

## Frequently Asked Questions About the BC College Pension Plan (BCCPP) for Sessional Instructors:

### General Information

1. **What is a defined benefit plan, and how does it work?**
  - A defined benefit plan, like the BC College Pension Plan (BCCPP), provides you with a lifetime monthly pension upon retirement. The pension amount is determined by a set formula that considers your highest average salary and your years of service. This guarantees a predictable income for life, regardless of investment returns.
2. **How much do I need to contribute to the BC College Pension Plan?**
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- If you are working for two employers participating in the plan, you must tell both employers you are contributing to the plan through two positions.
- 9. What is considered a full time equivalent for the BC College Pension Plan?**
- 15 contact hours per semester is considered equivalent to full time service for the purposes of the BC College Pension Plan.
- 10. What happens to my contributions if I leave my job before retirement?**
- If you leave your job before retirement, you can leave your contributions in the plan for a future pension or take the commuted value as a lump-sum payment. You may also transfer your pension to another participating employer or a different pension plan if there are reciprocal agreements.
- 11. What happens if I am not re-appointed as a Sessional Instructor for a semester?**
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## Leaves and Opting Out

### 16. What happens to my pension if I take a leave of absence or go on maternity/parental leave?

- If you take a leave of absence or go on maternity/parental leave, you may have the option to buy back the service for the time you were away. This means you can make contributions for the period of your leave to ensure it counts towards your pensionable service, potentially increasing your future pension benefit.

### 17. What if I don't want to join the plan?

- If you do not meet [BCCPP's definition of mandatory enrollment](#), you have the opportunity to opt out of joining the BC College Pension Plan at this time by submitting a completed waiver

**22. Are there any other benefits from having a pension in retirement, such as extended health or dental coverage?**

- You can apply for extended health care and dental coverage online during the retirement process if you:
  1. Are a permanent resident of Canada
  2. Have medical coverage through a provincial health plan in the province where you live
- Your spouse and/or dependent(s) are eligible if:
  1. You are eligible for coverage through the College Pension Plan.
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