
OPS Tentative Agreements Questions and Answers

Q1. Which appendices in the current collective agreement are being renewed?

A1. All Appendices will be renewed with the following exceptions:

- Appendix UN8 & Appendix COR38 - Salary Progression Freeze

Employees will begin to progress through the grid as of January 1, 2018 from where they were fixed on the grid on January 1, 2016.

- Appendix COR33 – Administrative Compensating Leave

The current Appendix ends on December 31, 2017.

Q2. Will the out of country medical coverage form part of the collective agreement?

A2. If ratified, this option will be incorporated into the current benefit plan. This benefit is employee paid. Employees who choose this benefit will pay single coverage at \$6.11/month and family coverage at \$9.63/month.



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Q.3. What benefits are covered in out of country?

A.3. The benefit reimburses eligible expenses incurred due to medical emergency or unexpected illness that occurs while a covered person or their dependant is temporarily outside Canada for business, education or vacation. The coverage is 100% up to a lifetime maximum of \$1,000,000 without deductible.

Coverage is limited to trips for a duration of ninety (90) days or less.

Q.4. What is the coverage for catastrophic drugs?

A.4. The first \$10,000.00 is covered at 90% reimbursable per calendar year less a \$3.00 deductible per prescription. Once the threshold of \$10,000.00 is reached, eligible claims are reimbursed at 100% for the remainder of the calendar year less the \$3.00 deductible per prescription.

This benefit is now mandatory for all employees.

The single premium is \$ 0.94 monthly and the family premium is \$1.91 monthly.



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For example: An employee incurs a \$12,000 eligible drug expense: \$12,000

- Supplementary Health and Hospital Plan payment:
- 90% of the eligible drug cost, after application of \$3 deductible, up to the \$10,000 threshold: \$8,997
- Catastrophic Drug Coverage plan payment:
- 100% of eligible claim cost over the annual threshold: \$2,000
 - Total paid by the SH&H and CDC plans: \$10,997
- Employee's out-of-pocket costs:
 - 10% of the eligible drug cost plus the \$3 deductible, up to the threshold: \$1,003

For more information on benefit entitlements please contact call 1-800-637-0024, 416-681-6100, TTY 1-800-990-6654 or email www.optrust.com.

Q.5. Which contract would a unified member in the Ministry of Community Safety and Correctional Services or Ministry of Children and Youth Services vote on?

A5. You will vote on the Correctional bargaining unit tentative agreement, if you are a Unified member in MCSCS or MCYS who is:

- headquartered at an MCSCS adult correctional institution;
- headquartered at an MCYS youth justice facility;
- headquartered at an MCSCS Probation and Parole office or MCYS Probation Office: or
- headquartered at an MCSCS training college,



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- Q6. Where will Unified bargaining unit special cases be submitted if the tentative agreement is ratified?
- A6. All special cases submitted through the local demand set process, will be referred to the Unified Appendix 7 subcommittee. Cases referred to in the last round of bargaining will continue to be reviewed by the Unified Appendix 7 committee.
- Q7. Where will Correctional bargaining unit special cases be submitted if the tentative agreement is ratified?
- A7. All special cases submitted through the local demand set process, will be referred to the Corrections Appendix 7 subcommittee. Cases referred to in the last round of bargaining will continue to be reviewed by the Corrections Appendix 7 committee.
- Q8. Will an employee on LTIP receive the wage increases?
- A8. As per Article 42.1 (j), effective January 1, 2015 and thereafter, the total monthly LTIP benefit payment under the plan shall be adjusted by an increase equal to those provided under UN16 - Salary Increases. UN16 is rolled over and incorporates the across the board increases.



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Q.9. How does the current ASMP apply to a member in the Unified bargaining unit?

A.9. When a Unified member exits level 3 they will no longer be monitored under the current ASMP.

Q.10. Does the current ASMP continue to apply to members in the Correctional bargaining unit?

A10. Yes

Q11. Could you explain the meaning of consequential disputes and provide an example?

A11. Any dispute that arises out of the transferring of a member from one bargaining unit to the other as a result of the Memorandum of Settlement signed December 15, 2016 between the parties.

For example: The parties do not agree on a classification that is to transfer into the Correctional bargaining unit. This dispute may be referred to mediation-arbitration.

Q12. If the tentative agreement gets turned down by one of the bargaining units how will that affect the bargaining unit that ratifies?

A12. A bargaining unit that ratifies will have a new collective agreement. A bargaining unit that does not ratify will proceed to bargain a renewal collective agreement.



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Q13. Can you provide examples of how the across the board wage increases will apply?

A13. The following examples show increases to four different classifications:

Effect of Increases on PO-2

	Weekly Rate	Annual Earnings
Current Maximums	\$1,512.36	\$78,913

	Percentage Increase	Weekly Rate	Annual Earnings
	%	\$	\$
July 1, 2017	1.5	1,535.05	80,097
January 1, 2019	1	1,550.40	80,898
July 1, 2019	1	1,565.90	81,707
January 1, 2020	1	1,581.56	82,524
July 1, 2020	1	1,597.37	83,349
January 1, 2021	1	1,613.35	84,182
July 1, 2021	1	1,629.48	85,024



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Effect of Increases on OAD-08

	Hourly Rate	Annual Earnings
Current Maximums	\$26.46	\$50,048

	Percentage Increase	Hourly Rate	Annual Earnings
	%	\$	\$
July 1, 2017	1.5	26.86	50,799
January 1, 2019	1	27.13	51,307
July 1, 2019	1	27.40	51,820
January 1, 2020	1	27.67	52,338
July 1, 2020	1	27.95	52,861
January 1, 2021	1	28.23	53,390
July 1, 2021	1	28.51	53,924



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Effect of Increases on Occupational H&S Inspector

	Weekly Rate	Annual Earnings
Current Maximums	\$1,647.29	\$85,953

	Percentage Increase	Weekly Rate	Annual Earnings
	%	\$	\$
July 1, 2017	1.5	1,672.00	87,242
January 1, 2019	1	1,688.72	88,115
July 1, 2019	1	1,705.61	88,996
January 1, 2020	1	1,722.66	89,886
July 1, 2020	1	1,739.89	90,785
January 1, 2021	1	1,757.29	91,693
July 1, 2021	1	1,774.86	92,609



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Effect of Increases on CO-2

	Hourly Rate	Annual Earnings
Current Maximums	\$34.09	\$71,151

	Percentage Increase	Hourly Rate	Annual Earnings
	%	\$	\$
July 1, 2017	1.5	34.60	72,218
January 1, 2019	1	34.95	72,940
July 1, 2019	1	35.30	73,670
January 1, 2020	1	35.65	74,407
July 1, 2020	1	36.01	75,151
January 1, 2021	1	36.37	75,902
July 1, 2021	1	36.73	76,661