years **MINUS early retirement bridge benefit:** (0.7% multiplied by $71,466.67) multiplied by 10 years **MINUS MPP SP early retirement reduction:** (65-55) multiplied by 2% multiplied by ($67,597.50-$5,002.67)	$67,597.50 $5,002.67 $12,518.97
	TOTAL ANNUAL LIFETIME PENSION	**$50,075.87**

Annual pension after 65 consists of:

Pension Payable from the PSPP	2.0% multiplied by $225,325 multiplied by 10 years **MINUS early retirement bridge benefit:** (0.7% multiplied by $71,466.67) multiplied by 10 years **MINUS PSPP early retirement reduction:** (65-55) multiplied by 5% multiplied by ($45,065-$5,002.67)	$45,065.00 $5,002.67 $20,031.17 **$20,031.17**
Pension Payable from the MPP SP	**Total MPP pension** MINUS Pension payable from the PSPP	**$30,044.70**

Example 3 - Early unreduced pension at age 60 (60/20 EURD)

Member Details:

- Age: 60
- Average annual salary: $157,350
- Pension credit: 20 years of service as an MPP from January 1, 2026
- Average YMPE: $71,466.67

Scenario	Calculation	Totals
Total MPP Pension Before Age 60	3.0% multiplied by $157,350 multiplied by 20 years	$94,410.00
	MINUS MPP SP early retirement reduction: (65-60) multiplied by 2% multiplied by $94,410.00	$9,441.00
	TOTAL ANNUAL LIFETIME PENSION	**$84,969.00**

Annual MPP pension before age 65 consists of:

Pension Payable from the PSPP	2.0% multiplied by $157,350 multiplied by 20 years	$62,940.00
Pension Payable from the MPP SP	**Total MPP pension** MINUS Pension payable from the PSPP	**$22,029.00**

Scenario	Calculation	Totals
Total MPP Pension After Age 65	3.0% multiplied by $157,350 multiplied by 20 years	$94,410.00
	MINUS early retirement bridge benefit: (0.7% multiplied by $71,466.67) multiplied by 20 years	$10,005.33
	MINUS MPP SP early retirement reduction: (65-55) multiplied by 2% multiplied by ($94,410-$10,005.33)	$16,880.93
	TOTAL ANNUAL LIFETIME PENSION	**$67,523.73**

Annual MPP pension after 65 consists of:

Pension Payable from the PSPP	2.0% multiplied by $157,350 multiplied by 20 years **MINUS early retirement bridge benefit:** (0.7% multiplied by $71,466.67) multiplied by 20 years	$62,940.00 $10,005.33 **$52,934.67**
Pension Payable from the MPP SP	**Total MPP pension** MINUS Pension payable from the PSPP	**$14,589.07**

Cost-of-living adjustments

Your pension will receive annual cost-of-living adjustments — a valuable feature that protects the buying power of your pension.

Once you start receiving your pension, it will be increased on January 1st of each year. This adjustment will be based on any increase in the Consumer Price Index (CPI), up to a maximum annual increase of 8% per year. If the CPI increases more than 8% in a year, the difference will be carried forward into a future year when the increase would otherwise be less than 8%. Should the CPI decrease (i.e., be a negative number), your pension will remain unchanged. Your MPP SP pension will receive the same cost of living adjustment as your PSPP pension.

The impact of inflation

The rising cost-of-living can have a significant impact on the buying power of your pension. For example, an annual inflation rate of just 2.5% a year will shave almost 40% off the buying power of your pension in 20 years.

Impact of an annual inflation rate of 2.5% on a $36,000 annual income

	Buying power of annual income	Decrease in annual buying power
After 10 years	$28,000	22%
After 20 years	$22,000	39%
After 28 years	$18,000	50%

Keep in mind the following points:

- Your first cost-of-living adjustment will be applied on January 1st following the year you start receiving your pension.
- If your pension commenced part-way through the year (i.e., after January 31st), your first cost-of-living adjustment will be pro-rated — to reflect the fact that you were retired for only part of the year. For example, if you retire on June 30th (halfway through the year), you'll receive half of the increase for that year.
- If you end your membership in the PSPP and take a deferred pension, cost-of-living adjustments will be applied to that pension – even during the period before you start collecting it. (A deferred pension is a pension that is payable at some point in the future).
- At age 65, the early retirement bridge benefit ends. If you started your pension before age 65, the cost-of-living percentage increases that accumulated between retirement and age 65 will be reapplied to your pension amount after age 65.

Retirement Compensation Arrangement

The Retirement Compensation Arrangement (RCA) provides supplementary benefits for those members whose average annual salary at retirement exceeds the maximum allowed under the federal Income Tax Act (ITA). In 2025, the average annual salary corresponding to the ITA benefit limit is $221,624.33 a year. For more information about the RCA please refer to **OPB.ca**.

The MPP SP also forms part of the RCA. All active MPPs who are PSPP members after January 1, 2026 will participate in the MPP SP, which provides supplemental pension benefits in addition to your regular PSPP pension.

Rejoining the Plan after retirement

If you return to work and rejoin the PSPP after you've retired:

- your PSPP pension will stop,
- you will resume making contributions and building pension credit, and
- you will be required to pay back any pension payments you receive for the month in which you return to work.

Working while receiving your pension

When you subsequently end your employment, your pension will be recalculated taking into account the new pension credit you earn after your return to work.

If, after you start your pension, you become or continue to be employed or engaged in any capacity by an employer who participates in the PSPP and you do not rejoin the PSPP, your pension may be clawed back. Your combined employment and pension earnings in any calendar quarter cannot be greater than three times your salary in the month immediately before retirement. If they exceed this maximum, your pension payment will be reduced by the excess amount.

Note that if you work for a PSPP employer after you reach the maximum pension age (end of the calendar year in which you turn 71), your pension will **not** be clawed back.

Relationship breakdown

Your pension is a family asset. In other words, if you and your legally married spouse end your relationship, the pension you built during your relationship will be taken into account when your family assets are divided. Your spouse may be entitled to up to 50% of the value of the pension you accrued during your relationship. Note: Common-law spouses may agree to a pension division, but they do not have the same property division rights.

However, that doesn't necessarily mean your former spouse will get half of your pension when you retire. Under Ontario's Family Law Act, you and your former spouse may work out a separation or divorce agreement that divides your **total** assets, rather than **individual** assets (such as your pension). Such an agreement could allow you to keep all of your PSPP benefits, in exchange for other assets of equal value.

Any agreement with your former spouse — including court orders — must comply with the law and be compatible with the provisions of the PSPP. It is recommended that you give OPB a copy of any agreement or court order as soon as possible to determine if it can be administered as written.

If you experience a relationship breakdown at any point during your PSPP membership, please read our brochure, 'Dividing Pensions.' Please notify OPB of this change by completing an OPB 1061 – Member/Former Member Information Change form or logging into your e-services account and updating your marital status online. For more information visit Separation or Divorce on **OPB.ca**. Below are highlights of the new rules.

The *Family Law Act* and *Pension Benefits Act*

The rules under the Family Law Act and Pension Benefits Act on how pensions are valued and divided upon spousal relationship breakdown changed on January 1, 2012. The rules apply to agreements signed and dated on or after January 1, 2012. Note that division of your pension is NOT mandatory under either set of rules. Below are highlights of the current rules.

The rules for agreements signed on or after January 1, 2012

- Valuation of pension assets on the breakdown of a spousal relationship will be calculated by the plan administrator. For the PSPP, OPB is responsible for providing this value which will be done according to the formulas set out in the regulations. OPB will provide the value within 60 days after a complete application has been received.
- If you are or were legally married, either you or your spouse or former spouse may make an application to OPB for a Statement of Family Law Value, which provides the value of your PSPP pension available for division. If you were in a common law relationship, only the PSPP member, former member or retired member can apply for the statement.
- The maximum amount that can be transferred to your former spouse is 50% of the Family Law Value, which is based on the amount of your pension accumulated during the period of your spousal relationship.
- The decision to divide your pension under the PSPP must be confirmed through a court order, family arbitration award or domestic contract.
- If you were a member or former member (deferred) when you and your former spouse separated, and you and your former spouse decide to divide your pension, your former spouse is entitled to an immediate lump-sum payment of up to 50% of the Family Law Value. This amount may be transferred to another pension plan (if the other plan is willing to accept the transfer) or to a locked-in savings plan (e.g., Life Income Fund [LIF] or Locked-In Retirement Account [LIRA]).

If you were a retired member when you and your former spouse separated, and you and your former spouse decide to divide your pension in pay, your former spouse is entitled to a portion of your pension of up to, 50% of the Family Law Value. This amount is payable to your former spouse from the PSPP in monthly amounts/payments.

The **old rules will continue to apply to agreements signed and dated before January 1, 2012**. Please note that the old rules do not allow the immediate lump-sum payment option to former spouses. Information on the old rules is available on **OPB.ca**.

For more information you may visit the Financial Services Regulatory Authority of Ontario (FSRAO) website at FSRAO.ca or contact your family law lawyer. We are here to help you understand your PSPP pension entitlements. Please contact OPB if your spousal relationship ends, or if you have any questions on how this change may affect your PSPP pension.

Please note: a vested MPP SP benefit will be included in a Family Law Value calculation, but an unvested MPP SP benefit will not be divided as part of any Family Law Value calculation.

If you become disabled

If you become totally and permanently disabled before age 65 and have 10 or more years of PSPP membership and/or pension credit, you may qualify for a disability pension from the PSPP. If you have less than 10 years of PSPP membership and/or pension credit, you may qualify for a disability refund. Contact us for details.

Totally and permanently disabled means you have a physical or mental disability that:

- prevents you from doing any job for which you're reasonably suited based on your education, training or experience, and
- can reasonably be expected to last for your lifetime.

You must apply for a disability pension. When you apply, we will assess whether you qualify as totally and permanently disabled. If your application for a disability pension is approved, you must end your employment and PSPP membership before your disability payments can begin.

Your disability pension will be an unreduced monthly pension based on your salary and pension credit as of the date of your disability. A disability pension is payable until you turn 65 or recover, whichever comes first. If you turn 65 while receiving a disability pension, your disability payments will stop and your regular pension will begin.

While you are receiving disability payments, OPB may check in with you from time to time to review your health status. If we determine that you no longer qualify as totally and permanently disabled, your disability payments will stop; however, you will be entitled to a termination benefit.

Vesting rules

Under transitional rules in place for MPPs in the 44th Parliament, in order to vest in the PSPP, you must still be an MPP on the date the 44th Parliament is dissolved. In the case of pre-retirement death while still serving as an MPP, your survivor, beneficiary or estate will receive PSPP death benefits.

For the purposes of vesting, current MPPs who are already, or will reach, maximum pension age before vesting in the PSPP will be able to delay retirement until the end of the 44th Parliament.

Please note that, as discussed in the MPP Supplemental Plan section, different vesting rules apply to the MPP SP.

Leaving the plan

If your PSPP benefits are vested

If you leave the PSPP before you retire and your PSPP benefits are vested, you have a number of options.

Termination options

If you leave your job and are no longer eligible to participate in the PSPP, your membership in the Plan will end. You will have several options to select from.

If you are terminating your membership in the PSPP, please contact OPB to discuss your options. The type of termination benefit that is payable to you will depend on a variety of factors.

Deferred pension

You will be entitled to a deferred pension when you leave the plan, provided your pension has vested, and you leave your pension credit in the Plan when you end your membership (subject to small pension rules — see page 6 for details). You can start collecting a deferred pension as early as age 55. However, it will be reduced to reflect the fact that you are starting it early and, therefore, are likely to collect it longer. At age 65, it will then be adjusted for integration with CPP (refer to the formula on page 15) and the **early retirement bridge benefit** will end.

If you are under age 55, you can (subject to ITA limits) transfer the commuted value of your deferred pension to:

- a locked-in retirement account (LIRA),
- a life income fund (LIF),
- the registered pension plan of your new employer (if that plan will accept the transfer), or
- an insurance company to purchase a life annuity.

Excess contributions

1. For member contributions in respect of any post-1986 credit, where the employer paid their share, any excess of those contributions plus interest over 50% of the commuted value of the pension in respect of that post-1986 credit is payable to the member in taxable cash or to the member's non-locked-in RRSP (subject to the ITA prescribed limit).

2. For member contributions in respect of any credit (whether pre-1987 or post-1986), where the member paid the entire amount (i.e., the employer's as well as their own share), any excess of those contributions plus interest over the commuted value of the pension in respect of that credit, is payable to the member in taxable cash or to the member's non-locked-in RRSP (subject to the ITA prescribed limit).

The deferred pension advantage

The deferred pension option is a valuable one. Here's why:

- Once you start collecting a deferred pension, it's payable for life.
- A deferred pension includes valuable survivor benefits – so it can help protect those you love after you're gone.
- A deferred pension receives automatic cost-of-living adjustments before and after you start collecting that pension.
- You don't have to worry about tracking the markets or making investment decisions.

In other words — worry-free financial security in retirement.

Transfers to other plans

If you join another pension plan after you leave the PSPP, you may be able to transfer your pension entitlement to that new plan. A transfer may be possible if:

- the plan has a reciprocal transfer agreement with the PSPP and you meet the time limits, or
- you are under age 55 and the plan agrees to accept the transfer of the commuted value of your pension.

Transferring pension credit will help you build a bigger pension and may help you qualify for an unreduced pension earlier.

For details on transferring pension credit out of the PSPP and a list of plans that have transfer agreements with the PSPP, visit **OPB.ca**.

OPB.ca under Leaving the PSPP before retirement

Transferring Pension Credit Out of the PSPP

What is the commuted value?
The commuted value is basically a dollar value that is placed on your pension. In simple terms, it's equal to the amount of money we would have to set aside today to pay your pension at retirement (based on the pension credit you have earned to date and using a calculation method approved by the Canadian Institute of Actuaries).

By law, this money is 'locked in'. In other words, it must be used to provide you with an income stream in retirement. You can't, for example, take it as a lump-sum cash payment and use it to buy a new car or pay off your mortgage (unless the small pension rules apply).

Ending your membership while still employed

If you are an optional member (after age 65 membership is optional, see page 7), you can end your membership in the PSPP and continue to work. If you are considering terminating your membership in the PSPP, please contact us to discuss your options.

Shortened life expectancy

If you are ill and not expected to live longer than 24 months, you can end your membership in the PSPP and withdraw the commuted value of your pension. This amount will not be locked in. In other words, it will be yours to spend however you wish.

To receive the commuted value of your pension, you must submit a written request to us along with supporting medical evidence. In addition, your eligible spouse must sign a form waiving their right to survivor benefits.

If your PSPP benefits are not vested

If you cease to be a member of the Plan other than by death prior to the dissolution of the 44th Parliament, your pension benefits do not vest and you are entitled to a refund of your member contributions plus interest including any member buyback contributions.

Please note that as mentioned in the MPP Supplemental Plan section, different termination rules apply to the MPP SP.

Protecting your survivors

Your pension isn't just about you

It's also about those people who depend on you. That's why the PSPP includes important provisions designed to protect your loved ones after you die. The survivor benefits that are payable will depend on a number of factors, including whether you die before or after retirement, whether you have an eligible spouse, and whether you have any eligible children.

Death before retirement

If you die before retirement, the type and amount of survivor benefits payable will depend on, among other things, whether you have pre-1987 or post-1986 pension credit. Refer to the chart below for more details.

Survivor benefits will be paid as follows:

For benefits based on pension credit accrued before January 1, 1987	For benefits based on pension credit accrued since December 31, 1986
• Your eligible spouse will receive an immediate survivor pension equal to 50% of your pension, or a one-time lump-sum payment equal to your pre-1987 contributions, with interest. • **If you do not have an eligible spouse**, your eligible child[ren] will receive the above survivor pension, or a one-time lump-sum payment (divided among them equally) equal to your pre- 1987 contributions, with interest. • **If your children are under 18**, the benefit will be paid "in trust" and/or to the courts, until they turn 18. • **If you do not have an eligible child(ren)**, your designated beneficiar(ies) will receive a one-time lump-sum payment equal to your pre-1987 contributions, with interest. • **If you do not have a designated beneficiar(ies)**, the above one-time lump-sum payment will go to your estate. If you die before age 65, we'll apply the adjustment for CPP integration to your pension before we calculate your survivor benefits. **Important: Members who have less than 10 years of PSPP membership/pension credit, including periods prior to 1987, should contact us for additional information regarding their pension benefits.**	• Your eligible spouse is entitled to an immediate PSPP pension (the default option), or your spouse can choose a deferred PSPP pension, or a one-time lump-sum payment equal to the commuted value of your pension. • **If you do not have an eligible spouse**, your eligible child(ren) will receive a survivor pension equal to 50% of your lifetime pension related to your post-1986 pension credit until the child(ren) ceases to be eligible. • **If you do not have an eligible child(ren)**, your designated beneficiary will receive a lump-sum payment equal to the commuted value (CV) of your post-1986 accrued pension • **If you do not have a designated beneficiary**, your estate will receive the above lump-sum payment. • Excess contributions, if any, will be paid to your estate.

Death after retirement

If you have an eligible spouse when you start your pension, that spouse will be entitled to a survivor pension. This pension will be paid to your spouse each month (starting the month after you die) and will continue for as long as your spouse lives.

The pension paid to your spouse will be equal to a percentage of your pension. If you die before age 65, the early retirement bridge benefit is not payable to your survivor and we'll apply the adjustment for CPP integration to your pension before we calculate your survivor benefits (page 15 for details on CPP integration).

Ontario's *Pension Benefits Act* **requires that the Public Service Pension Plan (PSPP) provide your eligible spouse with a lifetime pension after you die of at least 60% of your pension.**

- To offset the cost of providing a survivor pension to your spouse after your death, your pension will be actuarially reduced. This reduction is permanent. In other words, the reduction will not be reversed if your spouse dies first. You and your spouse can choose to waive your joint and survivor pension to 50% and the pension you receive will not be actuarially reduced. The no-cost 50% survivor pension option is not available if your spouse at retirement is not the same spouse you had at termination.
- To elect the 50% or 0% survivor pension, you and your spouse must sign and date a Waiver of Joint and Survivor Pension during the 12-month period before your pension starts. This is because your spouse is agreeing to accept a pension that is less than the 60% survivor pension they are legally entitled to. There is no change to your pension for this option.
- To elect a 65%, 70% or 75% survivor pension, you must submit an OPB 1006 – Increased Survivor Pension Application at least two years before your pension starts. If you submit the application in the two years leading up to the start of your pension, it will be accepted only if OPB is satisfied that you are in good health. Your pension will be actuarially reduced.

When your eligible spouse dies, the pension is paid to your eligible children. If you do not have an eligible spouse when you die (or your spouse has waived the entire survivor pension), your death benefits will be paid out as follows:

- The survivor pension will be paid to your eligible children. If you have more than one child, the benefit will be divided among them equally. Upon termination from the PSPP, you will be eligible for Former Group Insurance Benefits for life, administered by the Office of the Legislative Assembly, if you have a minimum of 5 years of service. If you are eligible, benefits will continue for your eligible dependents. OPB does not administer your post-retirement insured benefits.
- If you do not have any eligible children, the residual benefit (if any) will be paid to your designated beneficiary. The residual benefit will equal your total PSPP contributions (plus interest), less the total pension payments paid to you and your survivors.
- If you do not have a designated beneficiary your residual benefit (if any) will be paid to your estate.

Keep in mind that you cannot change or cancel your survivor pension option once you start receiving your pension.

Please see the MPP Supplemental Plan section for information about death benefits in the MPP SP.

New spousal relationships

If you marry or enter a common-law relationship after your pension starts, you can apply for a survivor pension for your new spouse — but only if you do not already have a spouse or child who is entitled to a survivor pension when you die.

To apply for this option, you must advise OPB in writing within 90 days of the later of:

- establishing a spousal relationship, or
- your children no longer qualify for a survivor pension.

If you notify OPB after the 90-day window the survivor pension will be approved only if OPB is satisfied that you are in good health for your age.

Waiving survivor benefits

Your spouse can waive their right to certain survivor benefits — in other words, choose not to receive certain survivor benefits.

- To waive the post-1986 survivor benefit that's payable if you die before retirement, your spouse must sign and submit a Waiver of Pre-Retirement Death Benefit before you die.
- To waive the survivor pension that's paid if you die after retirement, you and your spouse must submit a signed and dated Waiver of Joint and Survivor Pension during the 12-month period before your pension starts.

It is recommended that your spouse seek independent legal advice before waiving their right to survivor benefits.

To cancel a waiver, you or your spouse must notify OPB in writing. A waiver cannot be cancelled once you start receiving your pension, or after you die, whichever comes first.

Naming and changing your beneficiaries online
Log in to OPB's e-services to name and update your beneficiaries online. You can make changes as often as you need. Contact us if you have any questions about beneficiaries to your PSPP pension.

Establishing eligibility

Definition of spouse — A spouse is a person to/with whom you:

- are married or
- have been continuously living in a common-law relationship for at least three years, or
- have been living in a common-law relationship of some permanence and you are the parents of a child.

Eligible spouse — If you die before retirement

For your spouse to be eligible to receive a survivor pension for pre-1987 pension credit, you and your spouse must not be living separate and apart when you terminate PSPP membership and on your death.

For your spouse to be eligible to receive a survivor pension for post-1986 pension credit, you and your spouse must not be living separate and apart on your death.

Eligible spouse — If you die after retirement

For your spouse to be eligible to receive a survivor benefit, you and your spouse must not have been living separate and apart when your pension started. Please note that different rules apply for post-retirement marriages (see 'New Spousal relationships' on page 28).

Eligible children

- under age 18, or
  - 18 or older and in continuous, full-time attendance at:
    - secondary school, or
    - post-secondary school (immediately following secondary school, for a maximum of five years), or
- 18 or older and a disabled dependant, subject to OPB approval. Contact us for details.

Planning for your retirement

Retirement requires careful planning

It's easy enough to dream about a financially secure retirement. Making it happen is another thing. It requires careful planning. After all, the last thing you want is to run short of money in retirement.

The good news is you're one of the working Canadians who belong to an employer-based pension plan. Even better, you belong to the PSPP – a first-rate defined benefit pension plan that can provide you with a real head start down the road to a financially secure retirement.

If you're a long-service member, your PSPP pension may provide the lion's share of your retirement income. As good as your PSPP pension plan is, and it's one of the best, it's not designed to meet all of your retirement income needs, particularly if you join the Plan late in your career or work part time. Personal savings and government programs can help make up the shortfall.

Personal savings

In Canada, we have two basic kinds of personal savings: registered and non-registered.

- **Registered savings** – These are savings held in a tax-deferred savings vehicle that has been registered with the Canada Revenue Agency. Generally speaking, you don't pay tax on your registered savings until the money is withdrawn or paid out. The most common form of registered savings is the Registered Retirement Savings Plan (RRSP).
- **Non-registered savings** – These include all other forms of savings and investments. For many people, that means the family home. But non-registered savings can also include savings in bank accounts, stocks, bonds, annuities, collectibles (such as art), and even some life insurance policies.

Government programs

Government programs include the Canada/Quebec Pension Plan (CPP/QPP) and Old Age Security (OAS).

Canada.ca

1-800-277-9914

How much is enough?

It's likely that many of your current expenses will be less once you stop working. For example, you probably won't need to spend as much on things like work clothes, commuting and other work expenses. And, you won't need to save for retirement anymore.

That said, some new costs could surface. You may decide to travel more or take up new hobbies. Your health care and dental costs could also go up as you get older. And you may want to hire people to look after some of the household chores.

It's a lot to think about. To help you plan for retirement, you may want to sit down and draw up a budget of your anticipated retirement expenses. OPB offers personal one-on-one planning sessions where you can assess your financial needs. A one-on-one session with a Client Service Advisor is available to you at no cost and can take place in person or over the phone. To learn more about how you can utilize this service please consult the Special Edition *Portfolio* newsletter.

OPB's online calculators
As a member of the PSPP you have access to valuable **online financial tools**, such as OPB's **Pension Estimator** and **Retirement Planner**, available in OPB's secure online e-services.

The **Retirement Planner** takes retirement planning to a new level – you create a customized and comprehensive snapshot of your overall retirement picture. The Retirement Planner lets you create different financial scenarios, investigate potential tax savings when splitting your retirement income with your spouse, and includes an Expense Worksheet that helps you calculate your retirement income needs to find out – **are you are saving enough?**

Register today for OPB's e-services so that you can start using these financial tools right away!

e-services

Once you are enrolled in the PSPP, you will be able to access e-services — our secure online member portal — to review your personal information and pension beneficiary designations. In 2027, you will also be able to see your Annual Pension Statement (APS).

To sign up for e-services, please visit OPB.ca and click on 'Login' at the top-right corner of your screen. Then, click 'Member Registration' and follow the steps to create your account.

Important: you will require your OPB client ID to register for e-services. OPB will include your client ID in your welcome package delivered in January.

Once registered, you can sign up for e-alerts for updates about new tools and services and other important information from OPB. Take advantage of OPB's online calculators, the Pension Estimator, and Retirement Planner to assist you with your retirement income planning. The Pension Estimator will use your employment information to create customized estimates for you. You can update your beneficiaries and your personal information, and view your earliest unreduced retirement date and APS online.

Please note: the e-services pension estimator will only provide estimates for your PSPP pension and not your MPP supplemental benefit. Pension estimates including your MPP SP benefit can be provided as requested.

Staying in touch

We're committed to keeping you informed

Your pension is an important part of your future. That's why we are committed to keeping you informed.

Once we've processed your enrolment, we'll send you a welcome package with information about the Plan and the resources available to you

But that's just the start. Each year, we'll send you a personalized pension statement estimating your current and projected pension. We'll also include information detailing the Plan's financial position.

We encourage you to use the information that's made available to you. After all, learning about your pension today will help you plan for a more secure tomorrow.

Have a question about your pension? Beginning in January 2026, a dedicated MPP phone number will be shared that can be used to speak directly with OPB should you have any questions about your new PSPP pension.

For now, here are a few easy ways to reach us.

Reach us	Contact information
By telephone	416-601-3330 or toll-free at 1-844-350-3827 (Canada and USA). We are available Monday through Friday, 8 a.m. to 5 p.m.
By email	**mpp.inquiry@opb.ca** Email messages are not considered secure. So, please do not include any confidential information (e.g., bank account number, social insurance number).
Visit our website	**OPB.ca** Our site includes a range of information, including a plan description, informative articles, forms and e-services.
Write to us	**Ontario Pension Board** 200 King St. West, Suite 2200 Toronto ON M5H 3X6
Send us a fax	**416-364-7578**

If you email, fax or write us, please be sure to include your full name, OPB client number, address and a phone number where we can reach you.

Documents related to our accessible client services are available upon request. Please contact us to discuss receiving the information in this booklet in an alternative format.