

**DEVELOPMENTAL SERVICES FACILITIES
ADDITIONAL TRANSITION SUPPORTS
FOR OPSEU REPRESENTED EMPLOYEES
FACT SHEET**

BACKGROUND

As a result of a Memorandum of Agreement reached between OPSEU and the employer on August 2, 2007, additional transition supports will be provided to those employees affected by the closure of the three remaining Developmental Services facilities, Rideau Regional Centre, Southwestern Regional Centre and Huronia Regional Centre. These transition supports are as follows:

CAREER SUPPORTS

- Additional funding is available for eligible employees through the Skills Enhancement Tuition Fund for up to \$250 for one on one counselling. This counselling may be used for assistance in the development of a resume and/or completion of the Employee Portfolio and/or career counselling.
- Full time and part time classified OPSEU represented employees whose home position is in a facility are eligible for this additional funding.
- This additional funding does not replace the current entitlements under any of the Collective Agreements.

RECRUITMENT SUPPORTS

Internal to the OPS

- Effective September 1, 2007 until March 31, 2009, when posting permanent OPSEU vacancies, the Ministry of Community and Social Services will post these vacancies for five (5) business days, restricted to classified and unclassified employees in the Huronia Regional Centre, Rideau Regional Centre and Southwestern Regional Centre.
- Interested employees will be required to submit their resumes and the Ministry will screen the eligible applicants in accordance with the selection criteria outlined in the job advertisement.
- Qualified applicants whose classified home positions are within the three facilities will be granted an interview.
- Where no qualified facility employee is selected, the Ministry will repost the vacancy in accordance with Article 6.1.1.

External to the OPS

- Classified full or regular part time employees who are invited to attend an interview outside the civil service shall be granted time off with no loss of regular pay and no loss of credits for up to two (2) half days per calendar year.
- Employees shall obtain prior authorization from their direct supervisor at least 48 hours in advance of their interview.
- This external recruitment support will be in effect from August 2, 2007 until March 31, 2009.

RELOCATION SUPPORT

- The Ministry shall reimburse up to a maximum of \$3,000 towards the cost of moving household goods and incidentals for classified full or regular part time facility employees who are laterally transferred or redeployed beyond a forty (40) kilometre radius of the headquarters of their home position.
- Reimbursement will be made on submission of original receipts no later than June 30, 2009, and will be in accordance with the Employer's Policy on Relocation Expenses.

SURPLUS NOTICE

Temporary Assignments

- Facility employees on temporary assignments within or outside the Ontario Public Service (including employees on leaves of absences for work outside the OPS), will not be issued their notice of surplus until the end of their temporary assignment, unless operationally necessary.
- Where operationally necessary, the Facility will end the temporary assignment with appropriate notice, return the employee to his or her home position and issue surplus notice to the employee.

Working During the Surplus Notice Period

- Employees in the Developmental Services facilities who have been issued their six (6) months notice of layoff, in accordance with Article 20B2.1 of the Central Collective Agreement, will not be required to work during this period.
- This is a continuation of the Ministry's practice which does not require Developmental Services Facilities employees to work during their notice period until the closure of the DS Facilities.

DIRECT ASSIGNMENT

- Effective October 31, 2007, interested classified employees may opt to be considered for redeployment in advance of their notice of layoff.
- Interested employees will:
 - advise the Ministry in writing that they wish to be considered for redeployment in advance of their notice of layoff, and

- complete and forward their Employee Portfolio to the facility Human Resources office.
- These employees will be deemed to have received their notice of layoff for the purpose of direct assignment only.
- Direct assignments will be made on the same basis as outlined in Article 20B.3 with respect to full time classified employees and Article 62.1 with respect to regular part-time classified employees.
- Upon direct assignment all other rights under Article 20 of the OPSEU Collective Agreement are forfeited as well as any other entitlements in the agreed upon MOA with OPSEU dated August 2, 2007, with the exception of Section C, Relocation Support.
- Employees who are not matched through this process will be issued their surplus notice when they would otherwise have received it and will be entitled to all of their entitlements within Article 20 and the agreed upon MOA with OPSEU dated August 2, 2007.

TERMINATION SUPPORTS

Termination Pay and Enhanced Severance

- With mutual consent, eligible employees who wish to exit the OPS prior to receiving their surplus notice, shall receive their termination pay in accordance with Article 53 or 78 and enhanced severance in accordance with paragraph 4 of Appendix 9, of the collective agreement.
- Employees exiting the OPS prior to receiving their notice are not entitled to receive their six (6) months notice of lay-off.
- Classified full and regular part time employees who have home position in a facility are eligible for this termination support.

Additional Termination Allowance

- Eligible employees will receive an additional termination allowance of \$338.58 for every completed year of continuous service.
- To be eligible for the additional termination allowance OPSEU represented employees working in the Developmental Services Facilities must currently be:
 - a full or part time classified employee who has received notice of surplus and exits the Ontario Public Service, or qualified for an unreduced pension and exits the Ontario Public Service; or
 - an unclassified employee who has worked at least 1,891 straight time hours in classifications required to work 36 ¼ hours per week, or 2087 straight time hours in classifications required to work 40 hours per week since date of hire, and who receives notice of termination and exits the Ontario Public Service.
- This allowance is in addition to and does not replace the current entitlements under any of the Collective Agreements.