

**Everyone  
needs  
support.**

# BARGAINING BULLETIN



From your CAAT Support negotiating team

## Last minute deal keeps us off the picket lines

After many months at the table, culminating in last-minute round-the-clock negotiations, your team was successful in getting a deal. The employer had offered us three per cent - you said it wasn't good enough.

Thanks to all the work you did in the locals and all the support you showed the team, we were able to get you more.

In a three-year tentative agreement, taking effect Sept. 1, 2008, support staff at the 24 colleges will receive a deal that means nearly four per cent in the first year, and three per cent in each of the next two, a big gain from what we were offered before the vote!

The deal includes a \$425 Special Allowance introduced for anyone with more than six months service, paid the last cheque before Dec. 1, 2008, and then the last cheque before Sept. 1 every year after. The Special Allowance for those with more than ten years service will increase to \$825 per year, paid on the last cheque before Sept. 1.

This adds up to an average 3.86 per cent wage increase in the first year.

The Wages and Benefits Comparison letter that would allow for the Colleges' comparing your wages and benefits to others outside of the College has been removed from the deal.

### Initiatives/Opportunities letter of Understanding

There is new language in the tentative agreement dealing with these types of positions:

- a) Local knowledge that these positions would be created and why they need to be created
- b) Imposition of time limit on these positions, they can't be used indefinitely, two years is the maximum without Local agreement
- c) Allowance for full rights under the Collective Agreement except for Article 15, meaning that these positions would not be cheaper than existing ones
- d) Allowances for posting and consideration rights, and the ability to grieve, this should give members more Professional Development opportunities and allow for more career pathing
- e) Assurances that bargaining unit positions will not be replaced by these positions and that if a member is selected, they will be able to return to their former position

# New deal protects job security

- f) Prevention of misuse of these positions by proposing an expiry date, which would need to be negotiated every contract.
- g) Protection of the integrity of your job by guaranteeing Appendix D replacement, if an internal candidate is successful in a job competition
- h) Protection for co-workers from increased workload by guaranteeing you will be replaced by an Appendix D
- i) Increased job security by not allowing those in temporary positions to bump you out of a job, as they can do now with these positions that have all rights, including bumping.

## Other items in the deal include:

- The introduction of historic, **unique and innovative bullying/psychological harassment language**, we understand this is the first such language found in any public service Collective Agreement in Ontario. This language is vital and will deal with behaviour that could be regarded as intimidating, offensive, degrading or humiliating. Having this language will also help prevent behaviour that affects you dignity, psychological integrity, physical integrity and harmful work environments.
- The introduction of Family Day** - the Colleges are exempt from the Employment Standards Act, so we wouldn't be entitled to this holiday, we have now added this holiday in our Collective Agreement
- Increases to shift premiums** from .60 cents an hour to .75 cents an hour, and .75 cents an hour to 1.00 per hour
- Increase in dental coverage** from \$2,000 to \$2,500
- Increase in spousal and dependent insurance** from \$10,000 to \$15,000 for spouse, from \$2,500 to \$3,000 for dependent
- Increase in vision care** from \$300 to \$400
- Increase in safety footwear** from \$100 to \$150 entitlement per year
- Renewal of the contracting out letter**
- A commitment to look at **tuition re-imbursement** policies across all colleges

The team is unanimously recommending this deal for acceptance. Ratification votes will be organized in the near future at each college.

## Your support was crucial - thank you!

**For the latest update visit: [www.opseu.org](http://www.opseu.org)**

**Got questions? Contact the bargaining team at: [bargaining@rogers.com](mailto:bargaining@rogers.com)**