

Memorandum of Agreement

Between: The Ministry of Transportation

And: The Ontario Public Service Employees Union
(and its Local 506)

This Compressed Work Week Agreement is made in accordance with Article 16 (Local and Ministry Negotiations) of the Central Working Conditions and Employee Benefits Agreement and Article ADM2 (Hours of Work) of the Bargaining Unit Working Conditions and Employee Benefits Agreement, between the Ontario Public Service Employees Union and the Crown in Right of Ontario, represented by Management Board of Cabinet.

Unless otherwise specified in the Agreement, all Articles of the Central and Bargaining Unit Working Conditions and Employee Benefits Agreements apply to Employees covered by this Agreement.

Article 1 - Work Unit and Employees Covered

- 1.1 The Whitby Truck Inspection Station, Eastbound Highway 401, Town of Whitby and the Employees while working there who have signed Schedule 1 attached.

Article 2 - Hours of Work

- 2.1 The regular work week shall be 36.25 hours per week based on two 12 hour and one 12.25 hour day and may be varied as per Schedule 2 to accommodate a five week rotation. The shift start times will be 06:00 hours and 18:00 hours.
- 2.2 Article ADM5.2 of the Bargaining Unit Working Conditions and Employee Benefits Agreement shall not apply to employees covered by this compressed work week agreement while working at Whitby Truck Inspection Station.

Article 3 - Overtime

- 3.1 Authorized periods of work in excess of the regular working periods specified in Article 2.1 or on a scheduled day(s) off will be compensated for in accordance with Article ADM8 (Overtime) of the Bargaining Unit Working Conditions and Employee Benefits Agreement.

Article 4 - Holiday Payment

- 4.1 In addition to the entitlement of hours specified in ADM13.2 and ADM13.4 Bargaining Unit Working Conditions and Employee Benefits an employee will be entitled to additional hours to equal the hours specified in Article 2.1 of this Agreement.

Article 5 - Short Term Sickness Plan and Vacation Credits

- 5.1 Short Term Sickness - Employees shall be entitled to full pay for the first 43.5 hours of absence due to sickness or injury and seventy-five percent (75%) for the next 899 hours of absence due to sickness or injury. Employees may exercise their option under Article 44.6 (Short Term Sickness Plan) of the Central Working Conditions and Employee Benefits Agreement by deducting one quarter (.25) of an accumulated credit for each seven and a quarter (7.25) hours of absence.
- 5.2 Vacation Credits - A deduction from an employee's vacation leave credits will be made for each day of approved vacation leave as follows:
The length of the work day divided by the base hours of 7.25 hours times 1 credit equals the number of credits deducted. (Example : $12.0 \text{ hr} / 7.25 \times 1 = 1.655$ credits deducted).
Partial day's absence will be prorated on the same formula (Example : $5.0 \text{ hr} / 7.25 \times 1 = .689$ credits deducted).

Article 6 - Workers' Compensation

6.1 For the purposes of Article 41.2 (Workers' Compensation) of the Central Working Conditions and Employee Benefits Agreement "sixty-five (65) working days" shall be deemed to be 471.25 hours.

Article 7 - Training Assignments

7.1 When an employee covered by this Compressed Work Week Agreement attends a training program, the Employer may change the employee's scheduled hours of work to the greater of:

- (1) 7.25 hours per day .
- (2) the actual number of hours spent receiving training for each day that the employee participates in a training program.

7.2.1 Where the change prescribed in Article 7.1 results in fewer or more hours than the employee had previously scheduled to work on the day(s) in question, the "extra" or "deficit" hours shall be reduced to zero within sixty (60) working days of the completion of the training program, without any loss of pay by the employee or overtime by the employer, as follows:

- (i) the employee shall be required to work a corresponding number of hours to make up for any deficit or
- (ii) the employee shall be scheduled off duty for a corresponding number of hours to offset any extra hours.

7.2.2 Where there is mutual agreement, an employee may receive pay at his or her basic hourly rate for extra hours in lieu of being scheduled off duty in accordance with Article 7.2.1 (ii).

7.2.3 Where an employee's extra time have not been reduced to zero within sixty (60) working days in accordance with Article 7.2.1 (ii), any such hours remaining to the employee's credit shall be paid at the employee's basic hourly rate.

Article 8 - Special and Compassionate and Bereavement Leave

8.1 Such leaves are not to be prorated.

Article 9 - Term

9.1 This Agreement shall be 15 weeks (three-5 week rotations), until either party notifies the other of its desire to renegotiate, etc. and will be in effect from August 17, 1998 until November 28, 1998 returning to the status quo.

9.2 Either party may, on written notice of sixty (60) days to the other party, terminate this agreement.

Dated This 12 Day of Aug, 1998

For the Ontario Public Service
Employees Union

For the Ministry of Transportation

Teri Breau-Auzins
TERI Breau-Auzins
for Local 506 President

R. G. MACHESNEY
R. G. MACHESNEY

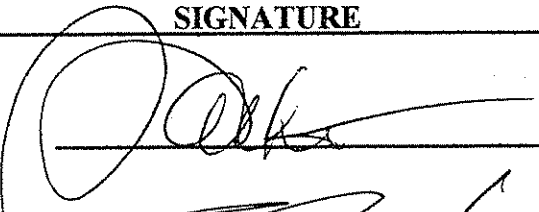
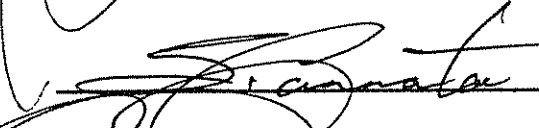
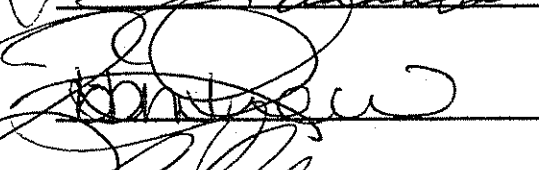

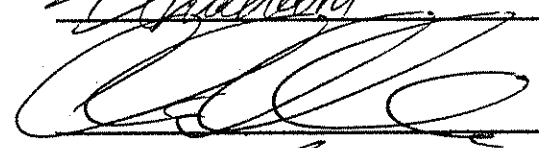
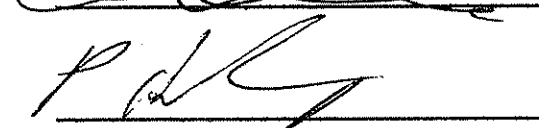

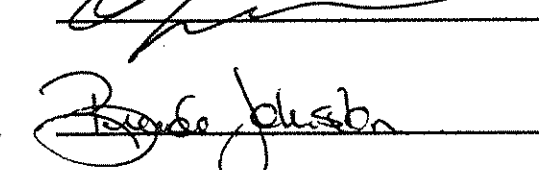
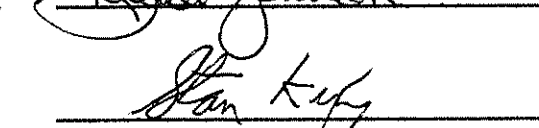
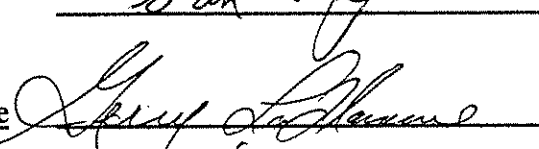
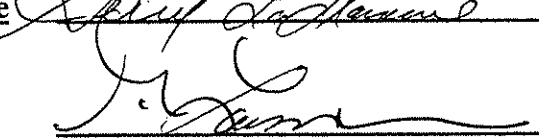
[Signature]
for O.P.S.E.U.

[Signature] 98-08-17
DAVE CARROLL
REGIONAL MANAGER




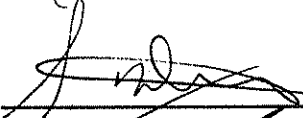

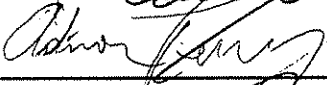
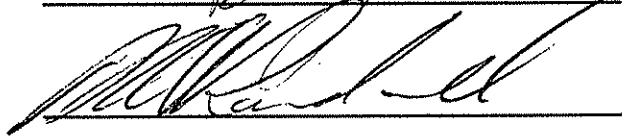
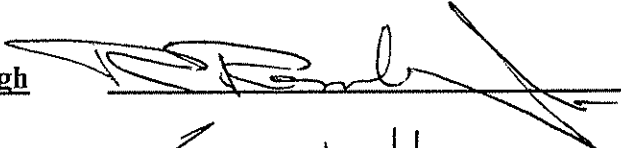
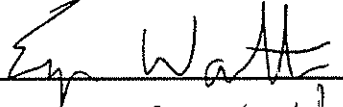
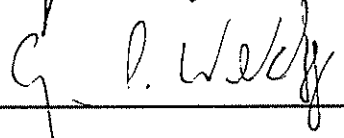
[Signature]

Schedule 1

Employees covered while working at Whitby T.I.S.

<u>Name</u>	<u>SIGNATURE</u>	<u>DATE</u>
<u>Sue Atherton</u>		<u>98/08/14</u>
<u>Sam Cannata</u>		<u>98/08/14</u>
<u>Robin Drew</u>		<u>98-08-07</u>
<u>Paul Graham</u>		<u>98-08-11</u>
<u>Chris Grela</u>		<u>98-08-11</u>
<u>Phil Handsor</u>		<u>98-08-07</u>
<u>George Hilliard</u>		<u>98/08/11</u>
<u>Brenda Johnston</u>		<u>0808-11</u>
<u>Stan King</u>		<u>98-08-10</u>
<u>Gerry LaFlamme</u>		<u>98-08-07</u>
<u>Gerry Lawrence</u>		<u>98-08-11</u>

cont./2

<u>Name</u>	<u>Signature</u>	<u>Date</u>
<u>Lori Letterio</u>		<u>98-08-07</u>
<u>Ron Marchant</u>		<u>98/08/08</u>
<u>Norm Mathieu</u>		<u>98/08/14</u>
<u>Scott McNaught</u>		<u>98-08-09</u>
<u>Andrew O'Connor</u>		<u>Aug 2 98</u>
<u>Adrian Perry</u>		<u>Aug. 8/98</u>
<u>Mike Randall</u>		<u>98-08-07</u>
<u>Bob Rombough</u>		<u>98-08-10</u>
<u>Eugene Waithe</u>		<u>Aug 7/98</u>
<u>Craig Weldon</u>		<u>Aug 24/98</u>

Schedule 2

5 Week Shift Rotation

	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.	Sun.
A	06:00	06:00	off	off	off	18:00	18:00
B	off	off	06:00	06:00	off	off	off
C	18:00	18:00	18:00	off	off	off	off
D	off	off	off	off	06:00	06:00	06:00
E	06:00	off	off	18:00	18:00	off	off

	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.	Sun.
A	off	off	06:00	06:00	off	off	off
B	18:00	18:00	18:00	off	off	off	off
C	off	off	off	off	06:00	06:00	06:00
D	06:00	off	off	18:00	18:00	off	off
E	06:00	06:00	off	off	off	18:00	18:00

	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.	Sun.
A	18:00	18:00	18:00	off	off	off	off
B	off	off	off	off	06:00	06:00	06:00
C	06:00	off	off	18:00	18:00	off	off
D	06:00	06:00	off	off	off	18:00	18:00
E	off	off	06:00	06:00	off	off	off

	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.	S
A	off	off	off	off	06:00	06:00	06:00
B	06:00	off	off	18:00	18:00	off	off
C	06:00	06:00	off	off	off	18:00	18:00
D	off	off	06:00	06:00	off	off	off
E	18:00	18:00	18:00	off	off	off	off

	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.	Sun.
A	06:00	off	off	18:00	18:00	off	off
B	06:00	06:00	off	off	off	18:00	18:00
C	off	off	06:00	06:00	off	off	off
D	18:00	18:00	18:00	off	off	off	off
E	off	off	off	off	06:00	06:00	06:00

cont. /2

Schedule 2 cont.

A Shift: 2 - T.E.O. 2's August 17 - Gerry Lawrence / Paul Graham
September 21 - Bob Rombough / Scott McNaught
October 26 - Sam Cannata / Stan King

B Shift: Shift Leader - Non - OPSEU
Norm Mathieu
Adrian Perry

C Shift: Shift Leader - Non - OPSEU
Ron Marchant
Gene Waithe
T.E.O. 2 - August 17 - Gerry LaFlamme
- September 21 - T.B.A.
- October 26 - T.B.A.

D Shift: Shift Leader - Non - OPSEU
George Hilliard
Andrew O'Connor

E Shift: Shift Leader - Non - OPSEU
Robin Drew
Phil Handsor
T.E.O. 2 - August 17 - Lori Letterio
- September 21 - T.B.A.
- October 26 - T.B.A.
