

ISSUE	ONA Advantage	ONA Lakeridge Agreement expiry March 31, 2018	OPSEU Central Agreement expiry March 31, 2019 (Rouge Valley Local 311 and Lakeridge Local 348)	OPSEU Pinewood Centre Agreement expiry March 31, 2016 (non-participating Local 348)
PREMIUM PAY - Shift differential - Stand by - Student Supervision - Group, Unit or Team Leader - Working in a higher classification inside or outside BU - Transportation Allowance	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	\$2.25/hr evenings \$2.65/hr nights \$2.80/hr weekend - Outside Regular Hours \$3.70 - Holiday \$5.05 \$0.60/hr \$2.00/hr \$1.50/hr Corporate rate = \$0.45/km	\$1.90/hr evenings \$2.30/hr nights \$2.45/hr weekend - Outside Regular Hours \$3.30 - Holiday \$4.90 (Minimum of \$5 for each 8 hour period) - No Language addressing this issue - No Language addressing this issue \$1.40/hr Amount determined locally (\$0.40/km – max \$30/round trip)	\$1.45/hr evenings \$1.70/hr nights \$1.80/hr weekend - Outside Regular Hours \$3.00 - Holiday \$3.50 (Minimum of \$10 for each 8 hour period) - No Language addressing this issue - No Language addressing this issue Premium equal to the greater of his next or last increment in his salary range \$0.40/km – max \$40/round trip
SCHEDULES/HOURS OF WORK - Normal 7.5hr tour (either days/nights or days/evenings)	<input checked="" type="checkbox"/>	- Any change less than 48 hrs FT cancelled with less than 48 hours notice, 1.5x pay for next shift and 24 hours PT notice 1.5x pay for that shift (cancelled with less than 24 hours notice, 1.5x pay for the next shift)	- Provides for 24 hours notice of shift change or 1.5x pay for the shift (cancelled with less than 24 hours notice, 1.5x pay for the next shift)	- Provides for 24 hours notice of shift change or 1.5x pay for the shift (cancelled with less than 24 hours notice, 1.5x pay for the next shift)
CHRISTMAS/NEW YEARS	<input checked="" type="checkbox"/>	-5 days off at Christmas or New Years.	- Either Christmas or New Year’s off alternatively	- 2 consecutive days off at Christmas or New Year’s alternatively.
HEALTH AND SAFETY - Workplace Violence and Injury prevention - Return to Work	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	- Extensive language on workplace safety including language addressing issues such as Workplace Violence, Musculoskeletal Injury Prevention, Needle Stick Injuries and employees working in isolation - Extensive language on workplace safety including language on violence, needlestick injuries and more	- General Health and Safety Language with some references to workplace violence - General language only	- General Health and Safety Language with some references to workplace violence - General language only
PROFESSIONAL ISSUES - Whistle blowing protection	<input checked="" type="checkbox"/>	No reprisal for reporting	No language	No language
BENEFITS - Extended Health Benefits	<input checked="" type="checkbox"/>	- Vision Care max \$450 every 24 months, may be used for laser surgery - 1 eye exam every 24 months - Chiropractic, Massage Therapy, Physiotherapy (max \$400/ person/ yr/service)	- Vision Care max \$350 every 24 months, may be used for laser surgery - 1 optometry exam every 24 months (max \$100) - Chiropractic, Massage Therapy, Physiotherapy (max \$300/ person/ yr/service)	- Vision Care max \$300 every 24 months, may be used for laser surgery - 1 optometry exam every 24 months (max \$100) - Chiropractic, Massage Therapy, Physiotherapy (max \$300/ person/ yr/service)
PAID TIME OFF - Vacation	<input checked="" type="checkbox"/>	Start - 3 weeks 3 years - 4 weeks 11 years – 5 weeks 20 years – 6 weeks 25 years – 7 weeks	Start - 3 weeks 3 years - 4 weeks 12 years – 5 weeks 21 years – 6 weeks 27 years – 7 weeks	Start - 3 weeks 3 years - 4 weeks 13 years – 5 weeks 22 years – 6 weeks 28 years – 7 weeks
SENIORITY - PT Equivalent Calculation - Probation - Layoff Notice	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	1500 hrs PT = 1 year FT - 70 tours or 525 hrs - Short term 30 calendar days notice - Permanent or long term layoff 5 months notice to Union 4 months to employee	1650 hrs PT = 1 year FT - 90 tours or 675 hrs - Short term as soon as possible - Permanent or long term layoff 5 months notice to Union 3 months to employee	1650 hrs PT = 1 year FT - 90 tours or 675 hrs - Short term as soon as possible - Permanent or long term layoff 5 months notice to Union 3 months to employee