

AMAPCEO and the OPS Employer have reached a new tentative agreement to extend our current contract for four years, adding a 7.5% increase in salary over that period, a few new entitlements, and without concessions.

The following is a summary only.

For information on ratification, please visit <https://amapceo.on.ca/ops2017>.

Salary Increases (Across-the-Board)

Salary increases as follows, effective:

- 1.5% - October 1, 2017
- 1.0% - April 1, 2019
- 1.0% - October 1, 2019
- 1.0% - April 1, 2020
- 1.0% - October 1, 2020
- 1.0% - April 1, 2021
- 1.0% - October 1, 2021

Note: All salary range minimums and maximums will also be increased for each salary increase, above.

New: Lump Sum Payments for “Red-Circled” AMAPCEO Members

AMAPCEO members who are currently "red-circled" (those whose salaries are currently above their pay range as a result of the Job Evaluation System) will be awarded two non-pensionable lump sum payments:

- 1.5% on October 1, 2017
- 1.0% on April 1, 2019

By the second year of this contract, the number of JE-related "red-circled" employees will be reduced by half, as salary range maximums increase due to the application of the across-the-boards.

More recent "red-circled" employees will ultimately also benefit from the above across-the-board increases in this contract, once their classification salary maximums increase to the level of their current salary.

Nearly 90% of those currently "red-circled", whether due to JE or not, will no longer be “red-circled” by the end of this contract.

New: Special & Compassionate Leave for Dependent and Elder Care

AMAPCEO members will be entitled to a special paid leave of up to two days per year to attend to unforeseen dependent or elder-related care.

This new paid leave falls under the current three discretionary days of Special or Compassionate Leave provision of the Collective Agreement (Article 23.3). Your manager however must grant you this leave if you can demonstrate you have such unforeseen circumstances, and you have not already used all three special or compassionate leave days that year.

This is a strong first step towards meeting the needs of today's workers and their families.

New: Repeal of Attendance Support Management Program (ASMP)

Effective January 1, 2018, the ASMP will no longer apply for AMAPCEO members, except for those already in Level 3 or 4 of ASMP on December 31, 2017. These employees will continue to have their attendance managed under ASMP until they move below Level 3.

New: Optional Out-of-Country Medical Coverage

AMAPCEO members will have the option to buy either individual or family out-of-country medical coverage starting January 1, 2018.

Members may apply to enrol upon hire or at any time thereafter. If the member enrolls and later decides to end their coverage, they will not be able to re-enrol.

More details will be forthcoming from the Employer on what would be covered and the cost to purchase this coverage.

Recognition Clause

The changes to Agreement better describe which OPS employees are excluded from union membership. This does not impact any current AMAPCEO members.