

## **OPSEU LOCAL 329**

### **Mental Health Centre Penetanguishene**

[www.opseulocal329.ca](http://www.opseulocal329.ca)

February 2, 2010

Brothers and Sisters:

#### **CHANGES IN NEW COLLECTIVE AGREEMENT VS OPS COLLECTIVE AGREEMENT**

There are some changes from the OPS Collective Agreement to the new MHCP Collective Agreement that are vital you are aware of.

- Letters of discipline can be removed from your corporate file after 18 months (also applies to existing letters as of date of ratification) - **Article 14**.
- Bereavement Leave has been increased. **Article 18** lists the relationships for which you can apply for bereavement leave.
- There is no more paid discretionary time. Instead there are 10 unpaid Emergency Days that you can access for specific issues. Refer to the Employment Standards Act Guide ([www.labour.gov.on.ca/english/es](http://www.labour.gov.on.ca/english/es)) for details - **Article 19**.
- If you are injured at work and put in a claim for Worker's Compensation Insurance, you will no longer automatically be paid by the employer. You may apply to the Hospital for payment equivalent to the lesser of the benefit the employee would receive from WSIB or the benefit to which the employee would be entitled under short term sick plan. You can top up to 100% by using available vacation or lieu credits upon request. If your application to the Hospital is approved and your claim is subsequently approved by WSIB, any monies you received from the employer will have to be repaid once you begin receiving payment from WSIB. If your claim is not approved by WSIB, any monies paid to you will be applied towards the benefits to which you are entitled under your short term sick plan - **Article 24**.
- It is now an expectation that at the change of shift there will be additional time required for reporting which will be considered to be part of the normal daily shift, for a period of up to 15 minutes. Should the reporting time extend beyond 15 minutes, the entire period shall be considered overtime - **Article 33.01**.
- Meal allowance premium has been changed to \$8.00 for everyone - **Article 35.02**.
- Shift premiums and weekend premiums of \$1.50 and \$1.75 respectively were effective January 8 2010 - **Article 35.01**.

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Compressed work week agreements are status quo for the time being. We are working with management to redo these agreements to reflect the new hours.

If you have any questions about the above or any other articles of the MHCP Collective Agreement, please do not hesitate to contact us.

In Solidarity

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