

ONA CASUAL PART-TIME AND REGULARLY SCHEDULED LESS THAN 37.5 HRS PER WEEK BENEFIT OVERVIEW	
LIEU PAY	<ul style="list-style-type: none"> • Effective April 1, 2024: 14% of earnings in lieu of benefits and statutory holidays. If a member of HOOPP, then lieu pay is reduced to 10%.
STEP INCREASES	<ul style="list-style-type: none"> • Increments are based on every 1,500 hours worked up to the salary plan maximum • Refer to the ONA Collective Agreement
MATERNITY & PARENTAL LEAVE: SUPPLEMENTAL UNEMPLOYMENT BENEFIT (SUB) TOP UP	<p>SUB Top Up Amount</p> <ul style="list-style-type: none"> • Upon proof of receipt of Employment Insurance (EI) benefits, an employee will receive top up to 84% of their regular weekly earnings <p>Duration</p> <ul style="list-style-type: none"> • EI waiting period (1 week) is unpaid • Up to a maximum of 15 weeks for pregnancy leave • Up to a maximum of 12 weeks for parental leave* <p><i>* Employees may choose between two different EI parental leave benefit periods, i.e. standard and extended. The standard benefit period is 35 weeks and the extended period is 61 weeks. The parental leave SUB top up benefit will be calculated the same regardless of the employee's election between the standard and extended EI benefit period. For purposes of calculating the SUB top up benefit amount, the employee shall be deemed to have elected to receive EI parental benefits over the EI standard period.</i></p>
VACATION	<p>Employee will receive appropriate percentage payout in lieu of vacation time based on gross earnings per pay period. Percentage progression is based on accumulated service hours, as outlined below:</p> <ul style="list-style-type: none"> • Up to 4,499 hrs = 6% • 4,500 to 16,499 hrs = 8% • 16,500 to 29,999 hrs = 10% • 30,000 to 37,499 hrs = 12% • 37,500 hrs or over = 14%
HOOPP (Healthcare of Ontario Pension Plan)	<p>Participation</p> <ul style="list-style-type: none"> • Voluntary. Eligible to enroll immediately upon date of hire. <p>Coverage</p> <ul style="list-style-type: none"> • A defined benefit plan, HOOPP provides the employee with a retirement income based on a formula that takes into account earnings history and service. Once employees start receiving the pension, they receive it for life. <p>Premium</p> <ul style="list-style-type: none"> • Employee contributes 6.9% of regular biweekly earnings under the YMPE and 9.2% of regular biweekly earnings over the YMPE (the YMPE is determined each year by the Canada Revenue Agency) • Employer contributes 126% of the employee contribution • Contributions are based on regular biweekly earnings and are limited to a maximum of 1,950 hours worked per year
HEALTH CARE PROVIDERS (HCP) Group Insurance Plan	<p>Participation</p> <ul style="list-style-type: none"> • Voluntary <p>Coverage</p> <ul style="list-style-type: none"> • A group benefits program for employees in receipt of lieu pay • Options include: life insurance; accidental death, disease and dismemberment; long term disability income; extended health care (vision, hospital, travel, paramedical services); prescription drugs; dental care • Employees may obtain basic coverage without medical evidence if application is made within 60 days of hire or transfer
GROUP RRSP (Registered Retirement Savings Plan) CARRIER: Manulife Financial or Standard Life	<p>Participation</p> <ul style="list-style-type: none"> • Voluntary • Contribute through regular payroll deductions <p>Advantages</p> <ul style="list-style-type: none"> • Immediate tax savings • No front-end or deferred sales commissions • Lower investment management fees • Leading investment managers

This document is a summary of the group benefits and does not include all of the plan details, provisions, exclusions and limitations. It is not intended to create a contract between Hamilton Health Sciences and any of its employees or potential employees. In the event of a

discrepancy between this document and either the Group Policy and/or Collective Agreement, the applicable policy or Collective Agreement language will prevail.

Contact Information:

Benefit	Carrier	Phone/Email	Website
Pension	HOOPP	1-877-43HOOPP (46677) clientservices@hoopp.com	www.hoopp.com
Group RRSP	Manulife Financial	1-888-727-7766	www.manulife.ca
Group RRSP	Standard Life	1-800-242-1704	www.standardlife.ca
Group Benefits	Health Care Providers	1-866-768-1477	www.healthcareproviders.ca
Human Resources Department		905-521-2100 ext.4myHR (46947) myhr@hpsc.ca	HHS Hub > Your HHS > Human Resources