



## OPSEU Local #565

### Alcohol & Gaming Commission of Ontario

Your bargaining team is pleased to announce that we have reached a tentative four year agreement with management at the Alcohol and Gaming Commission. With the overall gains received we are recommending that the deal be accepted. **We are setting up a province wide ratification vote to be scheduled within the next few weeks along with an information session. Dates to be determined.** The following is a summary of the overall gains.

#### The Money

Negotiated general wage increases of:

- 2.0 per cent on January 1, 2018
- 2.0 per cent on January 1, 2019
- 2.0 per cent on January 1, 2020
- 1.5 per cent on January 1, 2021

In addition all bargaining unit members (including contract and part-time staff) will receive a signing bonus of \$200.

#### Benefits

- Dispensing cap fee increase to \$12.99
- Vision Care increase from \$340 to \$400 every 24 months
- Pooled fund for chiropractor, massage and physiotherapy of \$2000 per year. All other practitioners have \$500 per year.
- Dental major restorative increased from 50% to 60%

#### Scheduling

- All Inspectors will remain at 37.5 hour work week.
- Electronic Gaming Inspectors will be reclassified to level 8 and change to 37.5 hour work week upon ratification of CA. This reclassification will be net neutral with no change to overall compensation. Negotiated wage increase of 2.0% will apply.
- Racing officials – Previous M.O.U. now enshrined in CA. No change in current hours of work or process.
- 8 to 16 week requirement for shift schedules reduced to 1 month minimum.

#### Language

Substantive changes were made throughout the Collective Agreement effective the date of ratification. The Highlights are:

- Merit Pay – Removal of all language pertaining to Merit pay being tied to a performance review. All employees will receive 3.5% increases April 1<sup>st</sup> of each year until they reach the top of their pay band. Anniversary date language removed.

- Doctors notes – Stipulation that **6** consecutive days of absence is required before a doctor's note will be requested.
- Sick pay (STIP) – Added language to reinstate sick leave bank if required.
- Layoff – Numerous language improvements to clarify process and addition of language to capture the consideration of Attrition or offering voluntary layoff or exit options before layoff.
- Incorporation of Bill 148 in various articles including Parental / Pregnancy leave, Part-time, Contract, and Students.
- Temporary Assignment / Secondment – Change in process to confirm incumbent currently in position after consideration of Transfer language.
- Bereavement – Added option of 2 additional unpaid days for travel purposes if required (in excess of 400 km).

## **Representation**

Substantive language improvements have been added for clarification and will develop the Unions ability to represent you in the future. Highlights are:

- Clarification on when an employee can request Union representation.
- Improvements in Union Leave. Previous 65 day cap for entire bargaining unit removed. Now we have achieved 15 days per member and 20 days for the Union Local President.
- Limit of 9 Union Stewards has been lifted.

Your bargaining team has worked tirelessly for over 6 months to bring you the best possible agreement between you and the AGCO. Thank-you for your confidence and support in this round of bargaining.

### YOUR OPSEU LOCAL 565 BARGAINING TEAM

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