

May 4, 2015

For member information

As you are aware your bargaining team has been meeting with the Employer since last year and today we have received the Award from the Arbitration Board. Highlights of the Award are attached.

OPSEU will hold a member information session at the OPSEU Regional office in Oshawa on May 11, 2015 between 1730 to 1900hr.

Your bargaining team and our negotiator will be present at the meeting to clarify any question you may have.

Information session

May 11, 2015

5:30pm to 7:00pm

**OPSEU Oshawa Regional Office
500 King Street West, Unit 6
Oshawa**

**In Solidarity,
Your Bargaining Team and Local Executives**

**Please continue to visit the Local Union web site
www.opseu331.org for updated information.**

LOCAL 331

SETTLEMENT HIGHLIGHTS

TERM

April 1, 2014 to March 31, 2017

WAGES

Year 1 - General Wage increase 1.4% effective and retroactive to April 1, 2014

Year 2 – General Wage Increase 1.4% effective and retroactive to April 1, 2015

Year 3 – General Wage Increase 1.4% effective April 1, 2016.

BENEFITS

There is no change to current benefits except:

Post 65 up to 70th birthday - Vision and Dental Benefits 85% Centre paid & 15% employee paid.

Cap on private duty nursing of \$25,000 annually (1 million lifetime) Cap does not apply to any employee with a current active claim.

SHIFT PREMIUMS

January 1, 2016 – increased to \$1.35 April 1, 2016 – increased to \$1.50

WEEKEND PREMIUMS

January 1, 2016 – increased to \$1.55 April 1, 2016 – increased to \$1.70

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BEREAVEMENT LEAVE

Increased to 4 days for Spouse, Parents & children

SOCIAL WORKER

Effective the date of the award, step 8 of wage grid adjusted by 1%.

General issues and language:

- 3.04 : Casual employee will be deemed to be terminated if unavailable to work for a **4** consecutive months or more
- 18.01: JOHSC shall have at least **two** certified members
- Language improvement in 20.01 and 20.02
- New language (27.05 e) on vacation request for March break
- 31.04 include part time employee
- Clarification to 34.14 (b) did not result in change of status
- Addition to 38.01 – govern the administration of disciplinary suspension for Compressed Work week
- Language improvement to article 41 : Notice to Union of scheduled return to work meeting
- New Letter of Understanding – to establish a Mandatory training committee to discuss all related issues
- Letter of understanding # 8 revised to reflect the intent.

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