



How do the conditions compare?

When deciding whether or not to vote for a union, many employees want to know how their wages, working conditions and benefits compare with what unionized employees currently receive.

Attached are those issues that were identified.

But remember: In this vote you are not voting for one set of conditions over the other.

You are voting whether to have a bargaining agent represent your interests in your working relationship with your employer. You are deciding whether you want your terms and conditions to be written into a binding legal contract. You are choosing whether to have a union defend your rights in the workplace, and ensure that you are protected from any negative impacts due to your work.

OPSEU is the organization that does just that.

*NOTE: This is the information we have currently. If there are corrections, please let us know.

Make sure you have all the information you need to make an informed decision on December 6, 2007.

Questions? Please call 1-800-268-7376

	OPSEU Huntsville/Bracebridge	Non-Union Barrie	Notes
Extended Health Care	<ul style="list-style-type: none"> • Vision: \$200 every 24 months • Massage therapy - \$7 per visit to 12/year max • Prescription - 100% - no dispensing fee - \$10/\$20 deductible • Hospital/Private coverage - 100 per cent in Canada • Extended Health 100 per cent reimbursed • Hearing aids - \$500 max every 36 months • Orthotics: \$400/pair - 2 pair/year • Speech pathologist - \$200/year 	<ul style="list-style-type: none"> • Vision: \$300 every 24 months • Massage therapy - \$300/year (M.D. note every six months) • Prescription - \$7.50 dispensing fee - \$10/\$20 deductible 	OPSEU part-time employees receive additional 18 per cent wages in lieu of benefits
Dental	<ul style="list-style-type: none"> • Unlimited basic dental • Major services 100 per cent reimbursement unlimited • Orthodontics 50 per cent to \$1,500 lifetime maximum. • Current ODA 	<ul style="list-style-type: none"> • Unlimited basic dental • Major services to max \$1,000 per year • 2005 ODA 	
Short Term Sick Plan	<ul style="list-style-type: none"> • First 15 weeks paid up to 100% of earnings determined by length of service <ul style="list-style-type: none"> • 3 months - 66 2/3% • 1 year - 70% • 2 years - 80% • 3 years - 90% • 4 years - 100% • Sick pay benefits from 16th to 30th week are provided by Employment Insurance 	<ul style="list-style-type: none"> • 10.5 hours per month, accumulated to max of 770 hours. • 100 per cent pay until credits exhausted, then 75 per cent of pay for total combined period of 17 weeks. 	OPSEU employees do not have to earn sick time prior to usage
Long Term Disability	<ul style="list-style-type: none"> • After the 30th week LTD benefits up to 75 per cent of earnings 	<ul style="list-style-type: none"> • 75 per cent of monthly earnings to max of \$8,000 	
Group Life Insurance	<ul style="list-style-type: none"> • 2X annual salary (taxable) 	<ul style="list-style-type: none"> • 2X annual salary (taxable) 	

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Family Related Care	<ul style="list-style-type: none"> Allowed to use accumulated credits - not charged against sick time 	<ul style="list-style-type: none"> Charged against sick credits up to 2 days max 	
Employee Assistance Program	<ul style="list-style-type: none"> Employer pays premiums - must be employed longer than three months 	<ul style="list-style-type: none"> Employer pays premiums - must be employed longer than three months 	
Float Holidays	<ul style="list-style-type: none"> 10 paid statutory holidays and two float days. 	<ul style="list-style-type: none"> Three float days 	
Vacation	<ul style="list-style-type: none"> < 1 year : 3 weeks 1 – 15 : 4 weeks 15 – 24 : 5 weeks 25 + : 6 weeks 	<ul style="list-style-type: none"> < 1 year : 3 weeks 1 – 15 : 4 weeks 15 – 24 : 5 weeks 25 + : 6 weeks 	
Pension Plan	<ul style="list-style-type: none"> Hospitals of Ontario Pension Plan (HOOPP) 	<ul style="list-style-type: none"> Hospitals of Ontario Pension Plan (HOOPP) 	Some non-union employees still have OMERS pension entitlements - OPSEU fighting this in court
Wages	<ul style="list-style-type: none"> \$41,574 annually 	<ul style="list-style-type: none"> No information provided 	
Hours of work	<ul style="list-style-type: none"> Monday - Friday days only 	<ul style="list-style-type: none"> No information provided 	