

PWU Interrogatory #29

Interrogatory

Reference: Reference 1: Exhibit F4, Tab 1, Schedule 1, Page 5 of 31

Demographics: OPG has a mature and experienced workforce. By year-end 2021, approximately 21% of active regular employees will be eligible to retire with an undiscounted pension, with an additional 14% becoming eligible to retire between 2022 and 2026.

Reference 2: Exhibit F4, Tab 1, Schedule 1, Page 19 of 31

c) Retirement Eligibility for an Undiscounted Pension

In 2015, OPG successfully negotiated a change in the retirement eligibility formula. Currently, PWU and Society employees can retire with an undiscounted pension when their age plus service equals 82; this is referred to as the Rule of 82. For service after March 31, 2025, the eligibility for an undiscounted pension will be changed to the Rule of 85. The retirement eligibility formula of age plus service was also changed for management employees from 84 to 90 years, effective July 1, 2014 for new management employees, and effective for future service beginning January 1, 2025 for existing employees.

Questions

- a) Please provide the number of actual retirements from 2016 to 2020 and number of employees eligible to retire in each year from 2017 to 2026.
- b) For 2025 and 2026, please provide the number of employees that would have been eligible to retire if the Rule 82 had not been changed to Rule 85.

Response

- a) Chart 1 shows the actual number of total OPG retirements for the period 2016-2020.

Chart 1

Total OPG Actual Retirements					
Year	2016	2017	2018	2019	2020
	446	429	417	368	441

Chart 2 shows total OPG regular employees who were eligible to retire¹ at the end of years 2017-2026 respectively.

Chart 2

Total OPG Employees Eligible to Retire					
Regular Employees Eligible to Retire *	2017	2018	2019	2020	
	425	387	318	297	

* This total is not cumulative.

- b) Chart 3 shows the number of total OPG employees that would have been eligible to retire in 2025 and 2026 if the Rule 82 had not been changed to Rule 85. The rule change only affects PWU and Society members. To be consistent with Chart 2 above, Chart 3 also includes Management employees that are eligible to retire based on Rule 90.

Chart 3

Total OPG Employees Eligible to Retire	
Eligible to retire under Rule 82*	

* This total is not cumulative.

¹ "Eligible to retire" refers to pension plan members who have reached their earliest unreduced retirement date.