

Grand Erie Public Health Contract Comparison



	ONA	CUPE
Shift/Weekend Premium	Silent	\$0.80
Higher Paid Classification	> of 7.5% or Step 1 of higher grid	Next higher in the salary range
Standby	\$4.00/hr \$5.05 on statutory holidays (PHIs) 2.5 x min 3 hours pd only on the actual paid holiday Phone work- silent	\$425 per week plus 1 paid day off for each full week of on-call duty. 1.5 x your regular hrly rate for all 2 x your regular hrly rate on Sundays and paid holidays Phone work - 1.5 x or 2x as appropriate
Call In/Call Back	Regular rate of pay 3hr minimum	1.5x or 2x as appropriate
Responsibility Pay	\$15/day	Silent
Mileage	Employer policy \$0.70/km or as per policy	Employer policy \$0.70/km or as per policy
Meal Allowance	Employer policy	\$15 for lunch \$25 for supper when attending meetings in excess of three hours beyond the normal workday
Pension	OMERS	OMERS
Health-care Spending Account	\$400	\$300

Contact Us

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Short-term Disability	Cumulative based on length of service, up to 11 weeks at a rate of 70-100%	Accumulate 1 1/2 days per month to a max of 378 days
Long-term Disability	Qualifying period 90 days	Qualifying period 6 months
Pregnancy and Parental Leave	75% SUB on Pregnancy and Parental Leave	Paternity Leave 3 days, not to extend past the 3rd day after the mother and child have returned home.
Paid holiday over time/additional hours on 1.5x tour	FT/PT - 2.5x (FT can opt for 1.5x + lieu day) Cas/Temp - 1.5x	2x
Benefits	<p>FT: EHC, Group Life, AD&D, LTD - 100% Employer paid Dental - 75% Employer paid</p> <p>PT: Medical, Vision and Drug - 50% Employer paid Dental - 50% Employer paid</p>	<p>FT EHC, Group Life, AD&D, LTD - 100% Employer paid Effective Nov 1, 2012, EHC, Dental, Group Life, AD&D, LTD - 80% Employer paid for all new FT hires</p> <p>PT: 12.5% reduced to 6.5% if you participate in the pension plan</p>
Vision Care	\$500 over 24 months	\$350 over 24 months
Vacation	Max. 7 weeks	Max. 6 weeks

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Paid Holidays and Floats	10 + 4 personal days Plus 1/2 days on Dec 24 and Dec 31, if normal working days	13
Protective Clothing	<p>Where employees are required to wear protective clothing, the Employer will continue to provide such required protective clothing in accordance with its existing practice and procedure.</p> <p>2 uniforms per FT per year, 1 uniform per PT per year to a maximum of \$100.00 (FT) and \$50 (PT) for staff assigned to the clinical preventive dental program or an employee of any other program area requiring a uniform for the provision of services.</p>	<p>\$400.00 per year for safety footwear and appropriate clothing \$150 annually for PT</p> <p>By-law Enforcement:</p> <ul style="list-style-type: none"> • Boots 1 pair patrol; • 1 pair safety boots (Grade 1 Green Patch as outlined in CSA Z195-M92) • Shirts 5 (option short or long sleeve) • Jacket 1 (shell type) • Gloves 1 pair • Pants/Shorts 4 pair (total) • Sweaters 2 • Parka 1 (zip-outlining) • Duty Belt 1 (outer/inner) • Hat 2 (1 winter and 1 summer) <p>Upon presentation of the above-noted items of clothing, which are no longer serviceable due to normal wear and tear.</p>

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