

Terms of Reference

CUPE Ontario OMERS Reference Group

Introduction

The CUPE Ontario OMERS Reference Group ensures the accountability of CUPE representatives on the OMERS Boards to the CUPE members of our largest pension plan in Ontario. The OMERS Board members regularly report to, seek advice from and consult with the Reference Group on issues arising at the pension plan, developing plans of action to best represent CUPE members in the plan at the Board level and in the broader, political arena through the mobilization of members. As well, the OMERS Reference Group assists in broader accountability to plan members throughout CUPE.

1. Purpose of the Committee

The Reference Group has the mandate to:

- a) Receive reports from, advise and strategize with the CUPE representatives on the OMERS Boards to ensure the best outcome for CUPE members within the pension plan;
- b) Promote and defend the pension policies and principles of the Canadian Union of Public Employees in Ontario within OMERS
- c) Report back to other parts of CUPE Ontario (i.e. sectors) on issues at OMERS
- c) Mobilize CUPE members in OMERS around both plan specific and broader pension issues;
- d) Communicate with CUPE members on OMERS issues;
- e) Advance accountability of CUPE representatives on the OMERS Board to the larger CUPE Ontario membership within the plan through training, workshops, sessions at Conferences and Conventions and through other events.
- f) Recommend and promote training on OMERS, to broaden and increase the capacity of CUPE members within the plan to become active in their pension plan;
- g) Advise, and upon request, provide assistance to, the CUPE Ontario Executive Board OMERS-subcommittee on CUPE Ontario nominations to the OMERS Board
- H) Engage in broader pension issues through work on the CUPE Ontario Pensions Committee

2. Reference Group Composition

The Reference Group shall be composed of:

- All four CUPE representatives on the OMERS Boards
 - CUPE Ontario Representative on the OMERS Sponsors Corp (SC)
 - Two CUPE Ontario Representatives on the OMERS Administration Corp (AC)
 - CUPE Local 79/Local 416 rotating seat on the OMERS Sponsors Corp (SC)

- Chair or designate from each of the four CUPE Ontario Committee below:
 - School Boards (OSBCC)
 - Municipalities (OMECC)
 - Ambulance (CACO)
 - Child Welfare Sub-Committee in Social Services (SSWCC)

- One CUPE Ontario Division Executive Board OMERS Sub-Committee member
- The CUPE Ontario President
- A representative from CUPE Local 416 or CUPE Local 79 (whichever Local is not currently occupying the assigned rotating seat on the OMERS SC)
- A representative from CUPE Local 4400 if they are not already represented by virtue of having a representative on either OMERS Board
- Four plan members, appointed by the CUPE Ontario President in consultation with the CUPE Ontario Executive Board OMERS Sub-Committee, to ensure regional and equality representation. These positions shall ensure representation from Northern Ontario and the French language community. These positions shall be refreshed at least every four years.

- The CUPE Ontario Secretary Treasurer, the CUPE National Ontario Regional Director and the Executive Assistant to the CUPE National President shall be invited to all meetings.
- CUPE Ontario and CUPE National staff (as assigned).

3. Roles, Responsibilities and Supports for Reference Group Members

OMERS Reference Group members are accountable to the membership of CUPE within OMERS and the CUPE Ontario Executive Board. The Reference Group is committed to:

1. Attending meetings, as required, with CUPE representatives on the OMERS Boards. There will be at least two meetings a year and more as issues arise that require CUPE OMERS Board Representatives to consult with the broader membership of the plan. A meeting will take place in the Spring, prior to the plan design decision meetings at OMERS.

2. Attending OMERS bi-annual Stakeholder meetings on behalf of CUPE members when possible.
3. Assisting in a two-way flow of information between the broader CUPE membership within OMERS and the CUPE Representatives on the OMERS Board.
4. Participating in the OMERS caucus at the CUPE Ontario Convention, ensuring CUPE's OMERS representatives report to the broader CUPE OMERS membership.
5. Participating in and advancing within the membership OMERS specific and general pension training
6. Advising CUPE Ontario and CUPE OMERS Board members on the potential impact of legislation on OMERS membership within CUPE
7. Facilitating broader meetings and the mobilization of CUPE's membership within OMERS, including a possible CUPE OMERS Conference
8. Participating in political action and activities related to OMERS.
9. Developing, and amending from time to time, a strategic plan to advance CUPE members' interest in the OMERS pension plan.