



FACTS #1

Opseu Local 329

Tentative Agreement

Dec 29th 2009

You are now in the Broader Public Service and work for a Hospital Corporation with a specific budget. There is no longer an unlimited pot of money to bargain with as there was when you were with the Ontario Government.

In the past bargaining history, there were times that some classifications did better than others. This round of bargaining was no different as your classifications changed to mirror that in the Psychiatric Hospital Sector. Most classifications were under paid compared to their counterparts in this Sector and some were not. Most classifications are now the highest paid in this Sector. For the classifications that ended up red circled, we attempted to minimize the damage the best we could.

Your bargaining team is recommending acceptance as this is the best deal that could be bargained at the table. They got the best deal for the collective membership. There was no self interest. Is it all good, now there were some bitter pills to swallow, things that an Arbitrator would have ordered anyway, however overall, it is the best contract in your Sector. You have the right to determine whether you are in favour or not.

Once a decision has been made one way or another regarding this tentative settlement, you will still have to go through a process of evaluating all of the jobs through Pay Equity.

Lets deal with some of the issues that were raised:

Negative effect on pensions – there will be no change. Your pensions are based on years of service. Some of you worked 40 hrs per week and some worked 36.25 hrs. Hours do not matter, it is a percentage of your yearly salary. Effective April 1, 2010 a year will be equivalent to 1950 hrs instead of 2080 hrs.

Hourly rate being reduced – No one is having their rate reduced. If your hourly rate exceeds the new maximum rate when all the wages are harmonized on April 1, 2010, it will stay at your current rate until the new rate catches up.

Shift premiums – the only way you wouldn't qualify for the shift premium is if you switch shifts with someone. If you permanently work nights or weekends because of your personal choice, you get the premium.

Responsibility pay – if you perform the duties of team leader or charge nurse, you should get this premium.

Negative effect on unclassified staff – all unclassified staff will be asked to declare whether they wish to be part time or casual at some point in time. The only difference here is that casual staff will work when ever they feel like it. Part time will have to make themselves available but should not see a reduction in hours of work. Now all unclassified employees accrue seniority. Your per cent in lieu will be better. The only negative is that you do not accrue sick leave credits.

Interest on termination payments – There was no obligation for the Employer to pay out these payments until you officially left the Hospital. Even then, you would have gotten one week for every year of service to a max of 26 weeks with no interest.

Stat payment- number of hours worked plus half of that and 7.5 hours in the bank.



OPSEU Bargaining Team 2009