

OPSEU team reaches tentative agreement late Monday night

After four days of conciliation, your OPSEU bargaining team signed a tentative agreement with OPTrust management late Monday night.

The deal includes significant monetary and non-monetary improvements to our collective agreement, the reclassification of 48 bargaining unit positions, and a general wage increase above current settlement trends.

Your support made the difference!

This agreement was only possible as a result of the tremendous support of every member of the OPSEU bargaining unit throughout our workplace mobilizing campaign and over the past five months. Your determination was the critical factor in convincing the employer to improve its offer at several key points in the bargaining process.

Of course, no deal is perfect. Over a total of 12 days at the bargaining table, your OPSEU team negotiated hard for several important proposals that the

employer was ultimately unwilling to accept. And the final wage settlement – while substantially higher than both the employer's previous offer and the recent OPS deal – nonetheless reflects the worsening economic conditions.

That said, your OPSEU bargaining team believes this is the best possible deal that we could achieve in the current climate. The bargaining team is therefore recommending that you vote to accept the tentative agreement.

Ratification meetings Friday

Members will have the opportunity to hear a report on the deal and the bargaining process – and to vote on the tentative agreement – at either of two lunchtime ratification meetings this Friday.

A summary of the changes to our collective agreement is provided on page 2. The full text of the tentative agreement will be available on the OPSEU Local 568 website by 9 a.m. Thursday morning. Just go to www.opseu568.com.

Ratification Meetings & Vote

Friday, February 13

12 noon & 12:45 p.m.

P-2 Meeting Room, 1 Adelaide St. E.

Hear a report from your OPSEU Bargaining Team • Get answers to your questions about the tentative agreement • Cast your vote!

****Pizza & Drinks provided****

Planning to come? Let us know which meeting you'll be attending, so we can order enough food. Please RSVP to opseulocal658@yahoo.com by Thursday, Feb 12.

What's in the tentative agreement?

The tentative agreement between OPSEU and OPTrust management includes the following changes to your collective agreement.

1) Wages and term

- A four-year agreement with annual wage increases as follows:
 - 2009 – 2.0%
 - 2010 – 2.0%
 - 2011 – 2.5%
 - 2012 – 3.0%
- Retro pay back to Jan. 1, 2009

2) New pay grade

- Create a new Pay Grade 10, paid at 20% above Pay Grade 9.

3) Classification changes

The following classification changes will be effective January 1, 2009, with full retro pay:

- Data Analysts, Investment Data Technician, Pension Payments Clerk and Senior Benefits Analysts will all move from Grade 4 to Grade 5
- Pension Services Coordinators and Data Management Coordinators will move from Grade 6 to Grade 7
- Communications Advisors, IT Security & Network Specialist, Senior Data Analysts, Treasury Analyst and Web Specialist will move from Grade 8 to Grade 9
- Senior Financial Analyst - Alternative Investments will move from Grade 9 to the new Pay Grade 10
- Two new positions created at Grade 10: Senior Portfolio and Compliance Analyst, Senior Tax Analyst.

4) Benefit improvements

The following benefit improvements will take effect on March 31, 2009.

- Employer to pay 90% of LTD premiums (up from 85%)
- Psychologist and acupuncturist added to paramedical coverage
- Paramedical coverage increased to \$1,200 per service, per family member, per year (up from \$1,000)
- Adding insulin, glucose monitoring equipment and insulin pumps; increasing coverage limits above current plan

- Employer to pay 80% of vision care premiums (up from 60%); coverage increased to \$400 every two years (up from \$300)
- Orthodontic coverage increased to \$4,500 per child (up from \$3,000)
- Major restorative dental coverage raised to \$3,000 per family member per year (up from \$2,000).

5) Other monetary changes

- Separation allowance increased to 2 weeks per year of service, to a maximum of 42 weeks – up from the current 36-week maximum
- Increasing the kilometric rate for employees using their own vehicles for work-related travel to 46 cents per kilometer (up from 41 cents)
- Increasing the on-call premium to 20% of the employee's normal hourly wage (up from \$1/hour)
- Prorating Work-Life Balance Days in the final year of employment
- Bereavement leave to be substituted for vacation leave in the event of a death in the family while you are on vacation.

6) Non-monetary changes

- Elimination of short-term layoffs
- Increased notice of layoff to affected employees
- Increased notice of layoff to the union, to discuss other available options
- Improved protection in the event of organizational and technological change
- A job-sharing option
- Stronger language on scheduling and approval of alternative hours of work
- Improvements to the scheduling and approval of vacation and Work-Life Balance days
- Adding a new a group grievance option to the grievance procedure
- Improved union representation and union leave provisions
- A two-year limit on carrying forward banked compensating time off
- Including contract employment in the service and seniority of all employees hired to permanent positions after ratification
- Confirming "Family Day" as an additional paid holiday.