



MONETARY

TERM: APRIL 1, 2016 TO MARCH 31, 2019

Across the Board (ATB) Wage Increase

- **Effective April 1, 2016** Any ATB wage increase and or lump sums for the period April 1, 2016 to March 31, 2017 equal to those to be awarded in the Participating Hospitals and ONA award (me 2 to the ONA award)
- **Effective April 1, 2017** 1.4% ATB
- **Effective April 1, 2018** 1.4% ATB

Shifts Premiums

- Increase **Evening Premium** by **\$0.10** from \$1.80 to **\$1.90**
- Effective April 1, 2018 increase by \$0.05 to **\$1.95**
- Increase **Night Premium** by **\$0.10** from \$2.20 to **\$2.30**
- Effective April 1, 2018 increase by \$0.05 to **\$2.35**

Weekend Premium

- Increase **Weekend Premium** by \$0.10 from \$2.35 to **\$2.45**
- Effective April 1, 2018 increase by \$0.05 to **\$2.50**

Vacation Entitlement

- Increase vacation from 5 weeks after **12 years** instead from 13 years
- Increase vacation from 6 weeks after **21 years** instead from 22 years
- Increase vacation from 7 weeks after **27 years** instead from 28 years

Health and Welfare Benefits

- Increase Vision Care coverage by **\$50** from \$300 to **\$350**

Other Highlights

Article 3 Add to include *gender identity and gender expression*

10.05 Effect of Absence

(a)(ii) NEW

During the period of an employee's pregnancy and/or parental leave vacation pay will be based on a percentage of her or his gross salary for work performed as set out in Article 19.01

Article 19.01 (a)

An employee who is on an unpaid leave of absence in excess of thirty (30) continuous calendar days will receive vacation pay based on a percentage of her or his gross salary for work performed during the vacation year as follows:

- 3 week entitlement – 6%**
- 4 week entitlement – 8%**
- 5 week entitlement – 10 %**
- 6 week entitlement – 12%**
- 7 week entitlement – 14 %**

Amend Article 19.01(b)

Part time employees have the option of requesting all or part of their equivalent unpaid vacation entitlement as time off in calendar weeks, **unless the local parties agree to an arrangement that permits the use of individual days.*** There will be no carry-over of unpaid vacation time.

Article 29.02

Innovative Flexible Scheduling Amended to add

- Can't be unreasonably denied or withheld**
- Meeting will occur within seven (7) calendar days of providing details of the proposal**
- Response will be given in writing within twenty –one (21) calendar days of the Hospital's written request**

NEW LOU

OPSEU has committed to communicate and educate locals that due consideration will be given to requests for short shifts pursuant to Article 29.02 and understood that the Hospitals may grieve an unreasonable refusal.

Grievance procedure changed from seven (7) to nine (9) calendar days in Article 8.03 (a)

NEW 14.03 ADD to Bereavement

Where an employee's scheduled vacation is interrupted due to bereavement, the employee will be entitled to bereavement leave in accordance with this Article. The portion of the employee's vacation which is deemed to be bereavement leave under the above provisions will not be charged to the employee's vacation credits provided the employee submits supporting evidence.

**Amend Note below Article 14 Leaves of Absence
Casual staff are eligible for leaves of absence according to the Employment Standards Act, 2000, S.O. 2000 c 41.**

NEW ADD Article 25.01(b)

New Central process to deal with Centrally Negotiated Classifications (jobs listed in the OPSEU Central Wage Rates)

Where one central party alleges there has been a substantial change to the job content the process may be engaged .

- **The central party identifying the substantial change must notify the other central party in writing within 12 months of the date of the change**
- **The parties review to determine if the classification is a central classification and whether the change is occurring in multiple participating hospitals**
- **If no agreement can be reached the matter is referred by to the local to follow 25.01 (a) with**

- no timeline objections**
- **If the process is not engaged due to only one participating hospital, then any future requests may allow the previous request to participate**
 - **If the above is agreed, then the process is engaged**
 - **If the following will occur if the process is engaged**
 - **ID the classification with the substantial change**
 - **ID the change that has been alleged**
 - **Review a job description for the position prior to change**
 - **Collect standardized job information questionnaires completed by individuals in the affected classification which will be approved by the respective managers**
 - **ID the timeframe for when the change occurred**
 - **Review the current rate(s) of pay**
 - **If any disagreement with the above will result in the process being disengaged and the issue will be returned to the local parties 25.01 with no timeline objection**
 - **If the parties meet to determine where there has been a substantial change to the job content and the whether the rate of pay is appropriate.**
 - **If no agreement, then the matter is referred to arbitration**
 - **Any resolution through this process will resolve any outstanding grievances and will be binding on all participating Hospitals and bargaining units**

**Additional agreed to items on housekeeping language
throughout the Collective Agreement**

**ALL LANGUAGE AND IMPROVEMENTS WILL BE
IN AFFECT AS OF DATE OF RATIFICATION
UNLESS OTHERWISE STATED**