



Local 555

Ratification Highlights

September 29, 2009

Term of the Agreement:

June 16, 2009 to August 31, 2012

Comparison with the “Final Offer”

Items which were not in dispute with the University at the time of the final offer vote did not change. This includes items such as the size of pay increases, the lump sum in Year 1, the pension contribution levels, the re-introduction of Step 3, the salary pay grids, the effective date of the increases. None of these items could be re-addressed in bargaining after the vote.

The items which were in dispute have all been modified from the University’s position at the time of the “final offer”.

Comparison with the “Final Offer”

The Pension Plan for New Hires

- The University had insisted on a Final Offer Section (winner-take-all) arbitration process. This was abandoned. The arbitration process has been changed from final offer selection to **Interest Arbitration**.
- Interest arbitration allows the arbitrator to seek a solution somewhere in between the positions of the two parties. It provides the arbitrator with more freedom to craft a solution that both sides can live with.

Comparison with the “Final Offer”

Pension surpluses

- The University’s proposal to remove Articles 22.02(b) and (c), which provided the Union with a say in the use of any future **pension surpluses**, was abandoned.

Post-Retirement Benefits for New Hires

- The University’s initial proposal for Post-Retirement Benefits for new hires was that there would not be any. This then was changed to a Health & Welfare “Trust” plan with a 30-year qualifying goalpost. After the final offer was rejected, the University also abandoned this plan. The proposal is now a premium co-pay system with a higher contribution from the University for successively greater years of Employee service. There is no change for current employees.

Comparison with the “Final Offer”

Job Evaluation Process

The Job Evaluation Process proposal of the University has been modified to:

- provide more guarantees that the current JE system elements will be maintained;
- provide the Union with adequate information to help protect Members' interests;
- in the case of errors in the JE process or the result, provide Members with the opportunity for a Review by a Joint Union/Management panel. This step will occur **before** a Grievance.

Wages

- Across the Board (ATB) increases in each year of the Agreement

Within 60 Days of Ratification

\$1000.00 Lump Sum Payment; those working less than 50% of Full Time will receive \$500.00

Effective December 1, 2009

1.00% ATB

Effective August 8, 2010

2.0% ATB

Effective August 7, 2011

2.75% ATB

- Step 3 is restored to the December 1, 2009 Pay Grid

Pension

- **NO CHANGE to ‘Rule of 80’!**
- Final Offer Selection (Winner take all) Arbitration Process abandoned; improved to Interest Arbitration
- Maintained language to give Union a say in the use of future pension plan surpluses.
- **Pension Contributions will increase to maintain Rule of 80**

<u>Effective Date</u>	<u>Wages Under YMPE</u>	<u>Over YMPE</u>
Jun. 16, 2009 (current)	5.5%	7.0%
Jan. 10, 2010	5.75%	7.5%
Jan. 9, 2011	6.25%	8.25%
Jan. 8, 2012	6.5%	8.75%

“YMPE” means “Years Maximum Pensionable Earnings”, currently \$46,300.

Benefits

- **Dental:** Major restorative now includes Dental Implants for both employees and dependents
- **Extended Health:** a written referral from a physician is no longer required for treatment from a Registered Massage Therapist

Job Security

Article 17 (Layoff and Recall)

- Process has been streamlined.
- Assessment Meetings: will be held during regular work hours. Employer will provide Job Description prior to the meeting. Member can request written reasons for a rejection.
- Displacement: If members choose to forego displacement, they are entitled to an enhanced severance of an extra 2 weeks pay.
- It was clarified that members may displace into probationary positions.
- Employees being displaced will be given 2 weeks notice.
- Minimal Training period has been increased from 5 to 10 Days.

Job Security & Education

LOU – on Professional Development, Training & Recruitment

- “Minimal Training” period raised from 5 working days to 10 working days;
- To enable workforce adjustment, a Training Committee will identify opportunities to enhance Employees’ access to training that may not be normally available to lessen the need for or to mitigate the impact of redundancies.
- A fund established to provide the above training:

Year 1	up to \$75K
Year 2	up to \$150K
Year 3	up to \$225K



Building Respectful Workplaces

Workplace Harassment

- The Employer will provide respectful workplace training as it deems necessary

Job Enhancement

Hours of Work

- For compensating time off, overtime may be carried over from one fiscal year to the next:
 - a. at member's choice up to 10 hours, or
 - b. with agreement of member, supervisor and union, any number of hours greater than 10.

Vacation

- Carryover increased from 5 to 10 days maximum in “extraordinary” circumstances.

Bereavement Leave

- Increased from 2 to 3 days for death of person not otherwise specified.

Job Enhancement

Compassionate Care Leave

- For the purposes of providing care to a sick relative, Members will be entitled to Supplementary Unemployment Benefit for up to eight weeks at 90% of their regular salary less E.I. Benefits received.
- The previous leave was unpaid for eight weeks (as under the Employment Standards Act).
- Whatever medical evidence EI requires for establishing the bona fide of the leave will qualify the Member for the SUB.

Job Evaluation System, pg.1

- The JE process will continue with the **same Plan**, the **same Factor Weightings**, and the **same Grade Point Boundaries** and will be applied in the same manner;
- JCQs received on or before June 15, 2009 will be processed using the current JCQ process (i.e. re-considerations, consistency checking, JCQs on hold due to leaves of absence);
- JCQs received post June 15, 2009 will be processed using the new JE 2009 process but will be given priority at the beginning of the process;

Job Evaluation System, pg. 2

- Provisionally rated JCQs that have not yet been re-evaluated will also be given priority;
- Remaining retroactive share pool monies will be finalized and distributed.
- Members who are re-evaluated downward will be **green-circled** for up to two years and during that time will have access to **Priority Placement** to enable them to be placed in a job that will maintain their pay at the pre-evaluation grade.

Job Evaluation System, pg. 3

- The Union will be consulted at all steps and for all changes and, if it disagrees with how the system is being implemented or applied, can file policy grievances.
- Prior to filing grievances, employees who disagree with their job descriptions and/or evaluations can seek a reassessment through a joint Union/Management Review Committee (similar to a pre-grievance resolution).
- The new JE process will be effective as of June 16, 2009.

Health & Safety

- The new language clarifies the application of the Occupational Health & Safety Act for both members and managers.

Accommodation & Return to Work

- All medical files will be kept with the Occupational Health Nurse. Access to other persons will not be permitted without authorization from the employee.
- At a Return to Work meeting, the Employee has the right to be accompanied by a Union representative.



Local 555

**Your Bargaining Committee
recommends this Tentative
Agreement for ratification.**