

Prior to integration, in 2017, ONA filed a grievance on behalf of FT and PT KGH site members who were not able to make pension contributions on the straight time portion of overtime hours, or when banked hours were paid out. ONA had not been aware of this issue prior to that time and was concerned that this issue would mean that some members would have to work longer before being in a position to retire with a full unreduced pension. The Hospital and ONA were able to reach an agreement to resolve the grievance.

**Effective Dec 24 2018**, the Employer and members shall make pension contributions on such hours, up to the member's maximum annual contribution (ie. when contributions have been made on 1950 hours in a calendar year). Once contributions on 1950 straight time hours have been made in a calendar year, no further pension premium deductions will be made until the start of the next calendar year.

As part of the same agreement, where members have not already made contributions upto the maximum 1950 hours per calendar year for the period between **April 1 2017 and Dec 23 2018**, the Employer and affected members who remain actively employed will be required to contribute their respective pension premiums on the straight time portion of OT hours worked during that timeframe. The Employer has agreed to advance payment of the members' portions of these retroactive premiums, affected members will be required to repay those amount by the end of the 2019 calendar year. The Employer will expect member's to make a minimum \$50.00 repayment amount per pay period. However, the Employer is open to members making requests to pay less than \$50.00 per pay period if that amount per pay period would cause undue hardship to a member (**ie. member's wanting to pay less than \$50.00 per pay period will have to contact the Employer to make a different arrangement**) . However, the expectation is that the full amount owing would be fully repaid to the Employer by Dec 31, 2019 in some manner. The Employer will make best efforts to identify the individual amounts owed by members by the end of March 2019 but you may wish to start putting some monies aside now. Amounts owing will vary between under \$10.00 up to ~\$2000.00 depending on each member's work history.

The failure to make contributions to HOOPP on these hours has been going on for a long time, but in light of the integration process with HDH, ONA could only achieve remedy through the grievance process retroactive to April 1, 2017. If members wish to inquire about the potential to make additional contributions on such hours going back beyond April 1, 2017, they can speak to HOOPP directly about how to challenge the manner in which the former KGH was assessing and making HOOPP premium contributions.

**Note this issue has particularly impacted PT KGH members but FT KGH employees who may not have reached their 1950 hours per year contribution limit via regular working hours may also have been affected eg. because they took an unpaid leave.**

Please contact Annette Saccon at [kghbuvp@kingston.net](mailto:kghbuvp@kingston.net) should you have any questions or concerns.