

Employer Proposals
For
Amendment of the
Collective Agreement (expiring December 31, 2017)
Between
The Crown in Right of Ontario
as Represented By
Management Board of Cabinet
And
The Ontario Public Service Employees Union (OPSEU)

This document contains items requested by the Crown in Right of Ontario as represented by Management Board of Cabinet in collective agreement negotiations with the Ontario Public Service Employees Union (OPSEU) Correctional Bargaining Unit.

These items are submitted without prejudice to any future proposed amendments or additions and subject to any errors or omissions. These items are also without prejudice or precedent to the Employer's position on any and all disputes between the parties.

The Employer reserves the right to introduce new proposals, amend or withdraw its proposals or to introduce counter-proposals to the Union's proposals during negotiations.

ARTICLE 80 and COR18
Term of Agreement

To be discussed.

ARTICLE COR17
Salary

Increases to salaries of 1.5% in the first year of the collective agreement, and not to exceed an average annual fiscal cost of 1.5% in any year thereafter. No additional increases for the term of the collective agreement unless offset elsewhere.

If OPSEU wishes to send special wage adjustments to interest arbitration, the Employer could agree that special wage adjustments only for Correctional Officer 1, 2,3 class series; Youth Worker class series; Probation Officer 1, 2,3 class series; Nurse 2 and 3 General classifications may be referred to interest arbitration in accordance with the interest arbitration provisions.

ARTICLE 23
Leave – Union Activities

To be discussed given the separate Unified and Correctional Bargaining Unit collective agreements.

The Employer's position is that the number of union leaves that currently cover both bargaining units should not be expanded or diminished.

DISCUSSION - BENEFITS

The Employer is seeking to discuss the modernization of the current insured benefits plan, which may include benefits plan design, and administrative efficiencies.

ARTICLE 39
ARTICLE 67
Supplementary Health and Hospital Insurance - Mandatory, Catastrophic Drug Coverage

Effective ninety (90) days from the date of ratification/decision, mandatory, 100% employee-paid catastrophic drug coverage plan.

ARTICLE 39
ARTICLE 67

Supplementary Health and Hospital Insurance - Optional, Out-of-Country Medical Coverage

Effective ninety (90) days from the date of ratification/decision, optional, 100% employee-paid out-of-country medical coverage to be made available to employees.

An employee's application to enrol may occur upon hire or at any time thereafter. However, if the employee enrolls and later decides to end coverage, their decision is irrevocable and they will not be able to re-enrol.

This option will also be available to fixed-term employees.

ARTICLE 39
ARTICLE 67

Supplementary Health and Hospital Insurance - Psychologist Coverage

Effective January 1, 2018, charges for the services of a psychologist (which shall include Master of Social Work) to increase from twenty five dollars (\$25) to forty dollars (\$40) per half-hour. The annual maximum of fourteen hundred dollars (\$1,400) to remain unchanged.

DISCUSSION – SICK LEAVE

The Employer is seeking to discuss the high level of sick leave utilization across the Correctional Bargaining Unit and associated costs, with a view to identifying means to improve attendance across the bargaining unit.