

Bargaining Summary; March 3	Major items only; there are more issues in dispute	Check actual documents
Issue	Union	Employer
Wages: general increase	1999 3.0% Jan. 1 2000 2.5% Jan. 1 2001 2.5% Jan. 1 Plus cost of living for any inflation over rate increase. Plus \$500 annually for Toronto employees Also, PA4's move to PA5 wage rate.	1999 no rate increase; flat \$500 2000 1.5% on ratification only 2001 1.5% Jan. 1 2002 2.0% Jan. 1 No rate increase for PA3s: lump sum payments at percentage rates above.
Pensions	Employer to create a fund to compensate employees if pension value decreased due to pension transfer to OMERS	No reply
Job security	All employees get six month layoff notice	Remove current transferred employees 6 month notice
	No contracting out.	No reply
	No workfare placements	No reply
"Temporary" workers	After 6 months temporary employees become permanent.	No reply
Overtime	Seniority to start with Finance hiring date Everyone accrues overtime after 36.25 hours. Sat. is overtime.	Seniority at OPAC hiring date OAG and drafters accrue overtime after 36.25 hours, everyone else after 44. No provision for Sat. overtime. No MCO days for former AMAPCEO.
Flex time	Everyone should have access to compressed or flextime	No reply.
Expenses	Modest meal increase Mileage Sthrn .35 Nrthrn .36 Parking provided at work	Sthrn .30 Nrthrn .305 No reply
Holidays	Will agree to removal of Easter Monday and Remembrance if replaced by 3 floaters at employee's choice. Also Christmas Eve and New Year's Eve.	Remove Easter Monday and Remembrance and replace with 2 days scheduled by employer
Layoffs	By seniority	No reply Employer judges skills, ability, experience and qualifications, then seniority kicks in.
	Double severance if laid-off.	No reply.
	OPS Education allowance.	Current allowance removed!
Benefits	If benefits not paid, employee can file grievance. One level of benefits that incorporates former AMAPCEO employees rates. Modest increases in benefits eg: Life insurance to 100% salary. Drugs at 100% cost. Semi-private hospital at 100%	No grievances allowed on benefits. AMAPCEO employees get reduced benefits. No reply.
Travel time	As current, all travel time is work time	Change: traveling is not work, paid at straight time