

HIGHLIGHTS OF THE CITY'S FINAL OFFER

WHAT THE CITY PROVIDED IN ITS FINAL OFFER TO ADDRESS THE UNION'S OBJECTIVES

THE UNION'S OBJECTIVES	WHAT THE CITY PROPOSED
A REASONABLE WAGE INCREASE	<p>The same wage increase ratified by members of TCEU, Local 416 over the term of the contract:</p> <ul style="list-style-type: none"> • The offer provides for a new 4 year (January 1, 2016 to December 31, 2019) collective agreement with wage increases as follows: <ul style="list-style-type: none"> • January 1, 2016 0.75% Base Increase • July 1, 2016 0.50% Base Increase • January 1, 2017 0.75% Base Increase • July 1, 2017 0.50% Base Increase • January 1, 2018 0.75% Base Increase • July 1, 2018 0.50% Base Increase • January 1, 2019 0.75% Base Increase • July 1, 2019 0.50% Base Increase <p>In addition, there is a one-time, non-base non-pensionable lump sum payment in 2019 of 0.25% (an average payment amount of approximately \$165).</p> <ul style="list-style-type: none"> • Total: 5.00% increase on base pay • 0.25% lump sum (not to base) in Year 4 only
JOB STABILITY	<p>Improving the certainty of part-time staff schedules in order to create greater stability and predictability for the City and its part time workers.</p> <p>The City undertook:</p> <ul style="list-style-type: none"> • To endeavour to post schedules four weeks in advance. • To schedule staff for a minimum of four shifts per pay period, where possible, and • To develop master schedules so that many part time employees would know their schedule for a period of six months.
WORKERS' HEALTH AND WELLNESS	<ul style="list-style-type: none"> • Changing the basis upon which part time employees contribute to the costs of health benefits in order to provide access to more affordable benefits for part-time workers • New initiatives to address: <ul style="list-style-type: none"> • Domestic/Intimate Partner Violence • Crisis Prevention • Critical Incident Response
GENDER EQUITY IN THE WORKPLACE	<ul style="list-style-type: none"> • Working jointly with Local 79 to address barriers to promotion, and improving access to training and development

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THE CITY HAS ALSO MADE THE FOLLOWING CHANGES

COLLECTIVE AGREEMENT PROVISION	CHANGES PROPOSED BY THE CITY		
ARTICLE 6 Recovery of Overpayment	<ul style="list-style-type: none"> • Changes to overpayment recovery process • A new interim alternate process for overpayments over \$500 		
ARTICLE 10 Vacations	<ul style="list-style-type: none"> • No changes for current full time employees • Employees who move from a part time bargaining unit to the full time unit will be paid out their vacation in the part time unit, and will begin to accrue vacation for the time spent in the full time unit 		
ARTICLE 11A Illness or Injury Plan	<ul style="list-style-type: none"> • No change this year • Effective January 1, 2017 <ul style="list-style-type: none"> • 20 IIP days at 100% coverage • 110 IIP days at 75% coverage • IIP coverage for temporary employees continues to be pro-rated • An employee who does not use all 20 IIP days at 100% coverage, can carry over up to 15 of the days to the following year as "top up credits" • 1 unused IIP day equals 2 top up credits, up to a maximum of 30 top up credits per carry over year. • Top up credits can only be used in the carry over year, and • One top up credit increases the IIP coverage from 75% to 100%. 		
ARTICLE 12 Benefits and Long Term Disability	Active Employee Benefits Plan Provision Changes		
	Benefit Type	Old Provision	New/Changes to Provision
	Drugs	No requirement for mandatory generic drugs	Mandatory generic drugs Non-generic drugs will be covered upon the insurer's approval of an application completed by the employee's physician confirming that the generic drug is not medically effective, or not medically tolerated
Orthotic Devices	One device per person per benefit year (for persons 18 and under, the entitlement shall not be limited to one pair of orthotic devices per benefit year)	One device per person every two benefit years (for persons 18 and under, the entitlement shall not be limited to one pair of orthotic devices every two benefit years)	

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	Long-Term Disability (LTD)	Benefit of 75% of basic salary	Benefit of 70% of basic salary for claims approved after ratification date Employees in receipt of LTD benefits as of date of ratification shall continue to receive 75% of basic salary
ARTICLE 14 Transfers	<ul style="list-style-type: none"> • Transfer requests will remain on file for up to two years 		
ARTICLE 15 Postings	<ul style="list-style-type: none"> • All available job postings will be posted and made available to employees on the City's job posting portal • Employee information sessions and instructions on how to access the City's job posting portal • Clarification on the process for receiving feedback • In 2015 96.5% of Local 79 employees applied to jobs using the online application method; after January 1, 2017 the City will phase out paper applications 		
ARTICLE 17 Union Leaves	<ul style="list-style-type: none"> • Reduce City paid Union Negotiating Committee members from 16 to 14 		
ARTICLE 21 Employment Security and Redeployment	<ul style="list-style-type: none"> • One process • Faster placements, fewer meetings and letters • Employees receive options at beginning of process i.e. choose to retire, receive voluntary separation, accept layoff or choose to displace, receive <i>ESA</i> payment • Expanded wage protection for all permanent employees who are placed in a permanent vacancy that is in a lower wage grade • Expanded rematch opportunity for employees • Wage protection for employees who are rematched to lower wage grade positions • Permanent employee are now able to apply to temporary positions under Article 15 		
ARTICLE 22 Workplace Safety and Insurance Benefits	<ul style="list-style-type: none"> • New language to address WSIB overpayments 		
ARTICLE 23 Notice of Contracting out	<ul style="list-style-type: none"> • No permanent employee with 15 years of seniority as of December 31, 2019 shall lose his/her employment as a result of contracting out or privatization • 72% of the full time bargaining unit are protected 		

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ARTICLE 33 Term of Agreement and Notice to Bargain	<ul style="list-style-type: none">• 4 year term• January 1, 2016 to December 31, 2019