



Guide to Central or Bargaining Unit Issue Status

ONTARIO PUBLIC SERVICE 2014 NEGOTIATIONS LOCAL DEMAND-SETTING

Below is a listing of how issues are split between Central and Bargaining Unit. Each topic lists examples of articles that pertain to that issue.

CENTRAL ISSUES

Job Security

Includes:

- Article 19 – Multiple Lay-Offs*
- Article 20, 62 – Employment Stability*
- Appendix 9 – Employment Stability*
- Appendix 10 – Article 20.7 Voluntary Exit Option*
- Appendix 13 – Relocation of an Operation Beyond a 40 Kilometre Radius*
- Appendix 18 – Transfer to New Employer*
- Appendix 40 – Employment Stability*

Bargaining Unit Work, Postings, and Transfers

Includes:

- Article 1 – Recognition*
- Articles 6, 56 – Posting and Filling of New Vacancies or New Positions*
- Article 8 – Temporary Assignments*
- Appendix 39 – Mass Centralized Recruitment Process*

Work-life Balance

Includes:

- Article 10 – Work Arrangements (includes Compressed Work Week Arrangements, Job Sharing, Job Trading)*
- Appendix 42 – Flexible Hours of Work Arrangements*
- Appendix COR25 – Flexible Hours of Work (PO & PPO)*

Health and Safety, including Work Overload

Includes:

- Article 9, 60 – Health and Safety and Video Display Terminals*
- Articles 6, 56 – Posting and Filling of New Vacancies or New Positions*
- Article 31A.11*
- Article 32.17*
- Appendix COR13 – Personal Protective Equipment*
- Appendix COR14 – Occupational Stress Injuries*
- Appendix COR20 – Provincial Health and Safety*

Appendix COR31 – Safety Equipment and Protective Clothing for PO and PPO

Fixed Term issues

Includes:

Article 31A – Fixed Term Employees other than Seasonal Student and GO Temp Employees

Seasonal

Includes:

Article 32 – Seasonal Employees

Students

Includes:

Article 33 – Student Employees

Appendix 12 – Student Wage Rates

Regular and Flexible Part-Time Issues

Includes:

Part C (Articles 54 – 78) – Regular Part-Time Employees

Appendix 32 – LOU re: Court Support Services

Time off: vacation, holidays and leave

Includes:

Articles 46, 72 – Vacation and Vacation Credits

Articles 47, 73 – Holiday Payment

Articles 48, 74 – Bereavement Leave

Articles 49, 75 – Special and Compassionate leave

Articles 50, 76 – Pregnancy Leave

Articles 51, 77 – Parental Leave

Benefits

Includes:

Articles 37, 65 – Basic Life Insurance

Articles 38, 66 – Supplementary and Dependent Life Insurance

Articles 39, 67 – Supplementary Health and Hospital Insurance (including Vision and Hearing)

Articles 40, 68 – Dental Plan

Sick Leave

Includes:

Articles 41, 69 – Workplace Safety and Insurance

Articles 42, 70 – Long Term Income Protection

Articles 44, 71 – Short Term Sickness Plan

Pensions

Basic fairness

BARGAINING UNIT ISSUES (Unified / Correctional)

Hours of work, overtime

Includes:

- Articles UN2, COR2 – Hours of Work*
- Articles UN3, COR3 – Days Off*
- Articles UN4, COR4 – Scheduled Tour of Duty or Shift*
- Articles UN5, COR5 – Shift Schedules*
- Articles UN6, COR6 – Shift Premium*
- Articles UN7, COR7 – Rest Periods*
- Articles UN8 & 14, COR8 & 15 – Overtime*
- Articles UN9, COR9 – Call Back*
- Articles UN10 & 15, COR10 & 16 – Stand-By Time*
- Articles UN11, COR11 – On-Call Duty*

Wages, Classification and Pay

- General Wage Increase

ISSUES THAT ARE BOTH CENTRAL AND BARGAINING UNIT

Expenses and related issues

Includes:

- Article 13 – Kilometric rates*
- Articles UN12, COR12 – Meal Allowance*

Training & Development

Includes:

- Appendix 29*
- Appendix UN3*
- Appendix COR6*
- Appendix COR22*
- Appendix COR23*