

# NEWSBULLETIN

## Pension Plan Improvements / Central Arbitration/Legal Conference

### Violence Poll

A poll of the membership of OCHU-CUPE in the hospital and long term care sector will be released in mid-June.

Conducted by the polling firm Oracle, it surveyed 2,600 members.

The poll shows an alarming rise in violence over the pandemic, including in assaults with weapons like guns and knives.

Verbal aggression, racially directed aggression, physical and sexual assaults are also surging according to the poll.

Violence in hospitals and long term care is at toxic levels and yet CUPE and SEIU were not able to get the hospitals to respond to this in mediation on May 14.

Those talks broke down over health and safety issues.



**CUPE'S Healthcare of Ontario Pension Plan Trustees:**  
*Sharon Richer (left) and Dave Verch (right)*

### Pension Plan announces major benefit improvement for members

The Healthcare of Ontario Pension Plan Board of Trustees has announced a major benefit improvement for all members active in the Pension Plan on January 1, 2023.

**The change will increase the accrual rate on average annualized earnings up to the average year's maximum pensionable earnings (anything under \$64,900 in 2022) to 1.9% from 1.75%, for all service up to December 31, 2020, and to 2% for all service in 2021 and 2022.**

There will be corresponding bridge benefit reductions as the amounts increase. **See the HOOPP website for full details.**  
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Arbitrator Brian Sheehan who chairs the central board of arbitration for CUPE/SEIU/OHA

## Central bargaining is at arbitration in hearings June 4, 5, 11 & 12

The central bargaining for hospital and affiliated long term care local unions of CUPE and for SEIU began arbitration hearings June 4.

Arbitration replaces the legal right to strike in the health care sector.

When the unions and employers cannot reach agreement arbitration decides the outcome.

Mediation talks broke down on May 14 when the employers would not address the unions' health and safety concerns around access to protective equipment and violence.

This arbitration is being held under Bill 124, which limits wage increases and increases in total compensation to no more than 1% a year.

## Pension Plan announces major benefit improvement

Retirement eligible members who leave their HOOPP employer(s) after June 1, 2022 will also receive this benefit improvement effective January 1, 2023.

*Our pensions have been calculated using a formula of 1.75% x years of service x annual salary for earnings under the YMPE (\$64,900 in 2022). Now this formula moves to 1.9% for all past service prior to 2021 and to 2% in 2021 and 2022.*

*For earnings over the YMPE (\$64,900 in 2022) the formula has always been 2% x years of service x annual salary.*

HOOPP is jointly managed by 16 trustees, 2 each from CUPE, ONA, SEIU and OPSEU and 8 from the OHA. This is a significant plan improvement that will make a real difference in the pensions of all plan members.

**See the HOOPP website for full details.**

## LEGAL CONFERENCE

*June 21-22, 2022 - online via Zoom*

- Freedom to Speak out About Workplace Issues
- LTD and WSIB grievances and appeals
- Job Security
- Premiums and Pyramiding
- Hot Issues in Benefits
- And more

**\$250 per delegate**

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