



CIPP / CITY OF OTTAWA COLLECTIVE AGREEMENT

SUMMARY OF CHANGES

APRIL 11, 2024

The following summarizes significant changes to your collective agreement as a result of the interest arbitration award from M. Cavé. Changes to the collective agreement are effective the date of the arbitration award, April 11, 2024, unless otherwise indicated,

The changes will be incorporated into the collective agreement and an updated version will be shared when it is complete.

A. Economic Increases and Term of your Collective Agreement:

A three (3) year term with economic increases as follows:

- A general economic increase effective January 1, 2023 of 2.5%.
- A general economic increase effective January 1, 2024 of 2.5%.
- A general economic increase effective January 1, 2025 of 2.5%.

Retroactive pay to all current and former employees will be paid within 90 days following issue of the award which is July 10, 2024.

B. Hybrid Work

- Existing language on Telework was updated to reflect the current terminology and the employer's policy on Hybrid Work.
- Hybrid work requests must be assessed on an individual basis and shall not be unreasonably denied.
- The employer must provide 4 weeks' notice of the cancellation of a Hybrid Work arrangement.
- New Letter of Understanding which creates a dedicated forum for the union and the employer to constructively discuss the Workspace Strategy and the experience of members with Hybrid Work.

C. Registered Nurses within Long term care

- Responsibility Allowance is increased from \$1.75 to \$2.00.
- Replacement Allowance is now applicable on the night shift in addition to the existing entitlement for the evening shift.
- Casual RNs will now be entitled to overtime when required to stay immediately following the completion of a shift.

D. Benefits for Post 65 Employment

- Employees working beyond age 65 will now receive better employee benefits
- Benefits will no longer be cut off at age 69.
- Coverage will now also include out of country coverage and drug coverage.
- The above noted changes will take effect 60 days following the issue of the award. Specific guidelines will dictate the implementation of these changes and impacted members will receive additional information soon.

E. Income Protection Plan

- A medical certificate will now only be required for an absence of more than 5 consecutive working days (instead of 4).
- Permanent full-time employees will now receive IPP benefits (sick leave) of 5 days paid at 100% from the start of their employment.
- The employer can no longer recover IPP benefits (sick leave) paid to an employee if their employment terminates before completion of 6 months of service.

F. Reimbursement for Medical Exams for Driver's Licenses

- Where possessing a class A, C, D or F driver's licence in Ontario (or 1, 2, 3 or 4A for Quebec residents) is a condition of employment, the employer will reimburse the cost of any medical exam required towards the obtention of such license, up to \$90 every three years.

G. Organization Changes

- Regular reports of placement efforts will be sent to the union where organizational changes lead to employees being declared surplus.

H. Vacancies

- The employer will attempt to fill vacancies with a candidate who is a CIPP member at the time of their application.
- The employer will notify CIPP when they are posting a vacancy internally and externally simultaneously.
- Where a member is an unsuccessful candidate, they may request and receive feedback including: a general summary of the assessment of their strengths, areas of improvement and/or how they can develop their skills.
- Unposted temporary vacancies filled and extended beyond 12 months will be subject to the standard posting requirements (previously beyond 24 months).

I. Union Management Consultation Committee for Ottawa Paramedic Service (OPS)

- New language to formally capture the Consultation Committee of CIPP and OPS. The language also reflects that the Committee will discuss span of control, schedules and annual leave as required.

J. Union Leave

- Eligibility for union leave has been expanded to include all members, and not solely for the Board of Directors of CIPP.
- There is no limitation on the number of members who can be on union leave at any given time.
- Employer approval of the leave will take into consideration operational requirements, but requests will not be unreasonably denied.

K. New – Union Representation and Clearing of Record

- The employer is required to provide an employee advanced notification, as well as identify the purpose of a meeting, when meeting with a member/employee and there is the potential for discipline.
- The employer shall endeavour to provide 3 business days' notice of such a meeting for the member to secure union representation.
- Letters of expectation remain on a member's personnel file for 18 months.

L. Editorial Changes to Reflect a Gender-Neutral Collective Agreement

M. Several Administrative and Grammatical Changes to the Agreement that Do Not Change the Members' Substantive Rights

For any questions, please contact your CIPP Labour Relations team at 613-241-3730 or connect@cipp.on.ca.