

January 15, 2019

To: Board Members, Ontario Teachers' Pension Plan

**Re: OTPP Investment in Amica**

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Dear Ontario Teachers' Pension Plan Board Members:

As one of the leading global pension funds, we appreciate that the Ontario Teachers' Pension Plan (OTPP) aims to invest responsibly on behalf of nearly 300,000 current and former teachers. In fact, the Teachers' plan clear public position is that responsible investing principles, such as social and governance issues, which include labour rights and health and safety, are among the factors that guide and influence asset acquisition strategy. Knowing that ethical labour practices help shape decisions at the OTPP, we write to alert you to the situation involving the plan's assets at Amica Dundas.

Several hundred seniors residing at Amica Dundas, including some with dementia, receive care and daily supports from more than 100 staff – among them Registered Practical Nurses (RPNs), Personal Support Workers (PSWs) and dietary staff – represented by the Canadian Union of Public Employees (CUPE). These workers opted in March 2018 to join CUPE 1404, which now includes about 1,000 members working in long-term care and seniors' residential care in the Dundas/Hamilton community.

It is important to note that, while one of the province's most robust pension plans (OTPP) is a principal owner of Amica assets, the staff at Amica Dundas have no pension plan themselves. PSWs earn between \$14-\$18 hourly, below the wage pattern in the sector. Equally troubling, PSWs, performing the same duties, are paid at different rates. RPN wages are low. Other staff wages trail behind the sector.

Amica Dundas staff are diligent, working hard to deliver the best care possible to residents. However, their efforts are hampered by chronic understaffing and crushing workloads, made significantly worse by the elimination of PSW positions. Concern among direct care staff is mounting that residents' care needs are unmet and morale is falling as they are unable to provide the quality of care that residents should receive.

We want to share with you that labour relations – in particular, bargaining a first collective agreement for these workers – has proven very challenging. CUPE 1404 has met with resistance from Amica, which is preventing union officers from entering the home. Days away from conciliation, bargaining is at a standstill. A rally in support of staff at the home is planned for February 1, an attempt to push forward the stalled negotiations.

We hope that, since you are now aware of the labour relations situation at Amica Dundas, the Ontario Teachers' Pension Plan board will endeavour to intervene in a constructive way to ensure staff at Amica Dundas are treated with dignity and respect in the workplace and in bargaining going forward. We are calling on the Ontario Teachers' Pension Plan to facilitate ethical labour relations practices at Amica Dundas that, we believe, are core guideposts to the pension fund's investment principles.

It is with sincerest respect for the Ontario Teachers' Pension Plan, and in recognition of the fund's ethical investment practices, that we further urge the pension plan board to direct Amica Dundas to not only restore the PSW staff positions that were cut, but also to enhance resident care by adding new PSW and RPN positions which are very necessary for the health and well-being of the residents.

Thank you for taking the time to consider these important issues.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Hurley". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Michael Hurley,  
President, Ontario Council of Hospital Unions/CUPE

SY:ew/cope491

cc:	Sam Hammond, President, ETFO	Via Email: <a href="mailto:shammond@etfo.org">shammond@etfo.org</a>
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