

C.A.A.T. SUPPORT

UNION PROPOSALS

FOR

NEGOTIATIONS

FEBRUARY 14, 2005

Union Non Monetary Proposals

HOUSEKEEPING

- Change VDT to display device throughout Article 13
- Amend the title in Article 18.7 to include reassignments and make all other changes to 18.7.1 to reflect this
- Amend Article 18.7.2.1 by removing the words “Step 3” in the second paragraph and “If the grievance is processed through Step 3” as they are redundant, all Dismissal, Suspension or Layoff grievances start at Step 3.

BENEFITS

- Article 8.2 amend to provide a Drug Card with existing benefit coverage
- Amend Appendix A to allow Joint Insurance Committee authority to give AD HOC adjustments under certain conditions

EMPLOYMENT CONDITIONS

- Delete Appendix C and all references to it

HEALTH AND SAFETY

- Add a new article –That all bargaining unit members of the Joint Health and Safety Committee will be trained as per OPSEU’s policy

JOB POSTINGS/PROMOTIONS

- Article 17.1.1 – Amend last sentence to read “Has the necessary qualifications and **/or** experience to fulfill the **core** requirements of the position.”
- Article 17.3.1 – Amend last sentence to read : It is understood that **all** of the clauses of Article 17.1 apply to temporary
- Article 17.4 add after the 1st paragraph “The College shall provide the rationale for the transfer. The rationale shall consist of all relevant documentation plus business case. The transfer shall not impose undue hardship to the employee or be equivalent to constructive dismissal. The College agrees to reimburse the employee for the cost of the transfer. Eligible costs are to be limited to travel and accommodations for the first 90 days and moving expenses should the employee be required to relocate.

JOB SECURITY

- Amend Article 1.1 to voluntarily recognize all part time employees as a separate bargaining unit
- Amend Article 4.3 the first sentence to read –The college shall provide the local union, every month, a complete list of all employees and otherwise contracted

workers who are not members of the bargaining unit but are performing support staff duties and all the areas in which they work.

- Amend Article 4.3 the second sentence to read - The list shall show the name, start date, anticipated termination date if known, job performed, department, payband, **estimated average hours/week, actual times worked and all work locations**, of each such employee
- Amend Article 15.3.5.2 by increasing the notice period to 120 days
- Amend Article 15.4.3 to provide protection for employee's working conditions and terms of employment
- Amend Article 15.4.3 under the final bullet "The College shall follow the above procedure for any employee displaced" and delete Article 15.4.5
- Amend Article 15.4.4.1 by increasing the election period to 10 days
- Amend Articles 15.8, and the Contracting Out Letter of Understanding to provide for no contracting out of our work
- Amend Article 15.6 to clarify recall rights

LEAVES

- Amend Article 12.5 to include aunt, uncle, niece, nephew, or cousin

PARITY

- Amend Article 5.6.1 to read "Upon his/her date of hire....."
- Amend Article 15.2 to increase notice period to 30 days
- Increase union grievance entitlements
- Increase the timelines for recommendations under 15.3.3 to 21 days

POSITION DESCRIPTION FORMS/CLASSIFICATIONS

- Amend Articles 7.2.2 by inserting the word "current" before the words Position Description form
- Amend Article 7.2.2 to add the wording "upon the date of hire and/or at the employee's request"
- Add a new article to include Union notification and representation rights when PDF's are reviewed, changed or updated
- Amending Article 18.7.2.1 by inserting the word "current" before PDF's
- Update Letter of Understanding re: CRC

VACATION

- Amend article 11.5 to read "...given in-patient treatment in a hospital or is under a physician's care"

WAGES

- Adding a Letter of Understanding to ensure payment of increases and retroactivity payments happen within 30 days of ratification

Union Monetary Proposals

February 14/05

BENEFITS

- Amend 8.1.6 to increase dental coverage to include implants, and increase the reimbursement percentage for implants, crowns and bridges to 100%
- Amend 8.1.10 to increase vision care coverage to \$400 from \$300 and to increase College paid premium from 75% to 100%
- Amend Letter of Understanding - Extended Health Care Plan - to increase paramedical pooling maximum to \$2000 from \$1500
- Amend Letter of Understanding - Extended Health Care Plan - to add weight loss, smoking cessation and homeopathy to the list of paramedical services
- Amend the Letter of Understanding – Automobile Insurance- The College to pay the difference between private automobile insurance & Business/Commercial Insurance

EDUCATION

- Add a new article to provide that tuition for all courses and programs at the college for members, their spouses and children shall be waived and that the college pay for all related expenses.

EMPLOYMENT CONDITIONS

- Amend Appendix D so that all applicable provisions of the collective agreement apply
- Amend Appendix G – change rate of pay from not less than \$8 per hour to not less than minimum wage + \$2 per hour.
- Amend Appendix G – include entitlement to Article 10.1 (Holiday entitlement)
- Add in Appendix G – include entitlement to receive 6% in lieu of benefits and vacation
- Address the Workplace Wellness survey and its results

JOB SECURITY

- Amend Article 15.5.1 to provide for one month's pay for each year of service and delete Article 15.5.2
- Amend 15.7.1 to provide for in-house training at no cost to the laid off employee

PARITY

- Add new article in regards to environmental conditions
- Amend Article 5.1.3 to increase entitlements
- Amend Article 5.2 to increase release time for union duties
- Amend Article 9.5 to increase PD days allowed to 10 per year
- Amend Article 11.1 to increase vacation time to 2 months
- Amend Article 8.1.3.1 to provide benefit coverage on the first day of service with the College
- Amend Article 8.1.3.1 to increase current STD entitlement to 20 days
- Amend Article 9.3 to increase and enhance developmental leaves
- Amend Article 13 to provide for increases in the necessary provisions under Health and Safety
- Amend Letter of Understanding Extended Health Care to increase benefit entitlements by adding acupuncturist to the list of paramedical services
- Recognize service by providing a service recognition allowance added to base salary

WAGES

- Increase wages substantially
- Amend Article 7.5 to provide for an .85 cents per hour shift premium from 5 P.M. – Midnight and a \$1.00 per hour shift premium from Midnight – 6 AM
- Add a new article to provide that the College pay licensing and certification required for a profession or to perform duties
- Amend Article 8.1.2 for greater clarity that the College will be responsible for any and all health care costs/charges levied by the government
- Amend Articles 10.5 and 10.6 to provide double time for overtime worked on holidays

The Union reserves the right to add to or modify these proposals during the course of bargaining.