

COMPARISON OF UNION'S AND EMPLOYER'S POSITIONS

March 31, 2000

PLEASE NOTE:

For full details of both positions, please see the detailed positions document at www.opseu.org/bps/bargaining/opacmain.htm.

ISSUE	UNION	EMPLOYER
Wages	<ul style="list-style-type: none">◆ General wage increase: Jan. 1, 1999 – 3.0% Jan. 1, 2000 – 2.5% Jan. 1, 2001 – 2.5%◆ Plus cost of living increase for any inflation over rate increase.◆ Plus \$500 annually for Toronto employees◆ PA4's move to PA5 wage rate.	<ul style="list-style-type: none">◆ General wage increase: 1999 – no rate increase; flat \$500 On ratification – 1.5% Jan. 1, 2001 – 1.5% Jan. 1, 2002 – 2.0% No rate increase for PA3's – lump sum payments at percentage rates above
Pensions	<ul style="list-style-type: none">◆ Employer to create a fund to compensate employees if pension value decreased due to pension transfer to OMERS.	<ul style="list-style-type: none">◆ No reply.
Contract Workers	<ul style="list-style-type: none">◆ To have full rights under the Collective Agreement.◆ Any contract employee working more than 6 months in a year will become a permanent employee. Seniority to start with Finance hiring date.	<ul style="list-style-type: none">◆ Employer wants to limit rights of contract staff. For example:<ul style="list-style-type: none">◆ No right to grieve dismissal◆ No seniority rights◆ No access to health & safety language◆ No bereavement leave◆ No provision for rollover. Seniority date from when employee was last hired by OPAC.
Overtime	<ul style="list-style-type: none">◆ Everyone accrues overtime after 36¼ hours.◆ Saturday is overtime.	<ul style="list-style-type: none">◆ Overtime accrued after 44 hours, except for OAG and drafters.◆ No provision for Saturday overtime.◆ No MCO days for former AMAPCEO.
Flex Time	<ul style="list-style-type: none">◆ Everyone should have access to compressed work week or flextime arrangements.	<ul style="list-style-type: none">◆ No reply.

Expenses	<ul style="list-style-type: none"> ◆ Modest meal increase. ◆ Mileage - southern 35¢ / km - northern 36¢ / km ◆ Parking provided at work. ◆ Relocation/moving expenses to be covered. ◆ Expenses while traveling (laundry, telephone calls, etc.) to be covered. ◆ Personal vehicles will not be a condition of employment. 	<ul style="list-style-type: none"> ◆ No reply. ◆ Current rates of 30¢ and 30.5¢ per km. ◆ No reply. ◆ No reply. ◆ No reply. ◆ No reply.
Holidays	<ul style="list-style-type: none"> ◆ Will agree to removal of Easter Monday and Remembrance Day if replaced by 3 floaters at employee's choice. ◆ Also, Christmas Eve and New Year's Eve. 	<ul style="list-style-type: none"> ◆ Remove Easter Monday and Remembrance Day and replace with 2 floaters to be scheduled by Employer only. ◆ No reply.
Employment Stability	<ul style="list-style-type: none"> ◆ No contracting out. ◆ No workfare. ◆ Layoff by seniority. ◆ Double severance, if laid off. ◆ OPS education allowance. ◆ 6 months notice of lay-off or pay in lieu. 	<ul style="list-style-type: none"> ◆ No reply. ◆ No reply. ◆ Employer judges skills, ability, experience and qualifications first, and then seniority kicks in. ◆ No reply. ◆ Current allowance removed! ◆ As per Employment Standards Act.
Benefits	<ul style="list-style-type: none"> ◆ If benefits not paid, employee can file a grievance. ◆ Increases in benefits, eg: <ul style="list-style-type: none"> ◆ Life insurance to 100% of salary. ◆ Drugs at 100% of cost. ◆ Semi-private at 100%. ◆ Vision care at \$200 per person per year. ◆ Dental care including pit and fissure sealant. ◆ Dental restoration to a maximum of \$2500 per year, including crowns and bridges. ◆ Current post-retirement benefits for all employees to continue. 	<ul style="list-style-type: none"> ◆ No grievances allowed on benefits. Employer will not even agree to establishment of joint committee to discuss issues around benefits. ◆ No reply. ◆ Employees hired after transfer will receive benefits only until age 65. ◆ Employer can alter benefit plan unilaterally.
Travel Time	<ul style="list-style-type: none"> ◆ As current practice, all travel time is work time. 	<ul style="list-style-type: none"> ◆ Change from current policy, traveling is not work, paid at straight time.
Temporary Vacancies	<ul style="list-style-type: none"> ◆ To be posted after 6 months. 	<ul style="list-style-type: none"> ◆ To be posted after 9 months. Currently, HR Policy states 6 months.

**Parental
Leave**

◆ Language to include extension of parental leave announced by Federal Gov't.

◆ Will not agree to extension announced by Federal Gov't.

**Leave With /
Without Pay**

◆ Employer shall not reasonably deny such requests.

◆ At the Employer's discretion only.

**Job
Classification**

◆ Ability to grieve classification.

◆ No ability to grieve classification.