

August 5, 2016

Sent by email - original by mail

Ron Mock  
President and CEO  
Ontario Teachers' Pension Plan  
5650 Yonge Street  
Toronto, ON M2M 4H5

Dear Ron Mock,

On behalf of the members of the Ontario Teachers' Federation, and at the request of the OTF Executive, I am writing to register our disapproval of the decision to outsource and off-shore a number of jobs at the Ontario Teachers' Pension Plan, including 35 jobs in the OPSEU bargaining unit.

We fully understand that managing the Plan falls to Plan administration (overseen by the Board of the OTPP), however, the recent decision to replace direct employees of the OTPP with contract employees from a global IT provider is inconsistent with the principles of the OTF and its Affiliates and, as a co-sponsor of the Plan, we must register our opposition to the decision.

As the umbrella organization of the four teacher Affiliates (unions), OTF is very concerned with the decision taken by the Plan. While we have been informed that the Plan decision was primarily a matter of a lack of capacity in particular areas of information technology (a deficiency between Investment IT plans and delivery) we would have preferred an approach which built upon internal capacity or that added to existing capacity externally, if absolutely necessary, rather than eliminating positions at Teachers' to be replaced through outsourcing and off-shoring.

As partners in the Plan, with the Government of Ontario, OTF's strong preference would have been to develop and supplement skill sets at Teachers'. Additional staff could be hired if the work involved exceeds present internal capacity. The Government of Ontario is certainly promoting growth in highly skilled sectors. Such an approach would have been more consistent with the Government's economic strategies as well.

From the perspective of OTF, the Plan is well managed and relatively low cost; outsourcing and taking jobs offshore, in our view, is unnecessary and inconsistent with the policies of OTF and its Affiliates. The strong opposition from teachers (plan members) which has become evident through social media, reinforces OTF's view that a cost-saving measure was neither required nor desired in this instance.

To Ron Mock  
President and CEO  
OTPP

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OTF and its Affiliates publicly support income security for all, during working years and in retirement. Our membership is sometimes criticized, sometimes envied for the retirement system they have; decisions taken by Teachers' can certainly impact the reputation of Ontario's teachers as a whole. This is a circumstance where that risk is very real.

We have been informed by OPSEU that current employees will be expected to transfer their knowledge to TCS employees, both in Canada and in India, during their notice period. This is particularly troubling; we empathize with the employees, faced with termination, being directed to train their replacements.

We hope that the OTPP will reconsider this decision and we look forward to a response,

Sincerely,



Francine LeBlanc-Lebel  
OTF President

FLL/pb

cc: Jean Turmel OTPPB  
OTF Executive  
Jeff Billard, OPSEU local 598  
Mandy Dumais OPSEU  
Nick Mustari OPSEU  
Eric O'Brien OPSEU