

# EMPLOYEE VALUE PROPOSITION



## Compensation

- ✓ Paid lunch break
- ✓ Bi-weekly payroll
- ✓ Timeliness
- ✓ Automated payments and pay slips
- ✓ Strong advocate for fair wages



## Benefits

- ✓ Healthcare of Ontario Pension Plan (HOOPP)
- ✓ Extended Healthcare Benefits Plan
- ✓ Parking allowance or underground parking
- ✓ Telus Health's Employee Assistance Program (EAP)
- ✓ Perkopolis - Exclusive discount, reward, and benefits program with no fee
- ✓ Goodlife Fitness – discounted gym membership
- ✓ Teledoc



## Career

- ✓ Professional development opportunities
- ✓ Webinars, guest speakers and other company events
- ✓ A growing organization with new opportunities
- ✓ Meaningful, purpose-based work
- ✓ Opportunities to develop and grow!



## Work Environment

- ✓ Organizational commitment to work-life balance
- ✓ High performing teams
- ✓ Monday-Friday schedule
- ✓ Paid time off including vacation, sick and personal time
- ✓ 13 paid Stat holidays and one (1) extra float day
- ✓ Flexible work schedule with a hybrid work model



## Connection and Community

- ✓ The HFHT is guided by, and committed to, the core values of equity, diversity, and inclusion (EDI).
- ✓ EDI committee and events
- ✓ Employee Engagement and Advisory Committee and events
- ✓ Green Initiative
- ✓ Ongoing leadership coaching and mentoring support
- ✓ Opportunities for peer, community and clinical connection

## Investing in your future with the Healthcare of Ontario Pension Plan (HOOPP)!

A defined benefit pension plan (DB) like HOOPP provides a monthly income that begins in retirement and is paid for the rest of your life. HOOPP is one of Canada's largest and most respected DB pension plans.



### Defined Benefit

HOOPP pension is based on a formula, not your contributions. When you retire, you'll get more than you've contributed.



### Employer Contributions

You and your employer will both make regular contributions: For every dollar you contribute, the HFHT contributes \$1.26.



### Survivor Benefits

Help protect your loved ones whether you pass away before or after retirement.



### Secure and Predictable

A HOOPP pension offers you security, predictability and peace of mind throughout your life and career.



### Pension Portability

If you choose to move to another HOOPP employer, your pension can come with you.



### Buyback Options

If you take time off work and stop contributing to the Plan, purchasing past service can increase the overall value of your pension.



### Early Retirement:

With a HOOPP pension, you can retire as early as 55 and may be eligible to receive an additional bridge benefit until the age of 65.



### Disability Benefits

If you are unable to work because of an injury, or physical/mental illness, you may be eligible to receive disability benefits.



### Inflation Protection

When you retire, your pension may receive cost of living increases.



### Lifetime Pension

The best part? Once you start receiving your pension, you can count on it for life – even if you live to be 100+ years old.

[The HOOPP Handbook](#)

[Members: Your Life, Your Pension](#)

[HOOPP Connect \(Member Portal\)](#)