

RE: Post retirement benefits

From: "Cusumano, Josephine (TBS)" <josephine.cusumano@ontario.ca>
To: "Jancik, Mike (TBS)" <mike.jancik@ontario.ca>, "Brierley, Alyssa (TBS)" <alyssa.brierley@ontario.ca>, "Tedesco, Lauren (TBS)" <lauren.tedesco@ontario.ca>
Cc: "MacIntyre, Kyle (TBS)" <kyle.macintyre@ontario.ca>, "Simone, Nicole (TBS)" <nicole.simone@ontario.ca>, "Angus, Helen (TBS)" <helen.angus@ontario.ca>
Date: Wed, 16 Nov 2016 13:07:57 -0500
Attachments: Minister's Statement - PRB plan settlement - 15NOV2016 v3.doc (75.78 kB)

Hi everyone – the attached draft reactive statement is in approvals, but sharing an advanced copy with you now. Qs/As will follow.

From: Cusumano, Josephine (TBS)
Sent: November-16-16 12:24 PM
To: Jancik, Mike (TBS); Brierley, Alyssa (TBS); Tedesco, Lauren (TBS)
Cc: MacIntyre, Kyle (TBS); Simone, Nicole (TBS); Angus, Helen (TBS)
Subject: RE: Post retirement benefits

Hi everyone,

Below is a brief summary of the internal communications plan and the accompanying communication products:

- November 16, 2016 (after 2:00/2:30pm) – TBS Deputy Minister to Deputy Minister Memo
- November 16, 2016 (after TBS DM Memo) – ADM to Ministry CAO Memo
- TBC (as early November 16, 2016 after 2:00/2:30pm) – Employer representatives to meet in person with AMAPCEO and PEGO to notify them of the changes (tentatively scheduled)
- November 17, 2016 – TBS Deputy Minister Memo to all OPS Staff impacted by changes
- November 17, 2016 – ADM Memo to 'Other Employers' with Membership in OPS Pension Plans (e.g., LCBO)

A reactive statement is being prepared, and we are also finalizing a detailed Questions and Answers document and PRB Benefit Comparison Chart that will be made available so that staff members have the information they need regarding these changes.

From: MacIntyre, Kyle (TBS)
Sent: November-16-16 12:15 PM
To: Jancik, Mike (TBS); Brierley, Alyssa (TBS); Tedesco, Lauren (TBS)
Cc: Simone, Nicole (TBS); Cusumano, Josephine (TBS); Angus, Helen (TBS)
Subject: RE: Post retirement benefits

Hi folks –

We're hearing that OPSEU will make some sort of communication about the PRB changes around 2 or 2:30 today.

We have pulled together some DM to DM memos and other cascading memos (to CAOs, etc) about the changes. Josephine will be sharing those shortly.

We've asked staff for a reactive minister's statement, should one be needed and Marc is connecting with OPSEU to figure what their communication is going to be (e.g. NR, email to staff, newsletter,etc).

K.

From: MacIntyre, Kyle (TBS)
Sent: November-11-16 9:31 AM
To: Jancik, Mike (TBS); Brierley, Alyssa (TBS); Tedesco, Lauren (TBS)
Cc: Simone, Nicole (TBS); Cusumano, Josephine (TBS); Angus, Helen (TBS)
Subject: Fwd: Post retirement benefits

Good morning,

Sharing the below, though you may have already heard.

Begin forwarded message:

From: "Rondeau, Marc (TBS)" <Marc.Rondeau@ontario.ca>
Date: November 11, 2016 at 2:39:44 AM EST
To: "Angus, Helen (TBS)" <Helen.Angus@ontario.ca>
Cc: "Pearson, Reg (TBS)" <Reg.Pearson@ontario.ca>, "MacIntyre, Kyle (TBS)" <Kyle.MacIntyre@ontario.ca>, "Simone, Nicole (TBS)" <Nicole.Simone@ontario.ca>, "Cusumano, Josephine (TBS)" <Josephine.Cusumano@ontario.ca>, "Jozefacki, Janette (TBS)" <Janette.Jozefacki@ontario.ca>, "Siple, Matt (TBS)" <Matt.Siple@ontario.ca>, "Kearney, Sean (TBS)" <Sean.Kearney@ontario.ca>, "DiMuzio, Sofie (TBS)" <Sofie.DiMuzio@ontario.ca>
Subject: Post retirement benefits

Helen,

I am pleased to advise that we just signed a confidential memorandum of settlement with OPSEU on PRBs. The terms are in keeping with the mandate we received by the Minister and supported by PO.

OPSEU has agreed to withdraw the 2300 individual grievances and policy grievances and we have agreed to the content of a new optional plan based on 50% cost of the existing plan and some optional benefits that are 100% retiree paid.

A big gain for us is that newly hired employees after January 1st 2017 will be required to pay the full cost of the plan on retirement. This will lead to very significant reductions in liability costs and fiscal savings over the long term for the province. The terms are confidential until approval by respective principals - required by Wednesday. I will circle with Sofie to ensure that we start preparing comms material as OPSEU will likely want to be out the gate on this right away Wednesday night.

A great start to a long weekend.

Huge kudos to Janette for leading some great policy work on this over the last 6-8 months and to Matt and his team for the outstanding negotiations support. Not to mention Sean's legal team always there behind the scenes with us.

Reg and I are very proud of our team and we're pleased to have both been with them until signing early this morning. This is an example of win win for both the employer and OPSEU and also for all of our staff.

Confidentiality will be critical over the coming days as we will also need to quickly engage other bargaining agents.

Thanks,

Marc