



NHRIPP

NURSING HOMES AND RELATED INDUSTRIES PENSION PLAN

Caring for your Retirement

JUNE 2020

NHRIPP NOW



Acknowledging our front-line and other essential workers!

We would like to start this newsletter by conveying our gratitude to the many Plan members who are working on the front lines or in supporting roles who are providing essential services to their communities. We salute the dedication and courage demonstrated daily by these many Plan members.



Thank You!

WHAT'S INSIDE

2 STEADY GROWTH

Your Plan's membership and assets have experienced steady growth during the past 10 years.

3 NEW PORTALS FOR MEMBERS AND EMPLOYERS

Highlighting two exciting new portals for members and employers to access and exchange information.

3 YOUR QUESTIONS, OUR ANSWERS

A sampling of some of the most common questions received during the COVID-19 pandemic.

WE ARE IN THIS TOGETHER AND WE WILL GET THROUGH THIS!

2019 was another successful year for the Plan as membership continued to grow. The Plan's investments returned 15.2% and its assets grew to more than \$2 billion by the end of the year. However, the outlook changed in dramatic fashion in January, when the first signs of the COVID-19 virus emerged. It didn't take long for Canada to be impacted by this global pandemic.

As the crisis developed, a top priority of the NHRIPP was to continue serving our members and employers while ensuring the safety of the staff providing this service. In March, the Ontario government issued a list of essential businesses which included pension plan administrators.

The NHRIPP's plan administrator, InBenefits, is providing on-going services while most of its staff work remotely. In accordance with the advice from Canadian health authorities, other steps taken by InBenefits to protect staff and flatten the curve include:

- replacing in-person meetings with conference calls and video conferences; and
- closing the InBenefits' office to visitors until further notice.

On-going services to members and employers include processing contributions, monthly pensions and other benefit payments. While InBenefit's response times may be longer than usual, rest assured members and employers continue to be served effectively and your personal information continues to be securely stored.

We thank you for your patience and understanding. If you have any questions, please contact InBenefits.

On a positive note, this year marks the Plan's 30th anniversary. In an age in which fewer employees have access to a pension plan, the Trustees take great pride in knowing that you have a plan that provides a much-deserved pension to you.

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A REMINDER

Annual Pension Statements for active members will be mailed by the end of June 2020.

We encourage you to read the statement and in particular review your personal data and beneficiary information to see if any changes are required. The December 2019 edition of this newsletter provides a good summary of the features of the statement. Please contact InBenefits if you have any questions related to your Pension Statement.

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While it is difficult to plan for the unprecedented financial and social challenges created by the COVID-19 pandemic and for the physical and mental toll it has taken on our communities, it's important to put things in perspective regarding your pension plan.

Pension plans, such as the NHRIPP, are operated with a long-term view and with the knowledge that economic uncertainty and financial market volatility are going to present challenges along the way. The 2008 financial crisis was a period in which pension plan trustees were required to navigate through challenging times. By making appropriate adjustments and with the benefit of time for the markets to recover, the NHRIPP came out of the last financial crisis better prepared to weather the next one.

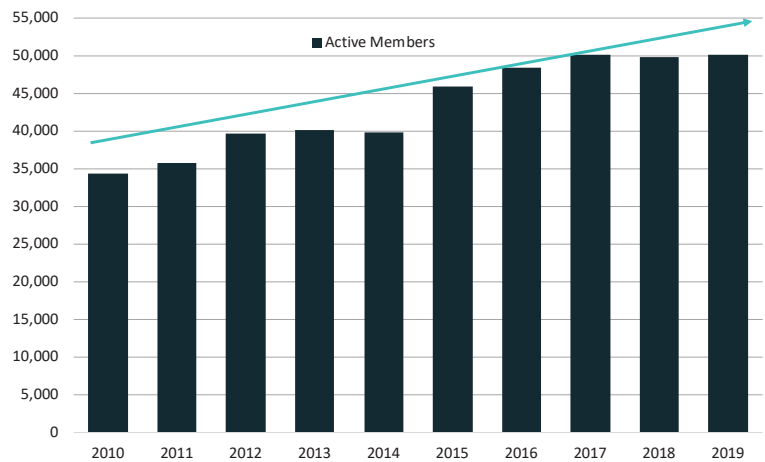
Since then, the NHRIPP has seen consistent growth and by the end of 2019 it had more than 50,000 active members. In addition to its "strength in numbers" and its long-term investment horizon, the NHRIPP has the advantage of having diversified its assets by investing in less volatile asset classes including infrastructure, real estate and private debt to reduce the negative impact of future downturns in the stock market. These and other strategic actions are expected to provide stability over the long term.

Updates regarding the pandemic are received regularly from government, health officials, financial regulators and the financial markets. The Trustees continue to monitor these developments and their potential impact on the Plan, pensioners and members, and employers, and will take the necessary steps to keep the Plan's financial health on track.

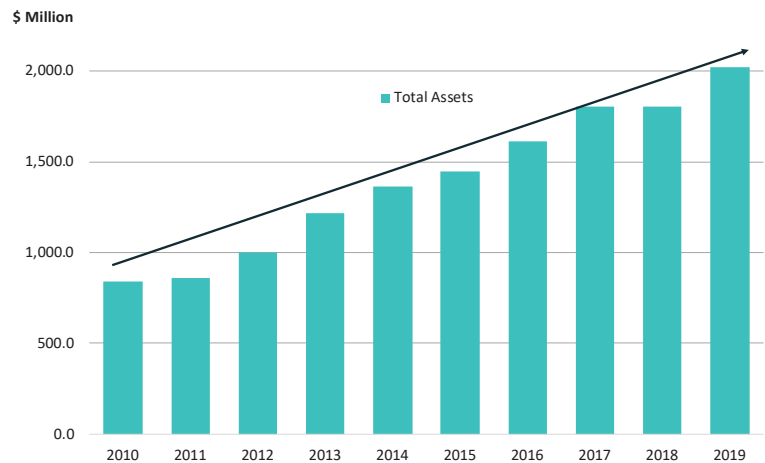
Stay safe. Together we will get through this!

STEADY GROWTH DURING THE PAST 10 YEARS

Active Plan Members



Total Fund Assets



NHRIPP

NURSING HOMES AND RELATED INDUSTRIES PENSION PLAN

Caring for your Retirement

Did you notice?

The Nursing Homes and Related Industries Pension Plan has a new logo using four contemporary colours representing strength, comfort and reliability.

There is also a new slogan emphasizing our mission and our commitment to you.

We hope you like them!

YOUR ACCESS TO INFORMATION WILL GET A LOT EASIER VERY SOON!

My InSite - member portal

The member portal will be a powerful and secure online resource for members that provides information and tools for them to review and amend their personal data and information.

The portal will allow members to:

- view and update their personal data and beneficiaries;
- use the pension estimate calculator to estimate their monthly pension at different retirement dates;
- request a pension application;
- view the contributions received on their behalf; and
- download and upload select documents.

Members will be able to access their personal information 24/7.

Employer portal

The employer portal will be an interactive online communication tool for employers to securely make contributions and exchange remittance information with InBenefits.

The portal will allow employers to:

- remit pension contributions electronically;
- update and view employee/member information in real time; and
- access useful reports including Plan and collective agreement information.

The portal will provide employers with a user-friendly “go to” application to make many time-consuming tasks routine.

Members and employers will be notified when they can sign up for access to the portals.

YOU ASKED, WE ANSWERED . . .

We have compiled the most common questions received during the COVID-19 crisis along with our answers.

Maintaining your contributions

Q: I can't attend work because I have to look after my kids since their school has been closed. What will this mean to my NHRIPP pension?

A: Your NHRIPP pension is based on the employer and employee contributions received on your behalf. If no contributions are received on your behalf, your pension will not grow during this absence from work.

In response to the pandemic, the Ontario government introduced a new job-protected, emergency leave for employees who were unable to work for reasons related to COVID-19. Ontario employees are eligible for this unpaid leave if they are:

- under individual medical investigation, supervision or treatment for reasons related to COVID-19;
- acting in accordance with an order under the Health Protection and Promotion Act;
- directed by their employer not to attend work due to the employer's concern that the employee may expose others in the workplace to COVID-19;
- providing care or support to family members for a matter related to COVID-19, including a school closure;
- directly affected by travel restrictions and cannot reasonably be expected to travel back to Ontario; or
- in quarantine or self-isolation as a result of information or directions issued by a public health official, a qualified health practitioner, Telehealth Ontario, the province, the federal government, a municipal council, or a board of health.

Under the Employment Standards Act, your employer must continue to contribute to the NHRIPP on your behalf during a COVID-19 leave, unless you provide it with written notice that you do not intend to make your employee contributions for the period of your leave. The Trustees will permit members to make self-payments of employee contributions for a COVID-19 leave until December 31, 2020. This date will be reassessed at a future time.

Q: What are self-payments?

A: Self-payments are employee contributions you can make voluntarily to keep your pension growing if: you are on layoff with recall rights; on an approved leave of absence (such as COVID-19 leave, sick leave, maternity or parental leave, workers' compensation leave, etc.); or you stop working for a contributing employer and become employed by another contributing employer before having a break in service.

InBenefits will need to be advised by you and your employer if you are on an approved leave of absence. InBenefits will contact you to confirm that you want to make self-payments and to discuss your payment options.

Q: Are NHRIPP contributions required on benefits from the Canada Emergency Wage Subsidy (CEWS), the Canada Emergency Response Benefit (CERB) or Ontario's Temporary Pandemic Pay?

A: Employers and employees are required to make pension contributions on all wages which are Eligible Wages under the applicable collective agreement. The CEWS pays eligible employers up to 75% of the amount they pay their staff as wages. These payments are made directly to the employers. Employers

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are required to make contributions on wages paid to NHRIPP members which qualify as Eligible Earnings under the member's collective agreement, regardless of the source of those funds.

The CERB is not employment income so it does not qualify as Eligible Wages for the purposes of the NHRIPP. However, an NHRIPP member receiving CERB benefits may elect to use a portion of her CERB benefits to make self-payments to the Plan, provided she has recall rights with an employer which contributes to the Plan.

Ontario's Temporary Pandemic Pay is supposed to provide front-line workers, who qualify, with a wage subsidy for up to 16 weeks. While the enacting legislation hasn't been released yet, the province says this additional pay will not qualify as pensionable earnings, so it is not expected to qualify as Eligible Wages.

Q: Can my employer stop contributing to the Plan until the pandemic is over?

A: Employers are legally required to deduct employee contributions from their employees' wages and remit them and their employer contributions to the Plan in accordance with the terms of the applicable collective agreement. The pandemic has not changed this. The union would have to agree in advance to any changes to an employer's obligation to make contributions to the Plan.

Ready to retire

Q: What's the normal retirement age in the Plan? Can I retire early?

A: The normal retirement age in your Plan is 65. You will be entitled to your accrued pension on the first day of the month after you

turn age 65. You can start collecting a pension from the Plan as early as age 55. However, there will be a permanent reduction of 0.5% in the monthly pension amount for every month you start your pension before age 65, to account for the extra pension payments you will receive.

Q: How do I apply for my pension?

A: For members who are at least age 55 and are considering retirement, you can call InBenefits to request a pension estimate, of your monthly pension amount at the date you want your pension to begin to be paid or age. When you are ready to start your pension, please call InBenefits three months before your planned retirement date to request a formal pension application and the forms you will need to complete in order to start your pension. Confirmation of your last day worked from your employer is also required before your pension can start.

Other topics

Q: What is a Break in Service?

A: If you are under age 55, under the Plan rules, you will have a Break in Service and become a former member if no contributions are received on your behalf for eight months. This eight-month period provides members an opportunity to find employment with another contributing employer to continue participating in the NHRIPP. The eight-month period does not include periods during which you are away from work due to illness or disability but still on a contributing employer's payroll; on an approved leave of absence; or on layoff and subject to recall under your collective agreement.

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KEEP IN TOUCH

Got a question about your Plan? Contact us!

 Email: information@nhripp.ca

 In Toronto: 905-889-6200 (Option 1)
Outside Toronto: 1-800-287-4816

 Fax: 905-889-7313

 Address: Nursing Homes and Related Industries Pension Plan
c/o InBenefits
310-105 Commerce Valley Drive West, Markham, Ontario L3T 7W3

 You can also access Plan information online anytime at www.nhripp.ca



Final word

This newsletter provides summary information about the Nursing Homes and Related Industries Pension Plan in simple terms. It is not intended to be comprehensive or to provide advice. If there are any differences between the information provided in this newsletter and the legal documents that govern the Plan, the legal documents will apply. In accordance with applicable legislation, the NHRIPP Trustees may modify the Plan rules at any time, including changing benefit amounts, the types of benefits offered, the eligibility requirements and terminating the Plan.

