



# **OPS**

## **Bargaining Issues Survey**

**This is a two-step process:**

**1** Fill out your survey and choose your Top 10 Priorities in bargaining for a new contract

**2** Attend your Local Demand Set Meeting to get your local's Priority Issues to the bargaining table in 2008

LARGE PRINT VERSION AVAILABLE AT [WWW.OPSEU.ORG](http://WWW.OPSEU.ORG)

## Instructions:

- As you read these pages, circle the number of each bargaining issue that is so important to you and your family that it will probably be in your Top 10.
- When finished, transfer only your Top 10 to the form on Page 7. **DETACH** Page 7 and Page 8 and return them to your local steward. You do not have to list your issues in priority order.
- **Important: FILLING OUT THIS SURVEY ONLY DETERMINES YOUR PRIORITIES.** You **must** attend your Local Demand Set Meeting to ensure your priorities are included in the Local's Priorities for bargaining. **IT IS THE LOCAL'S PRIORITIES THAT GO TO THE BARGAINING TABLE.**

### Wages, Classification and Pay

See also "Unclassified issues" and "Seasonal issues"

Issue #	Bargaining Issue
1.	General Wage Increase
2.	Convert "Maximum Plus Merit" pay to a step on the grid
3.	Allow automatic progression on pay grid based on seniority only
4.	Reduce number of steps in pay grid
5.	Cost of Living Allowance (COLA)
6.	Create mechanism to resolve classification grievances
7.	Shift premiums
8.	Weekend premiums

Issue #	Bargaining Issue
9.	Call back, on call duty
10.	Stand-by time
11.	Other wage and pay issues (specify)

### Benefits

Issue #	Bargaining Issue
12.	Improve Basic Life Insurance to two times salary at employer cost
13.	Improve amounts of Dependent Life Insurance
14.	Extend all group life insurance policies to post-retirement period up to age 65
15.	Pay full cost of semi-private hospital care (remove cap)
16.	Increase vision care and eye exam coverage
17.	Increase maximum amounts and practitioners under paramedical services
18.	Remove \$100 annual deductible on dental care coverage
19.	Remove Ontario Dental Association fee guide lag of one year
20.	Increase maximums on orthodontics, dentures, and major restorative dentistry
21.	Increase Hearing Aid maximum and frequency
22.	Expand coverage of required medical equipment
23.	Improve chronic care facilities coverage
24.	Provide out-of-country coverage
25.	Other benefits issues (specify)

**Survey Continues...**

## Pensions

Issue #	Bargaining Issue
26.	Voluntary Factor 80 or other improved early retirement options
27.	Improve early retirement and pension amounts for Correctional Officers pursuant to Income Tax Act
28.	Add open pension buybacks while keeping payroll deduction
29.	Make pension issues grievable
30.	Add leave with pay for union trustees of the OPT
31.	Employees divested from the OPS shall be grandparented in the OPT
32.	Other pension issues (specify)

## Health and Safety, including Work Overload

Issue #	Bargaining Issue
33.	Precautionary Principle recognized in agreement
34.	Improve workplace ergonomics
35.	Protect employees against workplace violence
36.	Reduce stressors, including work overload
37.	Remove individual work monitoring/quota systems
38.	Set minimum staffing complement, by service
39.	Implement Scent Awareness policy
40.	Improve return-to-work accommodation for sick/injured workers
41.	Workers compensation issues
42.	Other health and safety or workload issues (specify)

## Job Security

See also “Bargaining Unit Work” and “Health and Safety, including Work Overload”

Issue #	Bargaining Issue
43.	No layoffs
44.	Provide more notice to union of downsizing/restructuring
45.	Require employer to negotiate downsizing/restructuring with the union (including technological change)
46.	End divestment, privatization, and contracting-out of government services
47.	“Contract in” to return work to OPS
48.	Improve language for transfers out of OPS
49.	Increase pay in lieu of notice
50.	Increase separation allowances
51.	Improve “bumping” (eliminate barriers to full application of seniority)
52.	Improve access to vacancies (redeployment)
53.	Improve recall language
54.	Improve relocation rights
55.	Improve retraining for surplus employees
56.	Improve severance and termination pay
57.	Allow deferral of surplus notice for those close to retirement
58.	Maintain Factor 80 for surplus employees
59.	Improve Voluntary Exit
60.	Improve education allowance to encourage voluntary quits
61.	Other job security issues (specify)

*Survey Continues...*

## **Bargaining Unit Work, Postings, Transfers and Training**

See also "Job security"

<b>Issue #</b>	<b>Bargaining Issue</b>
62.	End use of consultants and temp agency workers for bargaining unit work
63.	End transfer of OPSEU positions and work to other bargaining units, supervisors, etc.
64.	Restrict external hiring where qualified internal applicants exist
65.	Posting and filling of vacancies, new positions (specify)
66.	Lateral transfers (specify)
67.	Further restrictions on temporary assignments (specify)
68.	Model job sharing language in agreement
69.	Expand job trading to include cross ministry and provide central registry
70.	Provide minimum number of days per employee for training and development
71.	Other related issues (specify)

### **Unclassified issues**

<b>Issue #</b>	<b>Bargaining Issue</b>
72.	Expand conversion language to include part-time unclassified and reduce conversion time overall.
73.	Allow part-time unclassified to progress on wage grid
74.	Allow unclassified to grieve job competitions
75.	Increase pay in lieu of benefits <b>or alternatively</b>
76.	Provide benefits
77.	Provide seniority as with correctional unclassified
78.	Increase pay in lieu of holidays <b>or alternatively</b>
79.	Provide the same holiday entitlement as classified employees

<b>Issue #</b>	<b>Bargaining Issue</b>
80.	Provide the same vacation entitlements as for classified employees
81.	Other issues for unclassified employees (specify)

### **Seasonal issues**

<b>Issue #</b>	<b>Bargaining Issue</b>
82.	Define "seasonal" to include part-time employees
83.	Improve benefits to classified standards
84.	Improve vacation entitlement based on seniority
85.	Improve overtime to classified standards
86.	Add language on shift schedules and call back
87.	Other issues for seasonal employees (specify)

### **Student issues**

<b>Issue #</b>	<b>Bargaining Issue</b>
88.	Eliminate GTA differential and move all students to GTA pay levels
89.	Improve pay so all are paid better than minimum wage
90.	Provide holiday and vacation pay
91.	Provide pay in lieu of benefits
92.	Provide access to more articles in the collective agreement
93.	Other issues for student employees (specify)

**Survey Continues...**

## Regular and Flexible Part Time and Term Classified Issues

Issue #	Bargaining Issue
94.	Increase employer share of benefit costs
95.	Improve Regular part –time provisions (specify)
96.	Improve Flexible Part- time provisions (specify)
97.	Improve Term Classified provisions (specify)
98.	Other Part-Time issues (specify)

## Hours of work, overtime

Issue #	Bargaining Issue
99.	Hours of work
100.	Shift schedules
101.	Overtime issues and distribution
102.	Improve overtime for Schedule 6 employees
103.	Flexible start and finish times
104.	Compressed work week
105.	Job sharing
106.	Other hours of work issues (specify)

## Time off: vacation, holidays, and leave

Issue #	Bargaining Issue
107.	Improve vacation entitlements
108.	Holidays and holiday pay
109.	Provide holiday pay (when worked) for Schedule 6 employees
110.	Increase paid leave for union activities
111.	Add paid educational leave for union stewards, activists
112.	Extend parental leave top-up to cover full period of EI benefits
113.	Add up to 10 emergency leave days as per the <i>Employment Standards Act</i> , but with pay

## Issue # Bargaining Issue

114.	Provide compassionate care/family medical leave with pay to cover full period of EI benefits
115.	Improve bereavement, special and compassionate leaves
116.	Improve sick leave, i.e., Short Term Sickness Plan, Long Term Disability Plan and Attendance Review Program
117.	Other vacation, holidays, and leave issues (specify)

## Expenses and related issues

Issue #	Bargaining Issue
118.	Increase overtime meal allowance
119.	Kilometric rates and travel time credits
120.	Employer to pay professional fees
121.	Other expense issues (specify)

## Basic fairness

Issue #	Bargaining Issue
122.	No discrimination/employment equity
123.	Calculation of seniority (specify)
124.	Grievance procedure (specify)
125.	Prevent workplace harassment, bullying
126.	No discipline for refusing to cross a picket line
127.	Negotiate Employer/Employee contribution to Live and Let Live Fund
128.	Other basic fairness issues (specify)

# **This completes the bargaining issues portion of your survey.**

From the bargaining issues you have selected on Pages 2-5, transfer your Top 10 priorities for bargaining to the form on Page 7. Please note the following:

- ◆ You do not have to list your Top 10 priorities in any particular order.
- ◆ If you have comments on the bargaining issues or bargaining in general, note those comments on Page 8.
- ◆ The priorities you submit to your local will be merged with the priorities submitted by other members of your local.
- ◆ At the Local Demand-Setting meeting, all of the priorities will be presented to those in attendance. The local will then vote on your local's Top 5 Priorities for each of the Unified, Corrections and Central Bargaining Units (along with other local priorities) for 2008 OPS Bargaining.
- ◆ You must attend that meeting to ensure your priorities are given consideration for this list.

**Now, please fill out the form and comments section on Pages 7-8, detach Pages 7-8 from this survey, and submit them to your local steward or representative.**



# OPS Bargaining Issues Survey Response Form 2008

*Please complete the following so your information can be sorted:*

Name (optional) \_\_\_\_\_ OPSEU Local # \_\_\_\_\_

Job Classification \_\_\_\_\_ Employee Type \_\_\_\_\_  
(e.g. OAG 8, Systems Officer 3) (e.g. Classified, Regular Part Time, Unclassified, etc.)

Work Location \_\_\_\_\_ Ministry \_\_\_\_\_

Bargaining Unit: Unified \_\_\_\_\_ Correctional \_\_\_\_\_

DEATCH ALONG PERFORATION AND SUBMIT TO YOUR LOCAL REPRESENTATIVE

**Issue  
Number**

**Name of Issue and Description if needed**

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