

ONA EXTERNALLY HIRED TEMPORARY EMPLOYEE BENEFIT OVERVIEW	
LIEU PAY	<ul style="list-style-type: none"> 13% of earnings in lieu of benefits and statutory holidays. If already a member of HOOPP, then lieu pay is reduced to 9%.
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
VACATION	<ul style="list-style-type: none"> 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: <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 Year's Maximum Pensionable Earnings (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
GROUP RRSPs (Registered Retirement Savings Plan) CARRIER: Manulife Financial	<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
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: Health, Drugs, Travel, Hospital & Dental (Plan 2) Employees may obtain basic coverage without medical evidence if application is made within 60 days of hire

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 Benefits	Health Care Providers	1-866-768-1477	www.healthcareproviders.ca
Human Resources Department		905-521-2100 ext.4myHR (46947) myhr@hsc.ca	HHS Intranet > Human Resources