

# OPS Bargaining 2008

## Union proposals for renewal of Collective Agreement expiring December 31, 2008

### Unified Bargaining Unit Proposals

#### Wages and Premium Payments

- General wage increase, to also apply to LTIP recipients. (UN Salary Schedule, Article 42, Article 70)

#### Changes to the grid

- Convert “Max Plus Merit” to a step on the grid. (UN Salary Schedule)
- Remove bottom step of each grid where more than one level exists. (UN Salary Schedule)
- Establish weekend premium and increase shift premiums. (UN 6)
- Increase in custodial responsibility allowance and expand language to include those who work with “inmates or wards”. (Appendix UN 2)
- Increase amount paid for on-call duty to \$4 per hour. (UN 11)
- Limitations to the amount of assigned on-call duty. (UN 11)

#### Hours of Work and Overtime

- Schedule 6 employees receive full recognition for overtime hours after 7.25 hour per day and/or 36.25 hours worked per week at 1 ½ hours for each overtime hour worked. (Article UN 8.7.1b, Article UN 14.6)
- Establish a regime to enable flexible start and finish times. (New)

#### Expenses and Related Issues

- Increase overtime meal allowance to \$20. (UN 12)
- Employer to reimburse the mandatory/required professional fees or dues where membership in such professional organizations is a requirement of the position.

## **Recognition**

- Amend the recognition clause to clearly define the scope of the work performed by members of the OPSEU bargaining unit. (UN 1)

## **Holidays**

- Provide holiday pay (when worked) for Schedule 6 employees. (Delete Article UN 13.7)

## **Special Wage Adjustments**

- The Union is proposing that a number of positions receive special wage adjustments in addition to the general wage increase.

# Central Bargaining Unit Proposals

## Benefits

### Dental

- Remove \$100 deductible. (Article 40.1.1, Article 68.1.1)
- Add pit & fissure treatment for children. (New)
- Increase major restorative annual benefit to \$2000 from \$1200. (Article 40.3, Article 68.3)
- Pay dental benefits in accordance with the current ODA fee schedule. (Article 40.1.2 (a), Article 68.1.2)

### Vision Care and Eye Exam Coverage

- Increase employer share of premium from 80 per cent to 100 per cent and increase the benefit amount from \$340 to \$500. (Article 39.3, Article 67.3)

### Other Benefits

- Provide reimbursement for the full cost of semi-private or private hospital accommodation. (Article 39.2.1, Article 67.2.1)
- Provide reimbursement for serums and vaccines. (New)
- Provide insured benefits to unclassified employees. (New)
- Increase the amount of basic retiree life insurance from \$2000 to \$4000, keeping the opt in/opt out choice. (Article 37.4, Article 65.4)
- Provide a new clause to provide for reimbursement for the cost of durable medical equipment. (New)
- A provision similar to that found in Article 42.3 and Article 70.3 (LTIP) that provides for the continuation of Employer contributions to the pension plan on behalf of a person who is on WSIB (Article 41, Article 69)
- Amend Article 42.2.1 (a) and Article 70.2.1 (a) (LTIP) to provide for the amount of the benefit to be calculated based on the employee's salary at the first date of eligibility for LTIP (rather than the date of disability), while maintaining the entitlement to any retroactive salary adjustments.
- Amend Articles 67.1.1 and 68.4 to provide that for RPTs whose weekly working hours are equal to or greater than 60 per cent of full time employment, the Employer will pay 100 percent of the premiums for Supplemental Health and Hospital Insurance and the Dental Plan. For those RPTs whose hours of work are less than 60 per cent of full time employment the Employer will pay 50 per cent of the premiums.

### Housekeeping

- Add the provisions of the interim agreement on insured benefits resulting from the abolition of mandatory retirement to the collective agreement. (New)

## **Vacation, Holidays and Leaves**

- Amend Articles 46.1 and 72.1 to increase vacation time entitlement for all classified employees, including RPT, FPT.
  - 4 weeks after 7 years of service (8)
  - 5 weeks after 13 years of service (15)
  - 6 weeks after 23 years of service (26)
  - 7 weeks after 28 years of service (New)
- Include Family Day under holidays for all employees. (Article 47, 73)
- Add 10 paid emergency leave days. (New)

## **Pensions**

- Improved early retirement options.
- Improve early retirement and pension amounts for COs pursuant to Income Tax Act. To be bargained at the Corrections Table.
- Add open pension buybacks while keeping payroll deduction.
- Amend plan text to allow non-OPS OPSEU members into OPT.

## **Classification and Pay**

- Cost of Living Allowance (COLA).
- Arbitration for classification issues/grievances.
- Complete the new job evaluation process.

## **Employment Stability**

- Amend Article 20 to enhance the retention of current employees by improving the emphasis on employment stability versus layoff.

## **Unclassified, Seasonal and Students**

- Amend the unclassified conversion language to facilitate the conversion of unclassified employees to classified positions. (Article 31A.15)
  - Article 31A.15.1.1: Replace the words “same work” with “similar work”
  - Article 31A.15.1.2: To include “provided the position has been cleared through surplus”
  - Article 31 A.15.2: Change hours for calculation purposes to reflect 1864 hours of straight time hours worked for 40 hour positions; 1689.25 hours of straight time hours worked for 36.25 hour positions.  
(Reflects calculation based on 3 weeks vacation and 12 statutory holidays)

- Increase to 4.8 per cent (from 4.0%) pay in lieu of statutory holidays; recognition of Family Day. (Article 31A.5, Article 32.14.1)
- Allow part time unclassified employees to progress on the wage grid by amending Article 31.A.2.2: to remove the words “full time”.
- Increase reporting pay from two (2) hours to four (4) hours. (Articles 31A.4.1 and 31A.4.2)
- Amend Article 31A 8.1 and Article 32.16.1.1 to provide that where an attendance credit is used, the hours covered by the use of the credit are considered as hours worked for all purposes.
- Amend vacation pay per cent in lieu payment based on scale. (Article 31A 6.1, Article 32.13)

0 – 7 years of service	7 – 13 years of service	13 – 23 years of service	23 – 28 years of service	28 plus years of service
6 per cent	8 per cent	10 per cent	12 per cent	14 per cent

- Scheduling
  - Amend Article 31.A.4.3 to provide for 24 hours notice of shift scheduling changes.
  - Scheduling of unclassified employees by seniority.
- Recognition and calculation of unclassified seniority.
- Establish hard targets for the conversion of the unclassified workforce to a classified workforce. (Appendix 15)
- Bereavement leave (Article 48.1, 48.2, 48.3) shall apply to all OPS employees.
- Amend Article 32.21.1 to include access to Article 49 - Special/Compassionate Leave - for seasonal employees. (Similar to Article 31A.16.1)
- Remove student pay grid; pay students in accordance with the closest equivalent classification. (Article 33 and Appendix 12)

### **Bargaining Unit Work**

- Amend the recognition clause to clearly define the scope of the work performed by members of the OPSEU bargaining unit. (Article 1)
- Eliminate the use of consultants and temporary agency workers for bargaining unit work.

### **Postings**

- Amend posting and competition language:
  - Amend Article 6.1.2 to limit the similar positions that may be filled by applicants to a prior competition to vacancies/new positions that occur in the same headquarters location as the original competition.
- Restrict external hiring where internal applicants exist.
  - Post internally within the OPS first before posting open competitions.

- Seniority recognition in job competitions for unclassified employees; seniority of existing employees of the OPS recognized before external applicants. (Article 6.3)

## **Health and Safety**

- Apparel and dry-cleaning; when specific clothing is required by the employer, it is provided and maintained at the employer's expense. (Article 9.4)
- Include the Precautionary Principle in Article 9. (New)
  - In making decisions that affect occupational health and safety, the employer will use as its guiding principle, the precautionary principle that reasonable efforts to reduce risk need not await scientific certainty. (Example: reaction to SARS epidemic.)
- Anti-bullying/psychological harassment language. (New)
- Recognition of acts of racism, sexism, ablism and homophobia as Health and Safety related issues. (Article 9)
- Mandatory Health and Safety training for all new hires at the time of orientation, including introduction to OPSEU union representatives. (Article 5, add to Article 33)

## **Kilometric Rates**

- Eliminate sliding scale and provide flat kilometric rate. (Article 13.1)
  - \$0.50 per kilometre

## **Flexible Part Time**

- Increase employer share of benefit premium costs.
  - 60 per cent for 1000 (1100) hour category
  - 100 per cent for 1500 (1650) hour category
- Establish scheduling language for FPTs to:
  - Provide notice of weekly schedules.
  - Limit the number of days in the workweek.
- Employer to provide statistics on the use of unclassified employees.
- Re-write Appendix 32 to include the negotiated changes that have been made to the FPT regime. (Appendix 32)

## **ODSP Workload Issue**

- MERC referral

## **Housekeeping**

- Appendix 5 – “MBS” to “MGS”