



At the Table

Bargaining information for OPSEU members
at the Municipal Property Assessment Corporation

Issue 4 • March 8, 2006

All improvements, no takeaways

Tentative agreement signed

Two long days and nights of bargaining have produced a tentative collective agreement for OPSEU members at MPAC.

The new four-year contract contains no takeaways and many improvements. Highlights are as follows:

Wages. Wages will increase by 2.75, 2.75, 3.0, and 3.0 per cent in each successive year of the contract, retroactive to Jan. 1, 2006. Property inspectors will get an additional 3.0 per cent as a “special case” wage adjustment.

Benefits. The new contract provides:

- a **drug card** so employees don’t have to pay up front for prescription drugs;
- an increase in reimbursement for **paramedical** services, to \$25 per visit (up from \$12);
- an increase in coverage for **semi-private hospital care**, to \$125 per day (up from \$75); and
- an increase in coverage for **eyeglasses** to \$375 (up from \$300), with members able to use up to \$100 of that amount for eye exams once every two years.

Expenses. Coverage for work boots goes up to \$125 (up from \$85); employees who use their own vehicle for work will now get \$0.38 per kilometre (up from \$0.30).

Seniority. Workers who were unclassified employees of the Ministry of Finance before the transfer to OPAC/MPAC will now get full recognition for their years of service with the Ontario Public Service. This improvement, which affects people who have a current seniority date of Dec. 31, 1998, is a recovery of an entitlement that had been lost at a grievance arbitration.

Conversion of contract staff. Contract staff will now be converted to permanent staff after 18 months (an improvement from 24).

Acting pay. Acting pay now starts the first day worked in the acting position (an improvement from the sixth day).

Recall rights. Current MPAC employees who were demoted because of Futures will now have the right to be recalled to their former position (including an acting position), if a vacancy arises, until Jan. 31, 2008.

Post-retirement benefits. Employees who transferred from the Ministry of Finance, but who had fewer than 10 years’ service in the OPS, will now receive post-retirement benefits for life (an improvement from age 65). **Grievance procedure.** The grievance procedure has been streamlined.

Bereavement leave. Where the deceased is a parent, spouse, or child, bereavement leave will now be four days (up from three).

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Hiring. The employer has agreed to consider factors other than PAR stories when hiring. Other factors could include resumé's, job interviews, performance appraisals, references, and so on. **Job posting** language has also been improved.

Overtime. The employer will provide more advance notice when overtime is required.

Logging on. Employees at the Customer Contact Centre at Milner will now have a five-minute grace period for logging on in the morning.

Technological change. The employer has agreed to discuss the effects of technological change with the union and to minimize any negative effects on employees.

Discipline. Disciplinary letters will now remain in employee files for two years (an improvement from three).

Notice of restructuring. Where MPAC offices are to be closed or amalgamated with other offices, the employer will give the union at least 30 days' notice.

Time off for union business. Union members will get more paid days off for union business. For the first three years of the contract, it will go up 35 days to a total of 400 days. The increase for the fourth year is to be determined.

UMC. The **Union-Management Committee** will now have five members from the union (up from four).

Post-retirement benefits. Employees who transferred from the Ministry of Finance, but who had fewer than 10 years' service in the OPS, will now receive post-retirement benefits for life (an improvement from age 65).

Ratification plans

A member or members of the OSPEU bargaining team will travel to each regional office in Ontario at some time over the next three weeks to discuss details of the contract and answer any questions

members may have. The tentative date for the ratification vote is April 4.

Meeting and vote arrangements will be published as soon as they are confirmed.

Thank you!

The five members of your OPSEU bargaining team would like to thank all of our members at MPAC who wore buttons in the workplace, talked to their managers, sent encouraging e-mails, and just generally supported us throughout this round of bargaining.

We would also like to thank OPSEU Negotiator Rob Field and Research Officer Gwen Jenkins.

We couldn't have done it without you. Thanks!

In solidarity,

Ivan Herrington (Chair)

Jamie Stata (Vice-Chair)

Gerald Devlin

David Lynch

Bill Robertson

Keep in touch!

To ensure a speedy response to your questions, your leadership team has divided up all MPAC offices in the province. If you have a question or a comment, please contact the member responsible for your office. Contact us by e-mail at work or at home, as follows:

Ivan Herrington, Chair: Milner (CCC, CPF, LPU), Oshawa, Peterborough, Pickering (Head Office). **E-mail:** iherrington@sympatico.ca; herriniv@mpac.ca

Jamie Stata, Vice-Chair: Brantford, Chatham, Goderich, Kitchener, London, Owen Sound, Sarnia, Windsor. **E-mail:** ajstata@aol.com; stataja@mpac.ca

Gerald Devlin: Bracebridge, Barrie, Hamilton, Mississauga, Richmond Hill, St. Catharines, Toronto. **E-mail:** gdevlin59@rogers.com; devlinge@mpac.ca

David Lynch: Dryden, Fort Frances, Kenora, Ottawa, Parry Sound, Sault Ste. Marie, Sudbury, Thunder Bay, Timmins. **E-mail:** opseu409@yahoo.ca; lynchda@mpac.ca

Bill Robertson: Bancroft, Brockville, Cornwall, Kingston, North Bay, Pembroke, Trenton. **E-mail:** wrobertson2@cogeco.ca; robertbi@mpac.ca