

EXTENSION AGREEMENT

("The Agreement")

The Crown in Right of Ontario

as represented by Management Board of Cabinet

("the Employer")

- and -

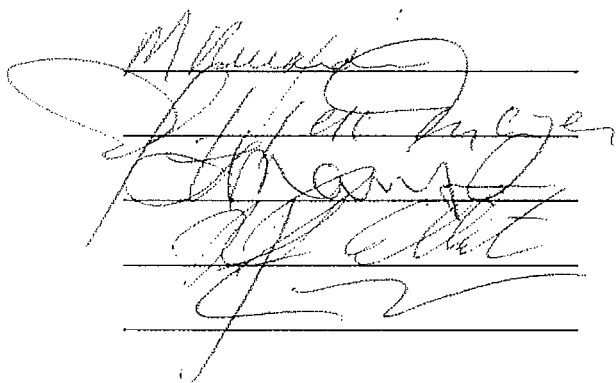
Ontario Public Service Employees' Union

("the Union")

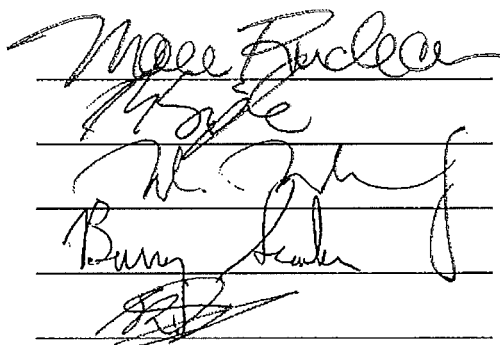
1. Subject to ratification by both parties, and subject to the terms of settlement stipulated herein, this Agreement forms the basis of the full and final settlement of an extension of the existing terms applicable to the Unified Bargaining Unit. The ratification process will be completed by both parties before the end of June, 2017, unless agreed otherwise. Ratification of the settlement shall be deemed to have occurred on the latest date on which ratification occurs by the employees in the bargaining unit and by Management Board of Cabinet ("date of ratification").
2. Both parties agree not to serve notice on the other that it wishes to bargain for a new collective agreement covering the period of January 1, 2018 to December 31, 2021 in accordance with the *Labour Relations Act, 1995* or *Crown Employees Collective Bargaining Act, 1993* provided this Agreement is ratified by both parties.
3. The terms of this Extension Agreement shall be effective on January 1, 2018, except as otherwise provided in this Extension Agreement.
4. The undersigned unanimously agree to recommend the terms of settlement as outlined in Appendix A, to their respective principals and, in the case of the signatories for the Union, to the bargaining unit employees.
5. The terms of this agreement shall remain confidential until 11:59 p.m. June 9, 2017.

Dated at Toronto, this *2nd* day of *June* 2017.

For the Union:



For the Employer:



Appendix A – Unified Bargaining Unit

Term:

- Four (4) year term (January 1, 2018 - December 31, 2021)

Wages (Across the Board (ATB)):

- 1.5% ATB (July 1, 2017 or date of ratification, whichever is later)
- 1.0% ATB (January 1, 2019)
- 1.0% ATB (July 1, 2019)
- 1.0% ATB (January 1, 2020)
- 1.0% ATB (July 1, 2020)
- 1.0% ATB (January 1, 2021)
- 1.0% ATB (July 1, 2021)

Attendance Support and Management Program (ASMP):

(Outside of the Collective Agreement)

- Effective January 1, 2018 the Attendance Support and Management Program (ASMP) will no longer apply to the Unified Bargaining Unit, except for:
 - Those employees who are already in Level 3 or 4 of the ASMP on December 31, 2017. These employees will continue to have their attendance managed under the ASMP until they move below Level 3.

Other:

- Optional, employee-paid Out of Country medical coverage will be made available effective January 1, 2018.
 - Application to enrol may occur upon hire or at anytime thereafter. If the employee enrolls and later decides to end coverage, their decision is irrevocable and they will not be able to re-enrol.
- Mandatory, employee-paid catastrophic drug coverage plan effective January 1, 2018.
- Effective January 1, 2018, the current per half-hour cap for the services of a psychologist will increase to forty dollars (\$40).
 - The annual cap of \$1400 remains unchanged.

Nurses:

- Confirmation that regardless of any potential future change in reporting ministry, nurses working in institutions as identified in the December 15, 2016 agreement shall remain in the Correctional Bargaining Unit.

R/E
MS

Collective Agreements:

- Parties to establish a joint committee to address consequential collective agreement changes required as a result of December 8, 2016 changes to the *Crown Employees Collective Bargaining Act, 1993 (CECBA)* and the December 15, 2016 agreement between the parties.
- Any matters in dispute with respect to the consequential collective agreement changes noted above may be referred to mediation-arbitration. The mediator/arbitrator will be jointly appointed and agreed by the parties.
- For clarity, the mediator/arbitrator will have no jurisdiction to alter, modify, amend or make any decision inconsistent with the entitlements set out in the current collective agreement.

All other Terms and Conditions:

- Confirm all other terms and conditions of the current collective agreement will remain status quo for the term of the collective agreement.

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