



January 15, 2009

To all former AMAPCEO members transferred to OPSEU:

On behalf of the Corrections Bargaining Unit, the OPSEU Children and Youth Services Ministry Employee Relations Committee and the OPSEU Community Safety and Correctional Services Ministry Employee Relations Committee, we would like to welcome you to the Ontario Public Service Employees Union.

Due to the actions of your employer and your former bargaining agent, this has been a period of stress and confusion for many of you. It is our hope that we can answer some of the questions that have arisen around this transfer.

Effective December 31, 2008, you became members of OPSEU, assigned to the Corrections Bargaining Unit. This was not a negotiated transfer, but came as a result of AMAPCEO entering an agreement with the government to abandon your bargaining rights. While OPSEU was not part of this agreement, we do welcome you wholeheartedly to our union.

How does this change your job? In reality, you will experience very few changes in how you currently perform your duties. You will now pay dues to OPSEU, at a rate of 1.375 per cent of your earnings. In return, effective Dec. 31, 2008, all of the provisions of the current OPSEU OPS Central Collective Agreement and Corrections Bargaining Unit Agreement now apply to you. You can access the current OPSEU Collective Agreement at <http://www.opseu.org/ops/collective/collective.htm>.

A common question being asked is with regard to your pension. Effective Dec. 31, 2008, your pension moved from the Public Service Pension Plan (PSPP) to the OPSEU Pension Trust (OPT). Because of superior benefits in the OPT plan, there are additional costs associated that you will have to bear in order to maintain your current pensionable service. Unfortunately, neither the employer nor your former bargaining agent plans to compensate you for this. For more information on the OPT, go to <http://www.optrust.com>.

With respect to Pay for Performance, you are no longer eligible for this pay. In consideration of this, you will receive the following lump sum payments:

Feb. 1, 2009

- For those employees at the maximum of their salary range: \$4,000
- For those employees not at the maximum of their salary range: \$1,000

Feb. 1, 2010

- For those employees at the maximum of their salary range: \$4,000
- For those employees not at the maximum of their salary range: \$1,000 .../2

100 Simcoe Road
Toronto, Ontario
M5B 3P8
Tel: 416-443-8888
Fax: 416-448-7469

Toll free:
1-800-268-7376
TDD: 416-443-9898
or 1-800-663-1070

www.opseu.org
www.sefpo.org
OPSEU is affiliated
with the OFL, CIC
and NUJCE

100, chemin Incoff
Toronto (Ontario)
M5B 3P8
Tel: 416-443-8888
Tél: 416-448-7469

Sans frais:
1-800-268-7376
ATS: 416-443-9898
ou 1-800-663-1070

www.opseu.org
www.sefpo.org
Le SEFPO est affilié
à la FTO, au CIC
et au SNEGSP



Overtime provisions of the OPSEU Collective Agreement will now apply to you. All former AMAPCEO members have been assigned to Schedule 3.7 with the exception of APL17s who have been assigned to Schedule 6 (*see Page 433 and 436 of the OPSEU Collective Agreement*). As an OPSEU member, your current seniority and continuous service date will not change.

Compensation Option Credits (COC) days that you have earned up to Dec. 31, 2008 will continue to be available for you to use.

Your vacation entitlements will be governed by the OPSEU Collective Agreement (*See Page 107 of the OPSEU Collective Agreement*). Any eligible unused credits will carry over with you.

Effective Jan. 1, 2009, the pre-existing AMAPCEO salary schedules will be restructured, maintaining the existing starting and maximum rates, and an increment structure will be incorporated. Employees will be placed on the step of the salary grid that is not less than their current salary. Employees will retain their current anniversary date for the purposes of merit pay. An employee's merit increase shall result in a move to the next highest step in the salary schedule in his/her classification.

As you are aware, OPSEU has reached a tentative agreement for the new OPS Central agreement. That means the current agreement (which expired on Dec. 31, 2008) is still in effect until the tentative agreement is ratified. In the Corrections Bargaining Unit, members have been asked to reject the employer's offer. You will be able to participate in both of those votes, at your assigned locals, which take place Jan. 27-29. Watch the OPSEU website for details on times and locations or check with your local president. You can get the latest information regarding the contract at <http://www.opseu.org/ops/barg2008/index.htm>.

Please know that our union fully supports our corrections unit in their stand against a very punitive employer offer. While we certainly hope that a contract can be achieved without labour action, if a strike is necessary it will include all members of the Corrections Bargaining Unit, including all former AMAPCEO members.

In closing, we want to again welcome you to our union. As members of the largest provincial union in Canada, you will find that OPSEU has resources that were previously unavailable to you. We look forward to representing you and your colleagues.

In Solidarity,



Warren (Smokey) Thomas
President
OPSEU

Eduardo Almeida
Chair
MCSCS MERC

Glenna Caldwell
Chair
MCYS MERC

David Kerr
Chair
Corrections
Bargaining Team

APPENDIX A - DESIGNATED AMAPCEO POSITIONS TO MOVE TO OPSEU FOR CORRECTIONS

Job Code	Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Hours of Work Schedule
13AGA	\$ 45,544.00	\$ 55,455.00	\$ 45,544.00	\$ 47,138.04	\$ 48,787.87	\$ 50,495.45	\$ 52,262.79	\$ 54,091.98	\$ 55,455.00		Schedule 3-7
14AFA	\$ 47,266.00	\$ 57,882.00	\$ 47,266.00	\$ 48,920.31	\$ 50,632.52	\$ 52,404.66	\$ 54,238.82	\$ 56,137.18	\$ 57,882.00		Schedule 3-7
14AGA	\$ 48,834.00	\$ 59,530.00	\$ 48,834.00	\$ 50,543.19	\$ 52,312.20	\$ 54,143.13	\$ 56,038.14	\$ 57,999.47	\$ 59,530.00		Schedule 3-7
15AGA	\$ 52,079.00	\$ 63,917.00	\$ 52,079.00	\$ 53,901.77	\$ 55,788.33	\$ 57,740.92	\$ 59,761.85	\$ 61,853.51	\$ 63,917.00		Schedule 3-7
15PCH	\$ 53,398.00	\$ 65,218.00	\$ 53,398.00	\$ 55,266.93	\$ 57,201.27	\$ 59,203.32	\$ 61,275.43	\$ 63,420.07	\$ 65,218.00		Schedule 3-7
16ASL	\$ 54,587.00	\$ 67,019.00	\$ 54,587.00	\$ 56,497.55	\$ 58,474.96	\$ 60,521.58	\$ 62,639.84	\$ 64,832.23	\$ 67,019.00		Schedule 3-7
16PCH	\$ 57,445.00	\$ 70,169.00	\$ 57,445.00	\$ 59,455.58	\$ 61,536.52	\$ 63,690.30	\$ 65,919.46	\$ 68,226.64	\$ 70,169.00		Schedule 3-7
16PPH	\$ 65,307.00	\$ 79,200.00	\$ 65,307.00	\$ 67,592.75	\$ 67,592.75	\$ 69,958.49	\$ 72,407.04	\$ 74,941.28	\$ 77,564.23	\$ 79,200.00	Schedule 3-7
17APA	\$ 59,253.00	\$ 72,135.00	\$ 59,253.00	\$ 61,326.86	\$ 63,473.29	\$ 65,694.86	\$ 67,994.18	\$ 70,373.98	\$ 72,135.00		Schedule 3-7
17APL	\$ 67,900.00	\$ 81,219.00	\$ 67,900.00	\$ 70,276.50	\$ 72,736.18	\$ 75,281.94	\$ 77,916.81	\$ 80,643.90	\$ 81,219.00		Schedule 6
17APS	\$ 60,424.00	\$ 73,561.00	\$ 60,424.00	\$ 62,538.84	\$ 64,727.70	\$ 66,993.17	\$ 69,337.93	\$ 71,764.76	\$ 73,561.00		Schedule 3-7
17PPH	\$ 68,918.00	\$ 85,217.00	\$ 68,918.00	\$ 71,330.13	\$ 73,826.68	\$ 76,410.62	\$ 79,084.99	\$ 81,852.96	\$ 84,717.82	\$ 85,217.00	Schedule 3-7
17PSW	\$ 64,000.00	\$ 77,614.00	\$ 64,000.00	\$ 66,240.00	\$ 68,558.40	\$ 70,957.94	\$ 73,957.94	\$ 73,441.47	\$ 76,011.92	\$ 77,614.00	Schedule 3-7
18AFA	\$ 62,306.00	\$ 77,657.00	\$ 62,306.00	\$ 64,486.71	\$ 66,743.74	\$ 69,079.78	\$ 71,497.57	\$ 73,999.98	\$ 76,589.98	\$ 77,657.00	Schedule 3-7
18APA	\$ 62,306.00	\$ 77,657.00	\$ 62,306.00	\$ 64,486.71	\$ 66,743.74	\$ 69,079.78	\$ 71,497.57	\$ 73,999.98	\$ 76,589.98	\$ 77,657.00	Schedule 3-7
18ASL	\$ 62,306.00	\$ 77,657.00	\$ 62,306.00	\$ 64,486.71	\$ 66,743.74	\$ 69,079.78	\$ 71,497.57	\$ 73,999.98	\$ 76,589.98	\$ 77,657.00	Schedule 3-7
18PSW	\$ 66,618.00	\$ 82,366.00	\$ 66,618.00	\$ 68,950.00	\$ 71,362.87	\$ 73,860.57	\$ 76,445.69	\$ 79,121.29	\$ 82,366.00		Schedule 3-7
19APA	\$ 65,444.00	\$ 83,544.00	\$ 65,444.00	\$ 67,734.54	\$ 70,105.25	\$ 72,558.93	\$ 75,098.49	\$ 77,726.94	\$ 80,447.38	\$ 83,544.00	Schedule 3-7
19ASL	\$ 65,444.00	\$ 83,544.00	\$ 65,444.00	\$ 67,734.54	\$ 70,105.25	\$ 72,558.93	\$ 75,098.49	\$ 77,726.94	\$ 80,447.38	\$ 83,544.00	Schedule 3-7