

Research St. Joseph's – Hamilton (RSJ-H)		Pages 1 of 2	Number 071-RSJ-H
Policy Title Pension Plan		Date 20 January 2017	
Supersedes New policy	Cross Reference	Issuing Authority RSJ-H Scientific Director	
<input checked="" type="checkbox"/> Charlton Campus	<input checked="" type="checkbox"/> West 5th Campus	<input checked="" type="checkbox"/> King Campus	

Position responsible for developing and maintaining the policy: RSJ-H Scientific Director

POLICY STATEMENT

The Retirement Plan for employees of Research St. Joseph's – Hamilton, was, as of January 1, 2016, fully integrated with the Hospitals of Ontario Pension Plan (HOOPP). The entitlement of pension benefits for employees who were enrolled under the Retirement Plan for Employees of St. Joseph's Healthcare Hamilton (before HOOPP), is covered below under 7.0 and 8.0.

1. The current pension plan, the Hospitals of Ontario Pension Plan (introduced January 1, 1971) is the only pension plan in effect at Research St. Joseph's – Hamilton.
2. Full-time employees hired on or after December 28, 2015 are required as a condition of employment to join the Plan immediately.
3. All other employees are also eligible to join HOOPP if they meet the criteria for membership as outlined in the terms and conditions of the plan. Participation in the pension plan for part-time employees is voluntary.
4. Ontario pension legislation does not consider a change in a person's status from full-time to part-time as termination for the purposes of the pension plan.
5. As a participating member in HOOPP, the Research Institute is bound by the terms and conditions of that Plan. Compulsory enrolment as outlined is one such condition.
6. Employee- employer contributions, estimate of pension on retirement and other features of the plan shall be in accordance with the most current Plan text.
7. Pamphlets outlining the main features of the Plan are issued to all new employees upon request to Human Resources.
8. Information regarding the Pension Plan is available through Human Resources. Individual Annual Pension Statements are distributed to the plan member's home address by HOOPP.
9. Employees who made contributions to the Retirement Plan for Employees of St. Joseph's Healthcare Hamilton, and joined the Hospitals of Ontario Pension Plan on January 1, 1971, are eligible for full integration into the Hospitals of Ontario Pension Plan at normal retirement age according to the HOOPP formula based on qualifying service.

These Research St. Joseph's - Hamilton policies are **CONTROLLED** documents as are all management system files on the intranet. Any documents appearing in paper form are not controlled and should **ALWAYS** be checked against the intranet version (electronic version) prior to use.

10. Employees who were in the employ of the Hospital as of December 31, 1970, who qualified and made contributions to the Retirement Plan for Employees of St. Joseph's Healthcare Hamilton, but did not join HOOPP on January 1, 1971, and did not, therefore, make contributions to HOOPP, are eligible for partial integration into the HOOPP, and will receive a pension from the Hospitals of Ontario Pension Plan at normal retirement age according to the HOOPP formula based on qualifying service up to December 31, 1970.
11. If you were employed by SJHH prior to a December 28, 2015 move to Research Institute employment, your HOOPP contribution is uninterrupted.