

# OPSEU / SEFPO

## Local 464 Newsletter

ISSUE #05  
May 2024

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### Editor's Note

Editor: M. Flowers

April was a big month for OPSEU Local 464 and for OPSEU/SEFPO overall. Our local managed to sign and ratify a new contract - which means improvements to wages and benefits - and OPSEU/SEFPO held its annual Convention, where JP Hornick was re-elected for a second term as president.

Conversation at OPSEU/SEFPO Convention touched on threats to the public services jobs in Ontario and how the public needs to stand in opposition to these threats. In health care specifically, we all see those cuts affecting the workload in the hospitals, the type and quality of care our patients are receiving, and the real effects it has on our members' wellbeing.

The situation is urgent: the Ford Government continues to systematically dismantle public healthcare in order to privatize services to for-profit corporations. The Ontario Health Coalition is holding rallies across Ontario, including Ottawa, on **May 30th @ 12pm** to show support for keeping health care publicly funded. The Ottawa rally will take place at **TOH General Campus / Lynda Lane** and I would encourage each of you to attend, where possible, to help send the message to The Ford government in Queens Park that health care isn't for sale.

### Bargaining Highlights

It's official! After the ratification vote on April 22-23rd, the membership of OPSEU 464 overwhelmingly accepted the new contract with 95% voting in favor! The new contract will be in effect April 1, 2022 - April 1, 2025

In case you missed it, here are the highlights.

#### General Wage Increase

*April 1, 2022 - 4.75%*

*April 1, 2023 - 3.5%*

*Sept 1, 2023 - 1% Top scale*

*(All classifications)*

*April 1, 2024 - 3%*

**Pandemic Pay:** only for **current** employees who were employed Aug 13, 2020. Payment based on permanent status *on that date*, as follows  
\$1750 FT, \$1250 PT, \$750 Casual

#### Wage Grid Adjustments

Respiratory Therapy, Anaesthesia Assistant, Nuclear Medicine, Life Skills Counsellor, Behaviour Therapist, MR Safety Specialist, and Perfusion

#### Progressive Retirement

Qualify at age 55 OR after 30 years, can be on the program for up to 3 years

#### Benefit Improvements

*Vision Coverage* increase to \$450/24 months

*Mental Health Services* \$3000/yr

*Chiro/Massage/Occ Therapy/Physio* \$1500, combined

*Dental Implants* 80%, under major dental

No waiting period

#### Leaves of Absence

All staff (including casuals) will be eligible for all leaves outlined in Article 15 - including bereavement, jury duty, pregnancy and parental leave, etc.

## Understanding Our CA

Tips to better understand the collective agreement and how to solve common issues.

### Problem: FAQs about shift changes / cancellations

*"I am Full Time. My manager called me today to tell me my shift tomorrow is being switched from a day to an evening shift. Do I have to accept this?"*

**Answer:** Yes. A manager has the right to change your shift, but they have to follow the CA. In this case, because they are informing you less than 48 hours in advance and you are full time, you are entitled to 1.5X pay for your next scheduled shift.

*"I usually work at the Civic Campus, but this morning when I got to work, my supervisor sent me to the General because they were short staffed. Do I have to go? Who pays for my travel time?"*

**Answer:** Management has the right to assign you to do any work you are trained to do; even at another campus. As per our CA, the hospital must provide you with transportation (taxi chit, shuttle bus) and travel time (you must start and finish at your home campus at your regularly scheduled start/finish times). If you must provide your own transportation, Article 27 of the CA outlines how you would be reimbursed for any costs (mileage, parking, etc.)

*"Does changing the campus mean my shift is changed, even if the hours worked remain the same?"*

**Answer:** Yes. Our CA specifies that "start time, duration, and campus" are aspects of your schedule and any change in any of those constitutes a "Change of Schedule". If you are reassigned to another campus with less than 48 hours notice (FT employee) (24 hours for PT employee), you would be entitled to 1.5X pay for your entire **next** shift.

*"My manager has informed me that as part of training, I must come in for an 8-hour shift on a Saturday. I usually work Monday to Friday. Can they change my schedule like that?"*

**Answer:** Yes. Your manager can change your schedule to facilitate mandatory training so long as they comply with our CA Change of Schedule language. If you are a full-time employee and these hours put you over 75 hours for a pay period (or cause OT as per any other clause in our CA) then overtime rates would apply. If this shift occurs on an evening or weekend, then shift premiums would also apply.

**\*Note: The hospital must provide you with time to complete all ELM modules during your scheduled shifts**

**\*Note: There are other clauses regarding mileage, costs, etc. which may apply in some situations**

Collective Agreement (CA) Articles that apply:

#### Article: 17.06 Scheduling

*All schedules shall be prepared and posted with:*

*(a) Start time, duration and campus*

*(j) Change of schedule (FT only): Where an employee's schedule is change by the Hospital with less than forty-eight (48) hrs notice, she shall receive time and one-half her regular straight time hourly rate for all hours worked on her next shift.*

*(k) Cancellation of Shift (Reg. PT only): Where a regular part time employee's schedule shift is cancelled by the Hospital with less than twenty four (24) hrs notice, she shall receive time and one-half (1.5) of her regular straight hourly rate for all hours worked on her next shift.*

#### Article 27 Multi-Site Issues

*27.01 Employees shall have one home campus, which shall be the campus at which she*

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*normally works the majority of her scheduled hours.*

*27.02 In the event the Hospital requests an employee to provide services at a campus or work location other than their home campus, the following will apply:*

*i) The Hospital will endeavour to provide advance notice of a change in work location;*

*ii) The Employee shall be entitled to start and end his/her work day at his/her home campus at her normal working time unless notified of the change in work location no later than the previous day. This shall not apply for unscheduled shifts.*

months of service. The amount paid is incremental starting at 66 2/3 % during the first year and increasing to 100% after 4 years of service. PT and casual employees are not paid for medical leave but are able to access banked credits for shorter leaves and EI Sickness Benefits for longer leaves.

The TOH medical leave policy applies to all. For absences of 1 or 2 days, employees do not have to provide documentation. Simply notify your manager, staffing and any others your department requires.

For absences of 3 or more days, the TOH policy requires an APSR (Attending Practitioner's Statement Report) be sent to Occupational Health. Do not give the APSR to your manager, supervisor, charge, or ESS as it contains your personal health information and should only be reviewed by an Occupational Health nurse who is bound by PHIPA. **You do not have to disclose your personal health information to your manager or colleagues.**

### **Paid Medical Leave for Full-Time Employees:**

Our short-term disability plan is called HOODIP (Hospitals of Ontario Disability Insurance Program). It's basically an insurance plan which requires certain criteria be met to access paid benefits. You are not required to provide a diagnosis - only the nature of the medical condition, a prognosis, and a reassessment or return to work date. You are expected to follow the treatment prescribed for the medical condition by your healthcare provider.

HOODIP allows for up to 15 weeks of paid sick leave per "instance", which is the number of days of leave connected to the same medical condition. For example:

- You have the flu and are off for 2 days. This is one instance and two days duration.
- You break your leg and are off for 12 weeks after surgery. This is one instance that is 12 weeks (60 days) long.

## Did you Know?

The Rand Formula is an arbitrated decision from 1946 that ruled union dues are to be automatically deducted from worker salaries.

**OPSEU / SEFPO**  
members pay deductions of 1.375%.

## Sick Leave: Part 1

**Contributor: Heather Allen, Return to Work Officer**

As health care workers, we often push ourselves and put our patients' needs before our own. This article covers the basics of paid and unpaid sick leave. For questions about your specific situation contact the Return to Work Officer at 613-739-4334 ext. 3 or [returntowork@opseu464.org](mailto:returntowork@opseu464.org).

All our members, full-time (FT), part-time (PT), and casual are permitted to take sick leave. FT employees have access to paid medical leave after 3

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- You have a cold for 1 day, then a week later you have food poisoning for 1 day. This would be 2 instances that are each 1 day long.

Once you return and work the equivalent of three (3) weeks, or 112.5 hours, you reset your HOODIP bank. This occurs even when performing modified work. If another medical condition develops, as long as you have worked one shift, you are able to access another bank for that instance.

If your medical condition requires you to be off work for longer than 15 weeks, you would transition to unpaid (by TOH) medical leave and access EI Sickness Benefits for up to 15 weeks. If you need to be off for longer than six (6) months, you would apply for Long-Term Disability Benefits through Sun Life.

FT employees cannot use Personal Emergency Leave for their own illness/injury. It can be used for illness, death, medical emergencies, or urgent matters for family members.

### **Part-time and Casual Employees:**

Article 15.07 – Personal Emergency Leave gives PT and casual employees the option to access their banked credits for up to 10 days for personal medical leave. You can take more than 10 days off but can only access banked credits for up to 10 days per year. If you need to be off on a longer medical leave, you can apply for EI Sickness Benefits for up to 15 weeks. The amount you are paid will be based on your earnings as per the EI guidelines. You can also use the personal emergency leave for illness related to family members.

### **What is the 6th Occurrence Rule?**

It's an article in the CA stipulating that if you have 6 or more sick leave occurrences, as defined above, within a fiscal year, you will not be paid for the first 15 hours of the 6th and subsequent occurrences within that fiscal year. It's a good idea to track your occurrences throughout the year so you can be

prepared and address any errors that could be made by the employer in their calculations.

*Article 16.03 Effective April 1, 2011  
No sick pay benefit is payable under HOODIP for the first fifteen (15) hrs of absence for the sixth (6th) and subsequent period(s) of absence in the same fiscal year (April 1st through March 31st)*

## Executive Positions

President: Alain Trudel

Chief Steward: Sophie Roy

Return to Work Officer & Secretary: Heather Allen

Treasurer: Vanessa Lawlor

VP Civic: Jordan Elliott

VP General: Melanie Flowers

VP Rehab: Una Wallace

VP Riverside: Lisa Hadley

## Professional Awareness

**April 29 - May 3** Perfusion Week

**May 6 - 10** National Mental Health Week

**May 6 - 11** Safety and Health Week

**May 19 - 26** Healthcare Technology Management Week

### **All Month**

- Foot Health Month
- National Physiotherapy Month
- Speech and Hearing Month

So many groups celebrate in May and represent a large portion of our union membership - more than a dozen different jobs, so Thank-You for doing the

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important work our patients need and to those who provide the essential services our patients require.

## Upcoming Dates - 2024

<b>May 27</b>	UKG Group 2 Rollout
<b>May 30 @ 12 pm</b>	<b>Ottawa Health Coalition Protest (General Hospital)</b>
<b>June 11-13</b>	Staff Appreciation Week
Summer	General Membership Meeting (bylaws)  Summer Newsletter ~ August
<b>September 26</b>	General Membership Meeting (Elections)

## We Want to Hear from You!

**We would love to hear your ideas**

Have a question you'd like answered? Suggestions on information you'd like to see? Looking for ways to get involved in the union? Want to feature your profession for our members to learn about? Email us at [communications@opseu464.org](mailto:communications@opseu464.org)

### Respectful Communication Only

Please keep in mind the communication committee is a group of *volunteers* who are interested in keeping members informed as much as possible. Please be patient with email response times and keep all communication respectful. Aggressive, rude, or harassing behavior will not be tolerated.