

OPSEU



SEFPO

Hospital Professionals At the Table

Public, Professional & Proud

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Beck award balanced but doesn't address shortages

The award from arbitrator Stanley Beck has been issued for HPD central issues. On the whole, it is a balanced award. We are very happy about the important gains we have made, especially on call back and the percentage in lieu for part time employees, and the improvements in vacation, benefits and working conditions. We are concerned, however that the wage increases will not address the shortages in many of our professions. Also, this increase will do little, if anything, to reduce the gap between registered technologists and registered nurses.

The award is also significant in that it did not award the major concession sought by the hospitals, of reducing the percentage in lieu of benefits for part time employees.

Wages

Beck awarded across the board increases of 3% for 2004 and 3% for 2005, starting April 1 in each year, for a two-year deal ending March 31, 2006.

The parties agreed that retroactivity on wage increases and wage-related payments (such as SUB, percentage in lieu, and vacation pay) would be paid within four pay periods from the date of the award, on the basis of hours paid.

Reclassifications

A partial win for OPSEU: three of our proposed reclassifications were awarded:

- Kinesiologist moves to the BSW wage grid,

- Biomedical technologist moves to the Registered technologist wage grid
- Echocardiographers move to the same level as Ultrasound Technologists.
- Our proposals for dietitian, pharmacy technician, lab assistant/technician, phlebotomist, OT/PT aides and autopsy master were not awarded.

Benefits

Another win: Our proposals for improved vision care, hearing and dental coverage were awarded:

- Vision care is increased to \$200 in a 24-month period, including one optometry exam
- The hearing aid benefit is increased to the cost of acquisition once in every 36 months
- Dental coverage is increased to complete and partial dentures at 50/50 co-insurance to \$1,000 maximum per person annually, and crowns, bridgework and repairs at 50/50 co-insurance to \$1,000 maximum per person annually.

Our proposal to append the Liberty Plan to the collective agreement was not awarded.

Vacation

Another win: Vacation entitlement will be increased to 5 weeks after 13 years of service and 6 weeks after 22 years of service. Employees will be entitled to an additional five days after 30 years of continuous service and another five days after 35 years of continuous service.

Award (from page 1)

Pregnancy, Parental and Adoption Leave

Another win: OPSEU's proposal for continuation of the percentage in lieu of benefits for part-time employees while they are on pregnancy and or parental leave was awarded.

Call Back

Another win: We have finally achieved the minimum of four hours at time and a half. Unfortunately the overlap language was not deleted.

Shift and Weekend Premiums

Improvement: An increase of \$.10/hour was awarded for each premium, bringing the new premiums to \$1.20 for evenings, \$1.45 for nights and \$1.55 for weekends.

Standby

Improvement An increase in the standby premium from \$2.50 to \$3.00 per hour for regular scheduled hours and from \$3.00 to \$3.50 for standby on a designated holiday.

Your HPD Central Bargaining Team

Yves Shank, Chair
Sudbury Regional Hospital

Bob Reid, Vice Chair
London Health Sciences Centre

Bryan Mitchell,
Mt. Sinai Hospital

Boris Prus,
Huron Perth Healthcare Alliance

Margaret Rafter,
Sault Area Hospital

Leslie Sanders,
Lakeridge Health Corp

Marion Savory,
Algonquin Health Services

Negotiator: Moya Beall

Research: Michele Dawson Haber

Medical Appeals Process (Article 15.05)

This was a hospitals' proposal. The award says if a claim for LTD is denied, the employee must comply with the carrier's Medical Appeal Process (MAP) before filing a grievance, provided the process is completed within 60 days, unless extended by mutual agreement.

Agreed Issues

The award also includes our agreed issues including improvements in the areas of no discrimination and harassment, professional responsibility, health and safety, job postings, and modified work. Details on these will be distributed shortly.

Implementation

Work has begun to get the new provisions into the central language, so that you have it in your hands as quickly as possible.

Thanks for your support!

This award proves again that bargaining is a building process and that we have to continually push for what we believe in. Our thanks for your support.

Authorized by:
Leah Casselman, President

