

# NEGOTIATIONS BULLETIN

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**TO: All Security Officers / employees of OLG Slots at Rideau Carleton Raceway in the bargaining unit of OPSEU Local 495:**

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November 22, 2007

## **Settlement Reached !**

In the early hours of November 16<sup>th</sup>, your elected Bargaining Team was able to achieve a negotiated settlement of the outstanding issues for the renewal of your collective agreement.

Highlights of the tentative settlement are as follows:

- Term: new collective agreement expires March 31, 2009
- Wages: effective and retroactive to April 01/07 = add \$0.40/hr to Job Rate
  - Start Rate = \$15.36
  - after 1040 hours worked = \$17.28
  - after 2080 hours worked = \$19.20
- continuation of current language that provides for same incentive payments and hourly increases if paid to non-union employees on April 01/08
- incentive payment owed for fiscal 2006-2007 will be paid
- EMR Premium of \$1.00 per hour for employees with certification and doing EMR duties
- limitation on the number of dual rate Supervisors, equal to 15% of the bargaining unit workforce numbers
- creation of Employee Advisory Meetings, to facilitate discussions between management and Local Union on a range of operational issues
- modification to grievance procedure, to confirm that Union Steward and OPSEU staff have role and voice to present a grievance on behalf of a member
- modifications to shift scheduling provisions to address various demands: part-time scheduled days off, employee contact when schedule changed or shifts become available, the use of adjustments, distribution of overtime, and posting of draft schedules

- Letter of Understanding re: Scheduling and creation of Committee to meet with management to address complexities, impacts and ways to adopt static or rotational 8-10 hour shifts while eliminating 12 hour shifts
- Letter of Intent re: Part-time Scheduling
- new provision for return to same rate of pay after recall
- improvements to Bereavement, Pregnancy-Parental, and Personal Leaves
- improvements to Vacation Leave and scheduling/picks
- two new Religious Holiday days: paid for FT, unpaid for PT
- improvements in dental, vision care, drug & health; exploration of benefits of OPSEU Joint Trusteed Benefit Fund
- increase safety footwear allowance to \$110.00
- new provision for payment where lunch is interrupted by Employer
- commitment to adding "Family Day" to Holiday list if OLG decides to provide it corporately

### **Ratification**

Now that a tentative settlement has been reached, it must be voted on by affected employees of the OLG Slots at Rideau Carleton Raceway. All Security Officers in the bargaining unit are entitled to vote, whether they are signed-up OPSEU members or not. **Therefore, a secret ballot ratification vote session has been arranged as follows:**

<b>DATE:</b>	<b>Tuesday November 27, 2007</b>
<b>TIME:</b>	<b>9:00 am to 7:00 pm Drop by to vote anytime during these hours.</b>
<b>LOCATION:</b>	<b>Southway Inn, 2431 Bank Street (at Hunt Club) Ottawa, Ontario MONARCH ROOM (Main Level, immed. to the right off Lobby)</b>

**Your Bargaining Team is unanimously recommending acceptance of this settlement. We will be available during the ratification meeting to answer any questions. Copies of the signed Memorandum of Settlement will be provided to you by the end of this week.**

In solidarity,

Pierre Mainville  
(Full-time)

Adrian Persoiu  
(Part-time)

Negotiator:

Robert Field

OPSEU Head Office (ext. 8640)

A/Staff Representative:

Wendy Chow

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