

**Employer Proposals
For
Amendment of the
Central / Unified Collective Agreements (expiring December 31, 2008)
Between
The Crown in Right of Ontario as Represented
By
Management Board of Cabinet
And
The Ontario Public Service Employees Union (OPSEU)**

This document contains items requested by the Crown in Right of Ontario as represented by Management Board of Cabinet in collective agreement negotiations with the Ontario Public Service Employees Union (OPSEU).

We provide a short description of the employer's intention.

These items are submitted without prejudice to any future proposed amendments or additions, and subject to any errors or omissions.

The employer reserves the right to introduce new proposals, amend or withdraw its proposals or to introduce counter-proposals to the Union's proposals during negotiations.

PREAMBLE

General Intention:

Change “these Agreements apply equally to male and female employees” to “these Agreements apply equally to all employees” and provide recognition for the support of the parties to diversity initiatives.

ARTICLE 6

Posting and Filling of Vacancies or New Positions

General Intention:

Allow for a mass centralized recruitment process for current and future vacancies of similar positions.

ARTICLE 7

Pay Administration

General Intention:

Amend so employee whose position has been reclassified to a lower class will have access to positions in their former classification that become vacant within 24 months.

ARTICLE 9

Health and Safety and Video Display Terminals

-and-

ARTICLE 60

Health and Safety and Video Display Terminals

General Intention:

Given the technological improvements, delete article pertaining to Video Display Terminals and corresponding rest breaks and eye exam benefit.

ARTICLE 18
Seniority (Length of Continuous Service)

General Intention:

Unclassified employees shall have time spent receiving WSI benefits counted towards their seniority/length of continuous service upon appointment to regular status, effective February 13, 2004.

Amend article so that probationary period includes only time at work.

ARTICLE 20
Employment Stability

General Intention:

Employee must complete an Employee Portfolio by the time of surplus notice to have access to redeployment rights.

Extend the length of time to search for direct assignments during the 6 month notice period by moving the "bumping" process from the 3rd month to the 5th month.

ARTICLE 22
Grievance Process

General Intention:

Rename stages to Complaint Stage and Stage One.

Update reference to employer representative.

Amend the grievance process so that each ministry shall establish a Ministry Early Intervention Committee (MEIC) which will review and attempt to resolve grievances originating within that Ministry, identify and discuss grievance trends and systemic issues and recommend strategies for resolution.

The MEIC shall review all grievances, with the exception of Appendix 9 (Employment Stability), Appendix 18 (Transfer to New Employer), classification, insured benefits, grievances related to sexual harassment, dismissals and union grievances under Article 22.13.2.

Elimination of JSSC process and reference and incorporation of the Enterprise Classification Unit into a dispute resolution model based on written submissions for resolving classification grievances.

ARTICLE 33
Student Employees
-and-
APPENDIX 12
Student Wage Rates

General Intention:

Provide notice that the Employer will cease the error of providing pay in lieu of benefits, vacation and holidays for student employees.

ARTICLE 41
Workplace Safety Insurance Board
-and-
ARTICLE 69
Workplace Safety Insurance Board (RPT)

General Intention:

Clarify existing language to reflect that the 30 day continuation of payment applies only to the initial WSIB claim and not to recurrences.

ARTICLE 53
Termination Payments
-and-
ARTICLE 78
Termination Payments

General Intention:

Effective January 1, 2009, stop termination payment accrual for employees who voluntarily resign or retire. Existing employees are to retain their entitlement accrued to December 31, 2008. The estimated cost containment from such a change would be redirected to the total compensation package.

ARTICLE 55

Other Applicable Articles, Regular Part-Time Civil Servants

General Intention:

Add Article 6 to “other relevant articles” that apply to RPT employees to allow seniority of a RPT employee to apply should the employee apply for a full-time competition.

ARTICLE 80

Term of Agreement

-and-

ARTICLE UN 17

Term of Agreement

General Intention:

Four-year term for the new Collective Agreement (expiry on December 31, 2012)

APPENDIX 9

Employment Stability

-and-

APPENDIX 18

Reasonable Efforts

General Intention:

Renew only pension bridging language within Appendix 9. Non-renewal of enhanced severance. The estimated cost containment from such a change would be redirected to the total compensation package.

Replace reasonable efforts language in Appendix 9 and Appendix 18 with modified successor rights agreement which deletes reference to reasonable efforts.

APPENDIX 15

Unclassified Employees

General Intention:

Do not renew Letter of Agreement regarding the number of unclassified employees.

APPENDIX 17
Factor 80 Program

General Intention:

Non-renewal of the Surplus Factor 80 Program. The estimated cost containment from such a change would be redirected to the total compensation package.

APPENDIX 19
Ontario Internship Program

General Intention:

Continuation of Ontario Internship Program. Provide interns with ability to apply to restricted competitions up to 12 months after their internship.

APPENDIX 34
Classification System

General Intention:

Replace existing letter of understanding with new agreement that provides for completion of project by December 31, 2012 through sampling approach to information gathering, joint review process of Employer evaluations, creation of a joint steering committee to oversee the joint working group, additional resources provided to the joint working group, agreement to not pursue pay equity complaints during project term and unresolved matters referred to Senior Management Committee for binding decisions.

PART B
Employee Benefits for Full-Time Civil Servants
-and-
PART C
Regular Part-Time Civil Servants

General Intention:

Given the inherent escalating cost increases in health and welfare items, the Employer proposes cost containment items to the benefit plan. Any cost containment generated would be redirected to the total compensation package.

Provide notice of potential extension of the eligibility requirement for post-retirement benefits.

NEW APPENDIX
OPS Learn and Work Program

General Intention:

Incorporate existing Memorandum of Agreement between the parties regarding a specialized Learn and Work Program for youth ages 16-19 who have demonstrated a need to be re-engaged in school.

NEW APPENDIX
Internationally Trained Professionals

General Intention:

Incorporate existing Memorandum of Agreement between the parties regarding an internship program for internationally trained professionals into the Collective Agreement, and increase the number of such internship placements allowed at any given time.

NEW APPENDIX
Ontario Parks Student Employment Program
(Ministry of Natural Resources)

General Intention:

Establish a specialized Ontario Parks Student Employment Program within the Ministry of Natural Resources which extends the student season.

NEW APPENDIX
CERC

General Intention:

Develop letter of understanding between the parties to discuss issues as they arise at the Central Employee Relations Committee to facilitate the discussion and implementation of action plans to support accountability, flexibility and customer-service within the Ontario Public Service.

NEW APPENDIX
Union Leave Billing

General Intention:

Forgive all outstanding interest on disputed union leave claims and agree to not charge interest in future. Require that OPSEU cite the specifics of the union leave in advance for each request.

NEW APPENDIX
Court Reporting Services Review Project
(Ministry of the Attorney General)

Proposal to be tabled.

HOUSEKEEPING CHANGES

The Employer proposes the following housekeeping amendments:

- Amend language to reflect terminology in the *Public Service of Ontario Act (PSOA)* and related Directives
- Incorporate Family Day into list of holidays under Article 47 and Article 73
- Remove Article 30, Appendix 27 and all references to “Term Classified Employees”
- Incorporate Memorandum of Agreement regarding Appendix 32 and Revitalized Workforce Project dated September 13, 2007 into Appendix 32
- Remove references to Article 20A and all references to Article 20B to be revised to Article 20
- Eliminate duplication of Appendix 15 and 33
- Index reference to “probationary employees” should indicate 31A.13, not 31A.1.3
- Appendix 26 should be moved to an appendix under the Unified agreement solely.