

# **NO MORE CUTS**

## **Rebuild our public services!**

Information update for OPSEU members in the Ontario Public Service

January 26, 2005

### **OPSEU Central Table Opening Position – Overview**

Your Central Bargaining Team has tabled with the employer 15 major demands that you asked to be addressed in this round of bargaining. Here are the highlights of those demands:

#### **1. Benefit Issues:**

- Employer payment for the Ontario Health Premium
- Remove dental and drug deductibles
- Provide a drug card
- Improve vision care, dental care, chronic illness care and semi-private hospital care
- Improve access to Long Term Disability provision

#### **2. Pension Issues:**

- Continue Factor 80
- Other improvements to the plan

#### **3. Job Security Issues:**

- Absolute prohibition on the privatization, divestment, public sector transfers of work, and contracting out of bargaining unit work
- Reinstatement of Successor Rights for all members of the OPSEU bargaining unit

#### **4. Family Issues:**

- Afford workers with some ability to balance work demands with family obligations

#### **5. Unclassified stability/transition issues:**

- Improvements to conversion language
- Improvement to seniority rights of unclassified/seasonal staff
- Improvement to percentage in lieu of benefits payment
- Scheduling issues
- Access to other provisions of the classified agreement such as job posting, health and safety, bereavement, compassionate and union leaves
- Increased student compensation

#### **6. Pay Equity and Classification System Issues:**

- An extensive review of the current Pay Equity Plan
- Existing job evaluation system needs to be replaced with a fair system
- Address backlog of existing classification grievances

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**7. Vacation and Religious Observance Issues:**

- Enhance the current vacation leave entitlements
- Give recognition to religious observance days for all employees

**8. Health and Safety Issues:**

- Standardize safety shoe allowances
- Provision of personal protective equipment for all employees

**9. Bargaining Unit Integrity/Work Jurisdiction Issues:**

- Eliminate use of consultants and temporary help agencies
- Preserve the work of the current bargaining unit

**10. Career Advancement Issues:**

- Address the training and development deficiencies
- Amend posting provisions to ensure that internal candidates are considered for vacancies
- Post all temporary assignments

**11. Kilometric Rate Issue:**

- Rates would be adjusted based on a prescribed formula (e.g. price of fuel)

**12. Union Leave Issues:**

- Increase to allow proper representation to our members

**13. Enforcement and Renewal Activity**

- Ensure that existing MERC teams have the ability to continue to improve labour relations

**14. Appendices**

- Delete appendices from the agreement that are no longer relevant e.g. Pay for Performance

**15. Term**

- To be determined by the Team

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Your Central Team has reserved the right to table additional proposals during negotiations. They will table specific language on these issues once the Employer agrees to the concept of each proposal.

*You can access the full Central opening position on the OPSEU website at [www.opseu.org](http://www.opseu.org)*

Authorized for distribution:



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