

# OPS 2002 SETTLEMENT - BALANCE SHEET

## GAINS

### **WAGES**

Unified      3.5% plus 1% max plus merit  
                  2.45% plus 1% max plus merit  
                  2.5% plus 1% max plus merit  
                  8.45% plus 3% max plus merit  
                  = 11.45% non compounded\*

Corrections    3.5%  
                  2.45%  
                  2.5%  
                  8.45% plus 5% adjustment for  
                  Top of grid  
                  = 13.45% non compounded\*

\* compounding in dispute at GSB

### **SHIFT PREMIUM**

Unified      \$0.78/hour  
                  (improvement from  
                  \$0.52 evenings and  
                  \$0.62 nights)  
                  (Note: Corrections already  
                  have \$1.00/\$1.50)

### **SCHEDULE 6**

- Employees get .5 hour comp leave for every hour worked between 36.25 and 48 hours per week
- 1 hour comp leave if over 48 hours per week
- If not taken by June 30, may be paid

## LOSSES

- 7.6 weeks of wages minus Strike Pay and Benefit Coverage
- Benefit Concessions
  - prescribed drugs only, generic cost coverage only, \$3 deductible in 2<sup>nd</sup> year, \$5 deductible in 3<sup>rd</sup> year
  - Orthopaedic Shoe coverage reduced
  - Dental Plan \$100 deductible
  - ODA fee lag, recall 9 months from 6 for adults
  - No flouride for adults
- Term Classified (but limits on their use)
- Job Posting Changes
  - Those who apply for a job in last 12 months may be awarded similar job
  - Temporary jobs may become permanent and incumbent remain in job

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## **GAINS (cont'd)**

### **CLASSIFICATION ADJUSTMENT**

- All RN classifications - 10%
- Scientists - 8%
- Communication Operators - 8%
- OCWA Facility Operators - hourly premiums for licenses
- Resource Tech-Conservation Officers - 4%
- Transportation Enforcement Officers - 4%
- Technologists & Laboratory Attendants - 4%
- Classroom Assistants & School Aides - 4%

### **UNCLASSIFIED**

- Increase percentage in lieu of benefits payment to 6% (was 2% for FT only) and include part time unclassified
- Change conversion rules to 18 months vs 2 years
- Student wage rates
  - \$1.00 per hour increase for GTA students
  - Law student rates (new)
- Part-time unclassified to be converted
- Unclassified who progress to get max plus merit

### **LTIP**

- Employer pays all premiums 85% to 100%
- Claimants get same increases as current employees' wage increase

### **PENSIONS**

- Retained our right to spend our surplus on extension of Factor 80
- Employer agreed to external Factor 80 to December 31, 2004 for surplus employees

**GAINS (cont'd)**

**BENEFITS**

- Vision Cares \$300 (from \$200) 80% employer paid (from 60%)
- Paramedical, practitioner improvements
- Dental Major 50% (from 40%) \$1,200 max (from \$1,000)
- Semi-Private \$120 (from \$75)
- Hearing Aides \$1,200/4 years (\$200 lifetime)
- Life Insurance 100% of salary (from 75%)

**JOB POSTING**

- Employment Equity - An enhanced Recruitment Initiative Program

**BEREAVEMENT LEAVE IMPROVEMENTS**

**CORRECTIONS**

- Classifications
  - Establish Probation Officer 3 classification
  - Establish Youth Work classification
- Probation Officer 1 & 2 - 4%
- Add MERC Terms of Reference to Collective Agreement

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