



Local 568 - OPTrust Update

Union news for members of OPSEU Local 568 at OPTrust

October 5, 2009

Essential reading:

Your new Collective Agreement

Printed copies of our new collective agreement are now available. The agreement – which covers all OPSEU members at OPTrust – is well worth a read.

The new contract incorporates dozens of improvements that were negotiated during our most recent round of collective bargaining, with only a few minor concessions. The contract was ratified by OPSEU members and the employer last February. Changes include:

- A revised pay grid with annual wage increases of 2.0%, 2.0%, 2.5% and 3.0% over 2009–2012. The pay grid also includes a new Pay Grade 10 and the reclassification of 13 positions affecting 40 members. (See Appendix A for the new grid.)
- Improved health, dental and vision care benefits coverage and reduced premiums (Article 21)
- Stronger job security/layoff/recall protections (Article 11)
- Improved protection during organizational and technological change (Letter 3)

- A job sharing option (Article 12.10)
- Stronger language on the scheduling and approval of vacations (Article 17), work-life balance days (Article 18) and alternative hours of work (Article 12)
- Increased kilometric rates (Article 15) and on-call premiums (Article 16)
- A new group grievance option under the grievance procedure (Article 8)
- Prorating work-life balance days in your final year of employment (Article 18)
- A two-year cap on carrying forward banked comp time (Article 12)
- Including contract employment in service and seniority for members who are hired into a permanent position after February 13, 2009.

If you don't receive your printed collective agreement by Oct. 9, talk to one of your OPTrust stewards (see list on page 2). Electronic copies of the agreement will be posted to the OPTrust Intranet in both the Human Resources and OPSEU Local 568 sections and on the OPSEU Local 568 website at www.opseu568.com.

Read your contract, know your rights

Workplace rights are important. That's why we've all worked hard during successive rounds of bargaining to achieve real improvements in our Collective Agreement. But it's hard to enforce those rights if you don't know what they are. So here's a good piece of advice: *Read your new contract!*

Your contract also provides ways to deal with problems if they arise, and gives you the right to independent representation through your union. Depending on the issue, your options include:

- Contacting a union steward for information, advice and support if you have a workplace issue or question, or think the Collective Agreement may have been violated

- Asking one of our OPSEU representatives on the Labour-Management Committee to raise your issue with OPTrust management
- Asking an OPSEU health and safety rep to bring an issue up at the Health and Safety Committee or address the issue directly with management
- Addressing a violation of the Collective Agreement, labour legislation or the Ontario Human Rights Code directly through the grievance procedure, with the help of a union steward.

Note: The grievance procedure includes important deadlines for raising a complaint with management and filing a written grievance. So if you think you have a grievance, check out Article 8 in our Collective Agreement and talk your steward.

Representing members, delivering results

Since we ratified our new contract in February, your elected OPSEU representatives have delivered results on a number of important issues. Examples include:

- Raising members' concerns about possible contracting out of after-hours IT support. After several discussions at the Labour-Management Committee, management agreed that any after-hours service needs would be met using OPTrust staff – not outside contractors.
- Addressing problems with photocopier fumes coming from the 10th floor printing room. By working with management through the Health & Safety Committee, your OPSEU reps helped achieve a real improvement in air quality for members working in the area.
- Filing a grievance over sick leave entitlements. The result was an agreement with management that members are automatically entitled to up to 130 days paid sick leave at the start of each calendar year, provided that:
 - i) They have at least part of one unused sick leave day left at the end of the previous year, and
 - ii) They are not off sick on both the last regular work day in the previous year and the first regular work day in the new year.
- Filing a grievance on the elimination of union jobs in the Private Markets Group. As a result, the employer has agreed to:
 - post four new analyst-level jobs by the end of 2010
 - fill a total of 7 administrative positions (including incumbents)
 - reclassify 4 administrative positions from Pay Grade 3 to Pay Grade 5.

OPSEU and OPTrust management have also restarted our regular quarterly Labour-Management Committee meetings which were suspended during bargaining. This gives both parties an important venue to raise issues and concerns and identify solutions that work for both our members and the employer.

Local elections coming soon

It's that time again. Over the next few weeks, the local will organize a meeting for members at OPTrust to elect the "shop stewards" who will represent us over for the next two years.

The same meeting will also elect a smaller number of "unit stewards" from among the shop stewards, to be part of the Local 568 Executive Committee.

Members at the Ontario Pension Board (OPB) will hold a separate unit meeting to elect their own shop stewards and unit stewards.

Finally, a local general meeting will be called in November. At this meeting, members from both OPTrust and the OPB will elect our local president, vice-president, secretary and treasurer from among the unit stewards from both units. We will also be electing two local trustees.

Dates and times for these meetings will be announced soon. In the meantime, you should think about who you want to represent your department or unit as your shop steward – or whether you might be interested in running yourself.

More information on what's involved in being a steward, unit steward or local officer will be available in the next few weeks. In the meantime, if you have any questions, ask one of the people listed on this page.

Your OPSEU go-to people

Got a question about your union? Want some advice or help in dealing with a workplace issue. Just contact one of the people below.

OPTrust Stewards: Sonia Baistrocchi, Leigh Brain, Cheri Hearty, Sean Homaie, Patricia Johnson, Myles Magner, Henry Nanes, Richard Nelson, Joseph Rampersad, Jerry Sullivan, Curtis Wright.

OPSEU Labour-Management Committee Reps: Cheri Hearty, Myles Magner, Joseph Rampersad.

OPSEU Health and Safety Reps: Sean Homaie, Curtis Wright.

Local 568 Executive Committee: Sonia Baistrocchi, Pam Blair (Secretary) Leigh Brain, Cheri Hearty (Vice-President), Myles Magner (President), Frances Wu (Treasurer), Stephanie Young.