

Summary Document Agreed to items between Invest Ontario & AMAPCEO

The Agreed to Items for the Collective Agreement primarily contain provisions in the OPS Collective Agreement substituting any reference to the OPS/Ministry to applicable Invest Ontario reference. The Agreed to Items delete any historical language that is not relevant to Invest Ontario. All changes are indicated in bold. The summary below will identify any differences between the OPS & the new proposed Invest Ontario Collective Agreement. Articles with no substantive differences are not referenced.

Volume II

- maintained Memorandum of Agreement re: Implementation of New Job Evaluation System and all Appendices except for one dated document in Appendix B "Paragraph 6: April 5, 2005 MOA "A New Job Classification System for AMAPCEO"
- Added "SCHEDULE 1 – LIST OF CLASSIFICATION – OPS "(Pg 185-192 of current CA) to Volume II
- Negotiated New MOA for JE – with the view to implement an Invest Ontario system with discussions beginning within ninety (90) days of ratification

Article 1 – Recognition

- 1.1 Inserted New Agreed to Recognition clause per Scope Agreement

Article 2 – Non-Discrimination/Harassment/Sexual Harassment

- 2.2.3.1 New language ensuring the Employer will provide the results of any investigation and if any corrective action has been or will be taken
- 2.2.5 New Language for the Workplace Respectful Workplace Program and reporting to ERC

Article 7 – Employee Right to Representation

- 7.1 c) Clarifying right to representative is when a letter or performance plan is being implemented
- 7.1 f) Added is part of a workplace investigation

Article 8 – Leave of Absence for Association Activities

- 8.1.1 Amended to 2 FT positions
- 8.5 Amended to 4 additional Members and 36 days

Article 12 – Employer-Employee Relations Committee

- 12.3.1 Committee size 4-6 members
- 12.4 Changed ACERC to ERC and added:
- issues with Benefit plans & Carrier to the mandate
 - Any other issues mutually agreed to

Article 13 – Bulletin Boards

- 13.1 Added reference to online resource
- 13.3 Added language regarding the Employer's intranet will have a link for AMAPCEO website

Article 14 – Correspondence between the Employer and the Association

- 14.1 Updated language and contact email for primary method of communication

Article 15 – Dispute Resolution Procedure

Updated Dispute Procedure to reflect Invest Ontario Structure

- 15.10 Classification Disputes updated language to reflect ERC to deal rate of pay for new positions or substantially changed positions – if not resolved the matter to be referred to Arbitration

Article 17 – renamed to Probationary Period

- 17.1 Shortened probationary period to nine (9) months - the Employer has ability to extend an additional three (3) months

Article 18 – Recruitment-Posting and Filling of Positions

- 18.5.3 New Language for Electronic posting of Positions
- 18.5.4 New Language for Employees who are selected for an interview receiving feedback on candidature
- 18.8.1 Amended reach back; position must have been identical not similar

Article 19 – Pay Administration for Permanent Employees

- 19.1.3 Negotiated language that for underfill positions employees are placed in the salary grid as per 19.1.2 increase of at least *three percent (3 %)*; *however, in no case shall the resulting salary be less than the minimum or greater than the max*

Article 23 – Leaves of Absence

- 23.1.4 Article updated to include all leaves and deleted 23.9 Emergency Leave & 23.10 Family Medical Leave
- 23.3.4 Able to utilize the 3 days provided in 23.3.1 for Special Leave
- 23.4 Able to Utilize the 3 days provided in 23.3.1 for Religious Accommodation

Article 24 – Pregnancy Leave, parental Leave and EI Top-up

Maintain OPS Top-up and deleted redundant language

Article 26 – Technological Change

Maintained language and negotiated New LOU for AI consistent with OPS

Article 27- Job Security

Maintained the Bulk of the Article amended as follows:

- Defined applicable Modules
- deleted Surplus Clearance, Job Trading Program,
- Outlined Severance Entitlements,
- Clarified Disputes to go thru Procedure in article 15.3 -Formal Process
- Deleted Sale of Business 27.18.1 (covered by OLRA)
- Maintained 27.18.2.9 – discussion at ERC & information provided
- Deleted Surplus Factor 80

Article 29 – Holidays

Invest Ontario not able to add NDTR into the CA but confirmed in writing they will continue to recognize it.

Article 31 – Benefits General

31.10 New article to ensure the Employer will provide to AMAPCEO the benefits booklet and any other information requested by AMAPCEO that is reasonable.

Article 34 – SUPPLEMENTARY HEALTH AND HOSPITAL INSURANCE

Negotiated the OPS increase to \$3,000 in Mental Health Coverage
Added the OPS coverage for wigs

Article 44 – SALARY

Negotiated the OPS wage increases of **2.75 %**, **2.25%** and **2%**

Article 45 – MERIT PAY

Maintained Merit pay – negotiated a transition to an April 1st- March 31st cycle
Negotiated language that any ATB effective April 1 shall be applied prior to merit

Article 47 – AWA

Maintained the Language

Article 52 – Information and information Technology

Invest Ontario utilizes OPS IT
New 52.2.2 to permit Invest Ontario to have no restriction to utilize IT and support from the Government of Ontario

Article 53 – Term and Renewal

April 1, 2025 - March 31, 2028

Included PT language

PT.6.16 new language regarding electronic info re: vacation & other credits at the end of each quarter
Increase to Mental Health Coverage & wigs applies

Included FXT language

FXT.2.5 New language to ensure when an FXT employee commences a new assignment in the same salary level with no break in service they retain their salary level and anniversary date
FXT.4.1 negotiated the increased vacation advancement as per OPS
FXT.5.1 negotiated the increased attendance credit advancement as per OPS
FXT.10.2 amended to Date of Ratification – ensure FXT employees can have a one-time option to opt into benefits within 31 days of ratification if they previously were not participating.
FXT.11.2 New language for FXT employees to meet with employer six weeks prior to end of contract to review status of position

Schedule 1

Updated Schedule 1– classification titles and classification levels to reflect Invest Ontario

Schedule A

Updated to OPS Salary Schedule April 2025-March 2028

Schedule B

Deleted as included in Volume II

Deleted Schedule 3 & negotiated new LOU

Identified new Functional Groups to reflect Invest Ontario Structure

New Appendix A & B – updated appendices negotiated in the Scope agreement & added to first CA as per agreement

Letters of Understanding:

Health Care Spending – negotiated the \$200 increase to \$725 annually

Use of Employer Facilities and Equipment – Renewed with amendments

AWA – Renewed with amendments

Appendix A – Included all the OPS Model Agreements amended to reference Invest Ontario

Equity, Inclusion and Racism – Renewed with amendments

Co-operative Education Program – Renewed with amendments

TEI – Renewed with amendments

Corporate Internship MOA – Renewed with amendments

Replaced the Transition and Reskilling MOA with NEW LOU Re: Minimizing Adverse Effects of Layoff

New Letter of Agreement for Job Evaluation

Pay Equity MOA – renewed maintained the Crown & AMAPCEO as the parties as Invest has not addressed pay equity obligations