



## Highlights of the OPSEU L.143 Tentative Agreement from April 1, 2006 to March 31, 2008.

The Negotiating Team is recommending acceptance.

### Wages:

#### Appendix 'B' Programs (Other Votes)-

April 1, 2006 - March 31, 2007 - **0.5%** (1.5% already received) for a **total of 2%**

April 1, 2007 - March 31, 2008 - **2.0%**

\*Those with 25 or more years will continue to receive an additional 2%. (The employer wanted this removed.)

#### **The No Lay-Off Language for this group remains!**

The employer desperately wanted this language removed. This was the last stumbling block to an agreement. To save this language we withdrew our proposal to enhance our early retirement/voluntary exit package. By asking for both, the employer saw this as a conflict. On one hand you're asking for job security and on the other hand you want voluntary exit/early retirement enhancements.

#### Special Wage Adjustment:

In addition to the 1.5% increase April 1, 2006 and the forthcoming 0.5% increase for the same time period, **Gambling Counsellors** will receive an employer offered **special wage adjustment of 11% effective April 1, 2007**, due to additional Ministry funding for the Gambling program. The wage adjustments of 2% April 1, 2007 will be in addition to the special adjustment.

## Appendix 'A' Programs-

April 1, 2006 - March 31, 2007 - **3.0%**

April 1, 2007 - March 31, 2008 - **3.0%**

**"Me Too" clause with HDGH to continue for the following classifications:**

- Registered Nuclear Medicine Technologists,
- Registered Dietitians,
- Registered Occupational Therapists,
- Registered Physiotherapists,
- Pharmacists,
- Registered Respiratory Therapists,

**with the understanding that if HDGH classifications receive an increase after the expiry of the collective agreement, this clause will carry on and be effective while negotiating a new collective agreement.**

**For all members:**

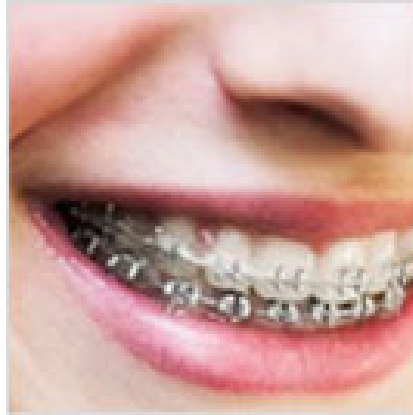
**\*Full retroactivity to be paid on wages and wage related premiums within 3 full pay periods from ratification by both parties (OPSEU and employer).**



On a go forward basis, **recent related experience** will be credited year for year. (Removed wording- A person will not be placed higher than the next to last step on the grid placement.)

## Benefits:

**Orthodontic coverage:** to increase to **\$1500** lifetime per insured individual, from **\$1000**.



**Chiropractic and Massage Therapy:** **\$300** annually for each, chiropractic and massage, for each insured individual.



Part time employees will have the ability to purchase benefits through the employer.  
(Paying 100% of the premiums to the Hospital, in advance.)

**Bereavement Leave:** To increase to **4 days** for spouse, parent and child.

**Meal Allowance:** to increase from **\$4.00** to **\$5.00**



**Café Met avec Chef Stefan**

**Vacation:** Increase to **4 weeks after 3 years** (previously 4 yrs.) and **6 weeks after 22** (previously 23 yrs).

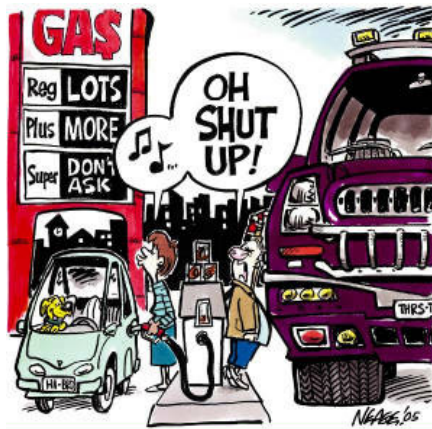


**Call Back:** Increase from **4 hrs straight time** to **4 hours at time and one half**.

**Call In:** Increase from **4 hrs straight time** to **4 hrs at time and one half**.

Shift Premiums:	Apr. 1, 06	Apr. 1, 07	Mar. 31, 08
Afternoon	\$1.25	\$1.30	
Night	\$1.50	\$1.55	
Weekend	\$1.65	\$1.70	\$1.75

**Mileage:** Increase to 0.40 per km from 0.35.



**Vision:** Employer paying 100% of premium.



**Temporary Upgrading:** Increased from \$5.00 to \$15.00.

## **Letters of Understanding:**

New: LHIN letter as per Central.

New: **Article 17.09:** Military Leave letter as per Central.

New: Pay Equity to be maintained as per applicable legislation.

## **Language Changes:**

Article 2.03(Definition): Added language- **Notwithstanding the foregoing, part time employees cannot be regularly scheduled to work in excess of thirty (30) hours per week without mutual agreement unless the employee is the least senior employee available and qualified to perform the work.**

Article 13.01(Job Postings): Amended to include: **hours of work and whether the position is full time or part time. In addition, the posting will provide some indication of the number of hours the job requires. This should not be construed as any guarantee of hours of work, or in any way a limitation on the employer's right to increase or decrease the hours of work as required.**

Article 13.05(Job Postings): Addition: **For the purposes of job posting only, the hours of work on the seniority list for part time and casual employees will be updated to the end of the pay period immediately prior to the date of the job posting.**

Article 14.05 (xi)(Layoff and Recall): Addition: **for the purpose of Article 14.02 (f), the two (2) year period will be re-established in situations where a laid off employee is recalled, returns to work in a temporary position and where such temporary position ends.**

