



Memorandum

DATE: June 20, 2014
TO: CUPE 1764 members
FROM: The Regional Municipality of Durham
RE: The Region's amended final offer

The Regional
Municipality of
Durham

During bargaining on Wednesday, June 18, the Region presented your union with an amended final offer (**see attached**), which includes both wage and benefit increases. This offer includes an amendment to the Short Term Income Protection Plan ("STIPP"), which only applies to full-time paramedics.

The attached offer is the Region's best and final offer. We are pleased to hear that the union has now decided to take this offer to you, the membership, for a vote.

This is a very important decision for you, your family and co-workers. We encourage you to vote on **Saturday, June 21** at:

- **Donevan Recreation Complex (175 Harmony Rd. S., Oshawa) at 7:30 a.m., noon and 4 p.m.**
- **CUPE Local 1764 Union Hall (Unit 9-11 Stanley Court, Whitby) at 9 p.m.**

However, please review CUPE Local 1764 website to verify these times and locations, prior to attending the vote.

Only those who vote on Saturday will have their voices heard. We ask that you review the offer in its entirety in order to make an informed decision.

THE REGIONAL MUNICIPALITY OF DURHAM'S FINAL OFFER

Dated June 13, 2014 at 6:45 p.m.

Amended June 18, 2014 at 10:30 p.m. (as highlighted)

The Region submits the following **FINAL** offer as a package, as amended. All other articles in the previous Collective Agreement (2011-2014) shall remain the same and all Letters of Understanding/Memorandum of Agreement contained therein shall be renewed. This offer expires on Tuesday June 24, 2014 at 5:00 p.m.

BENEFITS:

Starting January 1, 2015, the Region will introduce the following benefit increases:

1. **Benefit Increase: Optical exams:** from \$80 every two consecutive calendar years to \$100 every two consecutive calendar years.
2. **New Benefit: Health Care Spending Account:** introduce a health care spending account of \$200 annually in accordance with the Revenue Canada Guidelines.
 - a. This can be used to pay for or top-up coverage for Canada Revenue Agency approved health, dental, and vision care expenses currently not covered. This could include, but not limited to, top-up to prescription eye glasses, chiropractor, naturopath, osteopath, and acupuncturist.

GENERAL WAGE INCREASE

1. The Region proposes the following general wage **increases:**

April 1, 2014- 1.25%

April 1, 2015- 1.25%

April 1, 2016- 1.50%

The Term of the Agreement shall be from April 1, 2014 to March 31, 2017.

FAMILY DEPENDANT DAYS

1. **Benefit Increase:** The Employer proposes the increase of family dependant days as per Article 22.08 from 3 days per calendar year to 5 days per calendar year starting January 1, 2015. **Effective January 1, 2015, this benefit now applies to full-time paramedics to be taken out of their 84 hour incidental sick time allotment (as described below).**

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**SHORT TERM INCOME PROTECTION PLAN (FOR FULL-TIME
PARAMEDICS ONLY)**

1. The Region proposes the following to be implemented as of **January 1, 2015**:
 - a. The first three shifts a paramedic is absent due to illness or injury shall be unpaid for each claim. In consideration for the above noted change, paramedics may use **up to eighty-four (84) paid hours per year for incidental sick time (administered in accordance with Article 22.04) and family dependent issues (pursuant to Article 22.08). These hours can only be used in half shift or full shift increments and do not accumulate year to year. This entitlement shall be prorated in the first year of service.**
 - b. **If the paramedic has not used all of the 84 hour allotment by the end of the calendar year, the Region shall pay the paramedic one-half of the unused balance. This shall be payable by the end of January of the next calendar year.**
 - c. Any claim in excess of three consecutive shifts will continue to be adjudicated and paid in accordance with the current practice/policy, the new benefit outlined in paragraph (d) below and as modified in paragraph (a) above.
 - d. **New Benefit**: The Region will introduce STIPP benefits from 16 to 26 weeks in accordance with the chart below. This compensation exceeds the payments paramedics may currently receive on Employment Insurance from weeks 16 to 26 and ensures coverage up to the commencement of Long Term Disability benefits.

Service	Current Benefit formula (first 15 weeks)	16-26 weeks (New Benefit)
Less than 3 mths	0	0
3 mths, but less than 1	66 2/3%	66 2/3%
1 year, but less than 2	70%	66 2/3%

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Service	Current Benefit formula (first 15 weeks)	16-26 weeks (New Benefit)
2 years, but less than 3	80%	66 2/3%
3 years, but less than 4	90%	66 2/3%
4 + years	100%	66 2/3%

EMPLOYEE RELATIONS COMMITTEE (FOR EMS ONLY)

2. The parties agree to review and recommend strategies relating to the following issues at the EMS Employee Relations Committee within one year of ratification of this Agreement:
 - a. Systemic issues that may or may not be contributing to high levels of absenteeism;
 - b. Continuing Medical Education (CME) and In-Service on days off; and
 - c. Private contracts as paid duty.

VACATION WITH PAY (APPLICABLE TO FULL-TIME PARAMEDICS ONLY)

1. **Benefit Increase:** As of January 1, 2015, the Region proposes the following amendment to Article 21(ix) in Appendix D to increase scheduled vacation time for full-time paramedics during the prime period (1st week of June to 2nd week of September). The amendment is outlined in bold as follows:

The Employer will make reasonable efforts to ensure the following number of paramedics can be scheduled vacation time during the prime period:

PCP Day Shift: **increase 5 to 7**

PCP Night Shift:**increase 4 to 6**

ACP Day Shift: **increase 4 to 6**

ACP Night Shift:**increase 4 to 5**

...[rest of the Article is unchanged]

2. **Benefit Increase:** Within thirty days of ratification, any paramedic who is seconded to the Local 1764 on a full-time basis shall not count towards the number of paramedics who may be

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scheduled off for vacation during the prime period in accordance
with Article 21(ix), Appendix D.**

PART-TIME AVAILABILITY (FOR PART-TIME PARAMEDICS ONLY)

- 3. Within thirty days of ratification, the Region proposes the following amendment to Article 30(1)(a) in Appendix D (the amendment is outlined in bold):**

A part-time employee in the EMS Division is any employee who maintains a minimum availability of ~~eight (8)~~ **sixteen (16)** shifts per month. This is not to be construed as a guaranteed number of shifts per month. **Of those 16 shifts, part-time paramedics must be available for 6 weekend shifts (Friday night to Sunday night shift inclusive). On an annual basis, part-time paramedics must be available for 6 designated holidays. For the purpose of this clause only, a shift is either a day or night shift.**