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March 25, 2020

Sent Via Email

Michael Rolland,
Chief Executive Officer, OMERS Sponsors Corporation (SC) Board

and

The OMERS Sponsors Corporation Board
c/o Michael Rolland, CEO, OMERS SC Board

Dear Michael and members of the OMERS SC Board,

I am writing to formally request the OMERS Sponsors Corporation Board postpones the June 2020 vote on proposed changes to the OMERS plan text, particularly the proposal to remove the guarantee of 100% inflation indexing.

CUPE Ontario OMERS plan members are on the frontline of the fight to keep Ontarians safe during the COVID-19 crisis. They are public health workers, paramedics and long-term care workers who are treating the sick. They are custodians and maintenance workers, cleaning our schools and municipal buildings, keeping them safe and in good repair. They are child protection workers who are reporting to work, every day, to ensure vulnerable families have the supports they need in these very difficult times. They are making sure we all have clean water, hydro, safe roads, public transit and solid waste collection.

While CUPE Ontario represents almost half of the active OMERS plan members, we know other members of the plan -- firefighters, police and others -- are, like CUPE members, going to work every day to keep us all safe and healthy during this very difficult time.

At the very least, all OMERS plan members deserve to know their pension plan will not be altered while they are rightfully focused on dealing with the COVID-19 health crisis.

The COVID-19 crisis also means the OMERS SC Board is no longer able to directly engage with members and Sponsors about these proposed changes. While CUPE Ontario fully supports OMERS decision to move its Annual General Meeting of April 8th and all other previously scheduled in-person meetings to online or telephone meetings, there can be no question these necessary, public health measures dramatically reduce the engagement on these proposed changes. Given this will likely continue for the foreseeable future, CUPE Ontario is calling for any vote on proposed plan text changes to be postponed.

In February, the OMERS SC Board made the decision to publicly disclose the proposed changes to be voted on in June, ensuring at least a four month period for consultation with plan members and Sponsors. Given the substantial, potential impact on members' future retirement income security if the proposal to remove the guarantee of 100% inflation indexing is adopted, this was not only the right thing to do, but, CUPE Ontario would argue, the very least OMERS should do.

With that in mind, we are recommending the OMERS SC Board postpone the June vote on proposed plan text changes and not reschedule it until such time that there is at least a four month consultation period that will allow in person meetings and discussions with plan members and Sponsors.

Finally, CUPE Ontario knows that everyone at OMERS is doing everything possible to ensure the continuation of critical pension services to members during this difficult time. As well, we are confident that the full attention of senior management at OMERS is dedicated to not only this task but to ensuring the long-term health of OMERS' investments in an unprecedented financial climate. We would suggest these two priorities remain the sole focus of everyone at OMERS and that any proposed plan changes are better discussed and properly consulted on, at a future date.

On behalf of our almost 125,000 active plan members in OMERS, CUPE Ontario looks forward to hearing from you on this request as soon as possible but no longer than a week from today.

Sincerely,



Fred Hahn,
President, CUPE Ontario

cc: All Unions representing OMERS members
Michael Latimer, CEO, OMERS
Blake Hutcheson, President, OMERS

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