



Wednesday, May 4 2016

Dear Brothers and Sisters,

The last three weeks of negotiations involved many long hours. However, your Bargaining Committee believes it was worth the effort.

The Bargaining Committee has achieved a tentative agreement with the University that includes significant improvements to language surrounding working from home arrangements, limited term employees' access to priority application status, union involvement in Performance Improvement Plans, reduced probationary periods for those employees who started in temporary positions reporting to the same supervisor, employees' initiative in requesting job re-evaluations through their supervisors and Unifor EFAP (Employee Family Assistance Program) representatives in the workplace. The agreement also includes improvements to extended health benefits as well as other modifications.

We feel this agreement is a fair settlement for our Members in the current climate and provides stability and security for our Members until the next round of bargaining.

The Bargaining Committee unanimously and strongly recommends that you ratify this agreement.

In Solidarity,

Unifor Local 5555
Unit #1 Bargaining Committee



**BARGAINING HIGHLIGHTS UNIFOR LOCAL 5555, UNIT #1
May 4, 2016**

NON-MONETARY LANGUAGE IMPROVEMENTS

Article 12: A Union representative will be invited to meetings scheduled for the purpose of implementing and or reviewing a formal performance improvement plan.

Article 13: An employee employed in a temporary position immediately prior to being hired into a bargaining unit appointment by the same supervisor will be on probation for a period of three months.

Article 15: We have added Working from Home Arrangements. Arrangements must be preapproved by the supervisor and documented in writing with copies to HRS and the Union. Such arrangements will not be unreasonably denied. No arrangement will be longer than one year, but may be renewed with the agreement of the employee and her supervisor.

Employees shall receive 3 hours of regular straight time pay for each paid holiday she is required to be on-call.

Article 17: An employee on layoff may accept one or more temporary appointments at the University external to the Bargaining Unit without impacting her rights under article 17.

For Change in Hours of 10% or more increase or decrease for employees with more than one part-time job the total hours worked is the basis for the calculation.

Article 18: In the event a vacancy is posted with missing or incorrect information the job posting will be corrected and reposted for at least 5 working days.

The employer may request a waiver of posting from the Union.

We maintained obtaining information on applicants who applied for postings.

Article 24: If an employee feels that she is performing duties that are outside her job description, she may request a review of her job in writing from her supervisor. The supervisor will respond in writing to this request with 10 working days.

Article 29: The parties agree to recognize the role of the Unifor EFAP (Employee Family Assistance Program) representatives in the workplace.

Article 30: Where requested, medical documentation includes diagnostic information, workplace restrictions, and a return to work or reassessment date, the employer will, to a maximum of \$50, reimburse the employee 50% of the cost of the first medical documentation requested for each period of absence due to personal illness or injury regardless of the length.

New LOU: "Limited Term Priority Application Status" - Limited term employees will have access to priority application status for a period of up to 12 months.

New LOU: University will meet with the Union within 6 months of ratification to discuss Pay Equity.

New LOU: University will meet with the Union within 3 months of legislation receiving royal assent to discuss Domestic Violence Leaves.

MONETARY CHANGES & IMPROVEMENTS

Article 10: Safety Boots allowance improved from \$120 for one pair every two years, to \$140 every two years.

Article 16: Pregnancy/Parental Leave waiting period for supplemental benefit has been eliminated.

Appendix II: All annual step increases have been maintained plus 1.25% across the board increase for each of the 3 years. Increases are effective June 9th and will be reflected in July 8th pays in the first year. In subsequent years the increases are effective May 1st. Premiums for employees over Step 10 maintained.

Appendix III: No change to employee pension contributions for employees hired on or after May 1 2010. Increases to pension contributions for employees hired on or before April 30 2010 postponed until May 1 2018. For all employees whose pension plan contributions are increasing will be paid a lump sum payment of \$610 on the first regular pay date following May 1 2018 to offset the increased pension contributions.

Lump Sums: All employees who are members for Unifor 5555 Unit #1 and are employed as of May 1 2016 shall be paid a lump sum payment in the gross amount of \$500 payable on July 8th pays.

COMPENSATION & BENEFITS CHANGES & IMPROVEMENTS

Vision Care: Increased from \$85 to \$100 every two years for Basic Eye Exams.

Hearing Aids: Increased the cap from \$500 to \$1000 every 3 years.

Ambulance: Doctor's referral no longer necessary for ambulance services that are medically necessary.

Rule of 80: The Rule of 80 has been maintained but at a cost yet to be determined. The University's and Unifor's actuaries will be meeting in early May to discuss and finalize the costing.

UNIFOR LOCAL 5555 UNIT #1 BARGAINING TEAM

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