

Detailed Explanation of Changes - Tentative Unified Agreement

The explanations below are to guide members through the changes in the tentative Unified agreement. Please refer to the signed tentative agreement for the actual contract language.

UTA – Unified Tentative Agreement

CA – Current OPS Collective Agreement

1. Salary and term of the agreement – UN 16.1

(UTA – page 3)

General Wage increase:

January 1, 2009	1.75% (retroactive)
January 1, 2010	2%
January 1, 2011	2%
January 1, 2012	2%

The above increases are to be compounded. Employees on LTIP receive same percentage increase (ART. 70.2.1 –Page 25 of Tentative Central Agreement).

2. Max Merit - UN 16.2

(UTA – page 3; CA – page 274)

Effective January 1, 2009 the amounts provided for under Article UN16.2 of the former collective agreement will be converted to an additional step in the grid for the classification contained in the salaries schedule attached.

- The Max + Merit increase becomes part of the salary grid and you will not need to ask your supervisor to include it in your wages every January.
- The employer will no longer have the ability to withhold this increase from members.

3. Term of the Agreement – UN 17

(UTA – page 3; CA – page 274)

- Four-year agreement – January 1, 2009 – December 31, 2012

4. Shift Premiums – UN 6

(UTA – pages 3-4; CA – page 265)

- Effective date of the ratification, shift premium will be increased to 88 cents per hour for all hours worked between 5:00 p.m. and 7:00 a.m.
- Effective January 1, 2011, shift premium will be increased to 98 cents per hour for all hours worked between 5:00 p.m. and 7:00 a.m.

5. On Call Duty – UN 11.7

(UTA – page 4; CA – page 269)

- Effective date of ratification, on-call increased to one dollar and twenty-five cents (\$1.25) per hour.
- Effective, January 1, 2011, on-call increased to one dollar and forty cents (\$1.40) per hour.

6. Meal Allowance – UN 12.1.1

(UTA – page 4; CA – page 270)

- Overtime meal allowance increased from \$6.00 to \$11.25.

7. Holiday Payment – UN 13.7

(UTA – page 4; CA – page 271)

- Schedule 6 employees will now receive compensating leave of 1.5 hours off for each hour worked on a holiday

8. Custodial Responsibility Allowance – Appendix UN 2

(UTA – page 5; CA – page 279)

- Custodial allowance increased from \$2,000 per year to \$2,500 per year

9. Special Adjustments – NEW Appendix UN 7

(UTA – pages 6-7; CA – page 284-286)

1. The salary rates for all steps in the Resource Technician 4 – Conservation Officer and Resource Technician 5 – Conservation Officer class series will be increased as follows:
 - i. 2 % on January 1, 2009
 - ii. 2 % on January 1, 2010
 - iii. 1% on January 1, 2011

2. The salary rates for all steps in the Occupational Therapist 1, 2 and 3 class series will be increased as follows:
 - i. 2% on January 1, 2009
 - ii. 2% on January 1, 2010
 - iii. 1% on January 1, 2011

3. The salary rates for all steps in the Speech Therapist class series will be increased as follows:
 - i. 2% on January 1, 2009
 - ii. 2% on January 1, 2010
 - iii. 1% on January 1, 2011

4. The salary rates for all steps in the Technologist, Physical Laboratory 1, 2, 3, 4, and 5 class series will be increased as follows:
 - i. 2% on January 1, 2009
 - ii. 2% on January 1, 2010
 - iii. 1% on January 1, 2011

5. The salary rates for all steps in the Nurse, General 1, 2 and 3 class series will be increased as follows:
 - i. 2% on January 1, 2009
 - ii. 2% on January 1, 2010
 - iii. 1% on January 1, 2011

6. The above-noted special adjustment for the Nurse, General class series will also be applied on the same dates to the following class series:
 - i. Nurse, Special Schools 2 and 3
 - ii. Nurse, Clinic 1 and 2

7. The salary rates for all steps in the Geoscientist 3 and Geoscientist 4 class series will be increased as follows:
 - i. 2% on January 1, 2010
 - ii. 2% on January 1, 2011

8. The salary rates for all steps in the Safety Instruction Officer 1 and 2 class series will be increased as follows:
 - i. 2% on January 1, 2010
 - ii. 2% on January 1, 2011

9. The salary rates for all steps in the Senior Marine Engineer 1 and 2 class series will be increased as follows:
 - i. 2% on January 1, 2010
 - ii. 2% on January 1, 2011

10. The salary rates for all steps in the Vessel Master class series will be increased as follows:
 - i. 2% on January 1, 2010
 - ii. 2% on January 1, 2011

11. The salary rates for all steps in the Waste and Water Project Operator class series at the Ontario Clean Water Agency will be increased as follows:
 - i. 1% on January 1, 2010

10. General Notes and Allowances

(UTA – pages 7-8)

Operational and Maintenance Classification Group

(NEW)

XX All steps in the salary rates for Fixed Wing Pilots (King Air and Twin Otter) and Rotary Wing Pilots (Helicopter Pilots) classified at the Pilot 4 level in the Ministry of Natural Resources will be increased as follows:

- i. 2% on January 1, 2009
- ii. 2% on January 1, 2010
- iii. 1% on January 1, 2011

Technical Classification Group

(NEW)

XX All steps in the salary rates for Forest Fire Fighters classified at the Resource Technician 1, 2 and 3 levels and for Fire Compliance & Prevention Specialists classified at the Resource Technician Senior 3 level in the Ministry of Natural Resources will be increased as follows:

- i. 2% on January 1, 2009
- ii. 1% on January 1, 2010

Administrative Classification Group

(NEW)

XX Effective January 1, 2009 employees in the position of Canine Handler classified at the Resource Technician 4 – Conservation Officer level shall be entitled to a salary allowance of \$100 per week in addition to their regular pay.

(NEW)

XX Employees in positions classified as Forester 2A, Forester 2B, Forester 3, or Forester 4 who are required to possess both Registered Professional Forester status and membership with the Ontario Professional Foresters Association shall be entitled to receive a salary allowance of two hundred fifty dollars (\$250.00) per annum. The salary allowance will be equally apportioned and paid on each pay cheque.

11. Unified Salary Schedule

(UTA – page 8)

- Employer agreed to create new classification for Systems Officers (Systems Officer 7):

UNIFIED SALARY SCHEDULE
ADMINISTRATIVE CLASSIFICATION GROUP

(NEW)

XXXXX SYSTEMS OFFICER 7

12/31/08	1,588.85	1,644.46	1,702.02	1,771.80	1,855.07	1,910.72	1,968.04	2027.08
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- Additional step on pay grid for Welfare Field Worker 2:

Effective January 1, 2011, an additional step shall be added to the salary schedule for Welfare Field Worker 2 at an increment of 2.5% (Central Tentative Agreement – pages 51-53).

12. Recognition

(UTA – page 5; CA – page 263)

- Amendments to this article more clearly define and delineate the OPSEU Unified bargaining unit in the OPS.