

# EMPLOYEE VALUE PROPOSITION



## Compensation

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



## Benefits

- ✓ Multi-Sector Pension Plan (MSPP)
- ✓ 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 Multi-Sector Pension Plan (MSPP)!

The MSPP is a multi-employer target benefit pension plan sponsored by the Canadian Union of Public Employees (CUPE) and Service Employees International Union (SEIU). Benefits are paid out monthly at the time of retirement. MSPP is available to all HFHT employees who are unionized\*.



### Lifetime Pension

When you retire, you'll receive a lifetime monthly pension based on total contributions made to the MSPP on your behalf and on the target benefit formula.



### Self-Payment Contribution

You can make "self-payments" to the MSPP to keep your pension growing if you stop working for a Contributing Employer under certain circumstances, subject to certain limitations and conditions.



### Survivor Benefits

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



### Defined Contribution

Rates of contribution are defined in your collective agreement and employer's contribution rate can never be less than yours.



### Portability Options

If you incur a Break in Service before you're first eligible to retire there are Portability Options available.



### Early Retirement

You can retire as early as age 55 and start to receive your MSPP pension. Or, you can choose to work past age 65, and continue to accrue your pension benefit until age 71.



### Payment Options

The MSPP offers several optional forms of payment. You may choose one of the optional forms of payment when you apply for your pension.

### Additional Resources

[Member Handbook](#)

[Plan Features](#)

[Retirement 101](#)

*\* Rules for the pension provider apply*