

2024-2025 Collective Agreement Changes

Please note: There are embedded clickable pdf documents in the table. Word versions of the documents are included if pdf issues occur.

Article	Section	Previous Collective Agreement (2022-2023)	Current Collective Agreement (2024-2025)	Summary of Change																																		
General	All		GENDER INCLUSIVE LANGUAGE Prior to publishing the renewed Collective Agreement, the parties agree to replace any gendered pronouns (e.g., “he” or “she”) in the Collective Agreement with a gender-neutral pronoun (i.e., “they”) or other gender-neutral language (e.g., “an employee”). References to maternity leave and references to female employees or mothers will be replaced with the phrase “birthing parent” or “pregnant employee.”	Note: This is the gender-inclusive collective agreement language recommended by the Canadian Labour Congress.																																		
9.2	Duration of Contract		AWARDED: A two-year contract duration from January 1, 2024 to December 31, 2025																																			
16.10	Mediators/ Arbitrators	The following are agreed to arbitrators under Article 16. With mutual agreement the parties may use other arbitrators who are not found on these lists:	The following are agreed to arbitrators under Article 16. With mutual agreement the parties may use other arbitrators who are not found on these lists: <table border="1" data-bbox="976 938 1539 1398"> <thead> <tr> <th>Mediation Only</th> <th>Mediation & Arbitration</th> </tr> </thead> <tbody> <tr> <td>Larry Steinberg</td> <td>Kevin Burkett</td> </tr> <tr> <td>Louisa Davies</td> <td>George Surdykowski</td> </tr> <tr> <td>Jesse Nyman</td> <td>Rob Herman</td> </tr> <tr> <td></td> <td>John Stout</td> </tr> <tr> <td></td> <td>Gail Misra</td> </tr> <tr> <td></td> <td>Jasbir Parmar</td> </tr> <tr> <td></td> <td>Jim Hayes</td> </tr> <tr> <td></td> <td>Sheri Price</td> </tr> <tr> <td></td> <td>Eli Gedalof</td> </tr> <tr> <td></td> <td>William Kaplan</td> </tr> <tr> <td></td> <td>Jules Bloch</td> </tr> <tr> <td></td> <td>Laura Trachuk</td> </tr> <tr> <td></td> <td>Matt Wilson</td> </tr> <tr> <td></td> <td>Mark Wright</td> </tr> <tr> <td></td> <td>Lindsay Lawrence</td> </tr> <tr> <td></td> <td>Bernie Fishbein</td> </tr> </tbody> </table>	Mediation Only	Mediation & Arbitration	Larry Steinberg	Kevin Burkett	Louisa Davies	George Surdykowski	Jesse Nyman	Rob Herman		John Stout		Gail Misra		Jasbir Parmar		Jim Hayes		Sheri Price		Eli Gedalof		William Kaplan		Jules Bloch		Laura Trachuk		Matt Wilson		Mark Wright		Lindsay Lawrence		Bernie Fishbein	Article 16.10 was amended to update the list of agreed to mediators and arbitrators.
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23	Economic		Arbitrator Award:	Total increase of 4.75%																																		

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	Increase		A 1.0% wage adjustment to correct for the lower economic increases awarded earlier this year which will be effective January 1, 2024 - making the 2024 economic increase to your pay at total of 4.75%;	effective Jan 1, 2024
23.4	Economic Increase	The Salary Schedules shall be increased effective January 1, 2022 by 1.0%.	Arbitrator Award: The Salary Schedules shall be increased effective January 1, 2024 by 3.75%.	
23.4		The Salary Schedules shall be increased effective January 1, 2023 by 1.0%.	Arbitrator Award: The Salary Schedules shall be increased effective January 1, 2025 by 3.25%.	
24	Escalator Clause	Suspended	Arbitrator Award: The cost of living (COLA) clause is suspended from January 1, 2024 to December 31, 2025;	No change
35.2b	Funeral Leave	35.2b ii) An employee may be granted leave of absence with pay of up to 3 days in the event of the death of the following family members: brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparents-in-law, and grandchildren	35.2b ii) An employee may be granted leave of absence with pay of up to 3 days in the event of the death of the following family members: brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparents-in-law, step-grandparents , and grandchildren, step-grandchildren .	Addition of step-grandparents and step-grandchildren to family member definition.
35.9	Domestic Violence Leave	New	The employer recognizes that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance and performance at work. Where an employee experiences domestic or sexual violence and takes a Domestic or Sexual Violence Leave in accordance with the terms of the Employment Standards Act (ESA), the employee will be able to access the number of days of leave prescribed by the ESA. The first eight (8) days of such leave shall be paid. For clarity, this is inclusive of any paid days under the ESA. This leave may be taken consecutively or as single days.	Addition of domestic violence leave provision for 8 paid days per year including any paid days provided by ESA.
38.16.4	Deferment or Interruption of Vacation	An employee who becomes ill while on vacation shall not be placed on sick leave until after termination of the vacation. Under exceptional circumstances in case of very serious illness, sick leave may be granted at the discretion of the Chief Physician/Manager Health Services. The employee would then be entitled to the unused portion of their vacation after recovery from the illness.	An employee who becomes ill while on vacation shall not be placed on sick leave until after termination of the vacation. Under exceptional circumstances in case of very serious illness, sick leave may be granted at the discretion of the Chief Physician/Manager Health Services (or other employer-designated decision-maker within Health Services) . The employee would then be entitled to the unused portion of their vacation after	Addition of language to prevent delays due to reliance on Chief Physician/Manager Health Services.

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			recovery from the illness.															
39	Statutory Holidays and Floating Holidays		ADDITION: *National Indigenous Peoples' Day Employees with Indigenous/First Nations status, as defined by the relevant federal statute, will be eligible for and will not be unreasonably denied paid time off for June 21 (National Indigenous Peoples' Day) when this day falls on a regularly scheduled work day.	Addition of National Indigenous Peoples' Day (June 21) as optional paid day off for Indigenous/FN status employees when the day falls on a regular work day.														
41.3 b)	Parental Leave Benefits Under the Supplementary Unemployment Benefits (SUB) Plan	b) According to the Supplementary Unemployment Benefit Plan, payments will consist of the following: ii) when receiving EI benefits, the employee is eligible to receive payments equivalent to the difference between the EI benefits and ninety-three percent (93%) of the employee's base pay for up to fifteen (15) weeks while on pregnancy leave and for up to six (6) weeks while on parental leave. Where the employee's base salary exceeds 1.5 times the Years Maximum Insurable Earnings, the employee will receive an additional \$300 as a lump sum as full compensation if a clawback is required by Canada Customs and Revenue Agency or any other government agency.	b) According to the Supplementary Unemployment Benefit Plan, payments will consist of the following: ii) when receiving EI benefits, the employee is eligible to receive payments equivalent to the difference between the EI benefits and ninety-three percent (93%) of the employee's base pay for up to fifteen (15) weeks while on pregnancy leave and for up to seven (7) weeks while on parental leave. Where the employee's base salary exceeds 1.5 times the Years Maximum Insurable Earnings, the employee will receive an additional \$300 as a lump sum as full compensation if a claw back is required by Canada Customs and Revenue Agency or any other government agency.	Article 41.3 b) was amended to increase parental leave from 6 weeks to 7 weeks.														
BENEFITS		<table border="1"> <thead> <tr> <th>Item</th> <th>Level of Coverage</th> </tr> </thead> <tbody> <tr> <td>CHIROPRACTICS Includes X-rays</td> <td>Maximum of \$650 per person per calendar year, when in excess of OHIP</td> </tr> <tr> <td>DIABETIC SUPPLIES</td> <td>Glucose Monitor and Supplies for children under 13 years old.</td> </tr> </tbody> </table>	Item	Level of Coverage	CHIROPRACTICS Includes X-rays	Maximum of \$650 per person per calendar year, when in excess of OHIP	DIABETIC SUPPLIES	Glucose Monitor and Supplies for children under 13 years old.	<table border="1"> <thead> <tr> <th>Item</th> <th>Level of Coverage</th> </tr> </thead> <tbody> <tr> <td>CHIROPRACTICS Includes X-rays</td> <td>Maximum of \$900 per person per calendar year, when in excess of OHIP</td> </tr> <tr> <td>DIABETIC SUPPLIES Includes: needles, syringes, dextrosticks, glucosticks, autolets, autoclicks, lancets, preci-jet guns, insulin pumps and necessary hardware, blood glucose meters (glucometers), continuous glucose monitor (including Dexcom) and supplies for children</td> <td>One blood glucose meter OR one continuous glucose monitor OR one flash glucose monitor every three calendar years, based on Reasonable and Customary Limits Assistance must first be sought through ADP. If ADP does not cover an eligible device, the OPG Plan will provide full reimbursement, subject to reasonable and customary limits</td> </tr> </tbody> </table>	Item	Level of Coverage	CHIROPRACTICS Includes X-rays	Maximum of \$900 per person per calendar year, when in excess of OHIP	DIABETIC SUPPLIES Includes: needles, syringes, dextrosticks, glucosticks, autolets, autoclicks, lancets, preci-jet guns, insulin pumps and necessary hardware, blood glucose meters (glucometers), continuous glucose monitor (including Dexcom) and supplies for children	One blood glucose meter OR one continuous glucose monitor OR one flash glucose monitor every three calendar years, based on Reasonable and Customary Limits Assistance must first be sought through ADP. If ADP does not cover an eligible device, the OPG Plan will provide full reimbursement, subject to reasonable and customary limits	<table border="1"> <tbody> <tr> <td>Increased maximum by \$250</td> </tr> <tr> <td>Blood glucose meter or continuous glucose monitor or flash glucose monitor for all (not just children)</td> </tr> </tbody> </table>	Increased maximum by \$250	Blood glucose meter or continuous glucose monitor or flash glucose monitor for all (not just children)
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				under 13 years of age and for individuals who are 13 years of age and older and are insulin dependent, Free Style Libre or alternative flash glucose monitor brands (glucometer and supplies)		
		REGISTERED CLINICAL PSYCHOLOGIST	Reasonable and customary to a combined maximum of \$4,000 per person per calendar year	REGISTERED CLINICAL PSYCHOLOGIST Includes: Registered Clinical Psychologist, Registered Psychotherapist, Psychological Training Courses and Learning Disabilities Effective January 1, 2022,	Reasonable and customary to a combined maximum of \$5,000 per person per calendar year Registered Social Worker is also included in the combined maximum of \$5,000 per year per person per calendar year	Increased by \$1000 per year. Registered Social Worker included in coverage.
		VISION CARE	\$650 per person every 2 calendar years – use for contact lenses or eye glasses ONLY	VISION CARE	\$700 per person every 2 calendar years – use for contact lenses or eye glasses ONLY	Increased by \$50 every 2 calendar years.
		SPEECH THERAPISTS*	Maximum of \$300 per person per calendar year	SPEECH THERAPISTS*	Maximum of \$500 per person per calendar year	Increased by \$200 per calendar year
LOU #203	Out of Country Benefit			a) OPG will retain an Insurance Carrier to provide Group Out of Country coverage. The Company will pay up to \$76 per year for the cost of Family Coverage for Regular employees and \$35 per year towards coverage for retirees who choose to participate. b) Out of Country Coverage - Special group rate for those retirees over 74 and up to 85 years of age. Add additional coverage of 150 days and 180 days for retirees. c) Dispensing Fees coverage shall be increased from \$5.00 to \$12.00. It is understood that in the event this LOU ceases to exist, the Dispensing Fee shall revert back to \$5.00 as it existed prior to the signing of this LOU.		Renewed under LOU – no change to benefit.
42A.5	Doctor's	\$30		\$40		Increased by 10\$ for post-2001



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	Note Reimbursement			hires.
43.4.5	Other Conditions LTD for employees hired before Jan 1, 2001		If, on return to regular employment after receiving disability benefits, a subsequent period of disability recurs within two months and is related to the cause of the previous disability, the following shall apply: Entitlement to existing sick leave credits shall cease, the qualifying period shall be waived, and the employee shall immediately receive LTD benefits as if there had been no return to work.	New clause
43A.3	Other Conditions LTD for employees hired after Jan 1, 2001		<p>Added: If, on return to regular employment after receiving disability benefits, a subsequent period of disability recurs within two months and is related to the cause of the previous disability, the following shall apply: Entitlement to existing sick leave credits shall cease, the qualifying period shall be waived, and the employee shall immediately receive LTD benefits as if there had been no return to work.</p> <p>LTD Benefits for Repatriated NHSS Employees In accordance with LOU 200, Articles 43 and 43A of the Collective Agreement will be amended to include the following:</p> <p>Pursuant to LOU 200, repatriated NHSS employees who became disabled prior to the November 1, 2022 (the "Transfer Date"), will continue to be provided LTD benefits under the terms described in the (January 1, 2022 – December 31, 2022) NHSS-Society Collective Agreement and the NHSS-LTD Plan and brochure.</p> <p>For clarity, repatriated NHSS employees who become disabled after November 1, 2022, will be provided LTD benefits under the OPG LTD Plan.</p>	New language referencing NHSS repatriated employees
55	Compensation when Assigned to Temporary Work		For each full day an Employee is assigned to a temporary work headquarters, the Employee will receive a per diem meals allowance. Where an Employee's assignment to a temporary work headquarters in Canada, including transportation to or	Amended to include Kaplan Meals Award.

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	Headquarters		from the temporary headquarters, is less than a full day and therefore does not require the employee to take all three meals while assigned to the temporary headquarters or in transit to or from same, the employee shall receive a reduced per diem for that day. The per diem amounts and other details of implementation of the allowance will be as per the Kaplan Meals Award dated December 3, 2021, included at Appendix XVIII, adjusted on April 1, 2023, each year on the basis of the most recent Consumer Price Index date for Food Purchased from Restaurants in Ontario as provided by Statistics Canada.	
56.2	On Call	<p>56.2.2 The on-call service payment for any 16 hour period outside normal work hours twenty one dollars and fifty six cents (\$21.56).</p> <p>56.2.3 The on call service payment for any 24 hour period outside normal work hours (i.e., Saturday, Sundays, Statutory Holidays and granted days) thirty seven dollars and thirty eight cents (\$37.38).</p> <p>56.2.4 The maximum on call service payment for a normal work week is one hundred and eighty two dollars and fifty cents (\$182.50).</p>	<p>56.2.2 The on-call service payment for any 16 hour period outside normal work hours twenty-six dollars (\$26.00).</p> <p>56.2.3 The on call service payment for any 24 hour period outside normal work hours (i.e., Saturday, Sundays, Statutory Holidays and granted days) forty-five dollars (\$45.00).</p> <p>56.2.4 The maximum on call service payment for a normal work week is two hundred and twenty dollars (\$220.00).</p>	Increase to payment amounts for On-call.
59.2	Shift Workers	Shift Change Notice parameters: 5. Time Balance of the Employee compared to the Time Balance of the shift the Employee is on at the fiscal year end.	Shift Change Notice Parameters: 5. Details of time balance to be provided within seven (7) days of the commencement of the shift change period.	Time balance details and time frame added to Shift Change Notice parameters
59.3 b)	Shift Differential	Shift Differentials <ul style="list-style-type: none"> •For work on an 8-hour afternoon shift (16:00 – 24:00 hours) \$0.88 per hour worked •For work on an 8-hour night shift (00:00 – 08:00 hours) \$1.21 per hour worked •For work on a 12-hour night shift only \$1.38 per hour worked. •For work on a 10 hour night shift only \$0.88 per hour worked. 	Shift Differentials <ul style="list-style-type: none"> •For work on an 8-hour afternoon shift (16:00 – 24:00 hours) \$1.18 per hour worked. •For work on an 8-hour night shift (00:00 – 08:00 hours) \$1.51 per hour worked. •For work on a 12-hour night shift only \$1.68 per hour worked. •For work on a 10-hour night shift only \$1.18 per hour worked. 	Shift differential payments increased.
Modified 64A	PECO JRPT Redeployment		1. The Society will withdraw its dispute pertaining to the timing of the release of Employee Fact Sheets.	Change to timing on release of Employee Fact sheets and seniority list will now be April 1,







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	Agreement		<p>2. The date identified in paragraph #8 of the Pickering End of Commercial Operations (PECO) JRPT Redeployment Agreement Memorandum of Agreement (the "MOA") will be updated to April 2026 should the extension of operation of Pickering Units 5 to 8 beyond December 31, 2025 be approved by the Canadian Nuclear Safety Commission.</p> <p>3. The parties agree that the date pertaining to the initial release of Employee Fact Sheets and Seniority List as identified in Article 64.5.19 of Appendix A of the MOA will be updated to April 1, 2024. Appendix C and E will be updated to reflect that the first issuance of the Employee Fact Sheet will be on April 1, 2024, and not April 1, 2023.</p> <p>4. Nothing in this MOS is intended to alter any other term or condition of the MOA.</p>	<p>2024.</p> <p>The parties agreed to update LOU 198 and the modified Article 64A process for the possibility of Pickering B refurbishment being approved;</p> <p>The start of the modified Article 64A process has shifted by 9 months as Pickering is expected to operate 9 months longer until September 2026. The JRPT will now begin in April 2026</p>
64.6.4	Voluntary Surplus		<p>Added For clarity, the combined total of the search notice and severance, plus the additional week under this Article, cannot exceed 120 weeks. The termination date will be identified to the employee upon acceptance of the voluntary surplus, however, such termination date cannot extend beyond twelve (12) months from the date of voluntary severance.</p>	Added clarification.
64.6.5	Voluntary Exits		<p>Voluntary Exit Package (VEP) increased to a maximum 120 weeks (from 90 weeks).</p> <p>-OPG will provide a minimum of ninety-five (95) Voluntary Exits to those eligible in the Enterprise Projects & Operations Unit of Application.</p> <p>-OPG will provide a minimum of twenty-five (25) Voluntary Exits to those eligible in the Corporate Unit of Application</p>	<p>VEP increased from 90 weeks to 120 weeks.</p> <p>Guaranteed minimum number of voluntary exits for some Units of application.</p> <p>-95 for Enterprise Projects and Operations UofA</p> <p>- 25 for Corporate UofA</p>
	Splitting of Voluntary Exits (VE)		<p>Employees shall be provided the option of taking their full VE entitlement on the date of termination or taking half their VE entitlement on the date of termination</p> <p>Added option for employees to split Voluntary Exit payments over two years.and deferring the second half until January 15th of the following calendar year.</p>	
64.6.6	Bridge to		<p>For those accepting a VE, allows for delay in</p>	

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	Retirement		termination date for a period of up to 12 months in order to achieve 25 years, Rule of or age 65.	
64.19.1	Bridge to Retirement		Allows for a declared surplus employee to exchange severance for a non-working bridge to achieve the earlies of 25 years service, Rule of or age 65.	
65.3	Advance Planning	Prior to filling the work assignment of greater than ten (10) working days duration, Management will meet with the local Society representative to discuss the nature of the requirement (e.g., relief, rotation) its expected duration, the selection process and whether there is an expectation that the work assignment will result in an ongoing position.	Prior to filling the work assignment of greater than twenty (20) working days duration, Management will meet with the local Society representative to discuss the nature of the requirement (e.g., relief, rotation) its expected duration, the selection process and whether there is an expectation that the work assignment will result in an ongoing position.	Advance planning necessity increased from 10 to 20 day threshold.
65.6.3	Selection Priority for Vacancies	g) Selection on a “best qualified” applicant basis from among all other regular applicants from OPG. h) Selection on a “best qualified” applicant basis from among temporary employee applicants with OPG. i) External to OPG	g) Selection on a “best qualified” applicant basis from among all other regular applicants from OPG. h) Selection on a “best qualified” applicant basis from among Society-represented temporary employee applicants within OPG. i) Selection on a “best qualified” applicant basis from among all other non-regular employee applicants within OPG. j) External to OPG.	Improved priority for Society Temps for all postings. Addition of priority for best qualified Society temp employee before all other OPG non-regular employee applicants.
80.5	Boot Allowance	Staff will be reimbursed for the cost of up to two pairs of protective footwear per year where such footwear is required by OPG as follows: <ul style="list-style-type: none"> Safety boots/shoes - 50% of actual cost to a maximum of \$75/pair; Electric Shock Resistant Footwear - 100% of actual cost for one or two pairs per calendar year to a total annual maximum of \$300. 	Staff will be reimbursed for the cost of up to two pairs of protective footwear per year where such footwear is required by OPG as follows: <ul style="list-style-type: none"> Safety boots/shoes - 50% of actual cost to a maximum of \$75/pair; Electric Shock Resistant Footwear - 100% of actual cost for one or two pairs per calendar year to a total annual maximum of \$350. 	Increase in total annual maximum for Electric Shock Resistant Footwear from \$300 to \$350.
86	Meal Expenses	Normally, employees are expected to provide their own meals. Where there is a requirement for a meal as a result of legitimate business functions, employees will be entitled to be reimbursed for reasonable out-of-pocket expenses.	Normally, employees are expected to provide their own meals. Where there is a requirement for a meal as a result of legitimate business functions, employees will be entitled to be reimbursed for reasonable out-of-pocket expenses. Meals required as a result of legitimate business functions will be reimbursed as per the Kaplan Meals Award, dated December 3, 2021 (As per Appendix XVIII) and adjusted on April 1, each year on the basis of the	Article amended to incorporate Kaplan meal Award.



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			most recent Consumer Price Index date for Food Purchased from Restaurants in Ontario as provided by Statistics Canada.	
92.8	Incident Rating	i) The union representatives on the Joint Health and Safety Committee shall be provided with the opportunity for input into incident Maximum Reasonable Potential for Harm (MRPH) ratings	i) The union representatives on the Joint Health and Safety Committee shall be provided with the opportunity for input into incident rating.	Update wording to reflect possible change to the name of the incident rating system.
105.3	Change of Work Headquarters	Whitby Health Services including a 5km radius around the site and including the following locations: <ul style="list-style-type: none"> o 1549 Victoria St. E., o 2255 Forbes Street o 1600 Champlain Avenue, o 78 Richmond Street West 	Whitby Health Services including a 5km radius around the site and including the following locations: 1549 Victoria St. E., 2255 Forbes Street, 1600 Stellar Drive, and 78 Richmond Street West. Clarification of the article applying to only Pickering, Darlington, Whitby and Wesleyville.	Update wording to reflect street name change from Champlain Ave to Stellar Drive and clarification of the article applying to only Pickering, Darlington, Whitby and Wesleyville.
107.1	Outage Incentive	Any employee who works on the XYZ shift schedule will receive an additional 1 vacation day for each 40 hours worked on the schedule, subject to a maximum of ten (10) additional vacation days per calendar year.	Non-supervisory Society employees who work the XYZ shift will be eligible to receive the same outage incentive as the PWU under the same terms of eligibility. In the event there is no outage incentive prescribed in the OPG-PWU Collective Agreement or supplementary agreements on this matter for PWU represented employees, Society represented employees on the XYZ shift schedule will receive an additional 1 vacation day for each 40 hours worked on the schedule, subject to a maximum of ten (10) additional vacation days per calendar year.	Updated to ensure parity of eligibility and incentive payments between PWU and Society represented staff
LOU #10	Extended Health Benefits	New	 LOU #10.pdf  LOU #10.docx	Allows for flexibility of the Extended Health Benefits plan on a case by case where it may be beneficial to the employee to waive their rights under the EHB and opt for a different or alternative treatment. The understanding is that this is an infrequent occurrence and that a business case must be made as a special request from an employee for a different type

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				of coverage.
LOU #174	Band N		  LOU #174 and Addendum 1 & 2.pdf LOU #174 and Addendum 1 & 2.doc	*This LOU includes and replaces the former LOUs #84, #99, #119, #142, #149, #160 and #174 Re: Band N, this new LOU is to update collective agreement references. Addition of Authorized Training Supervisor (ATS) SMR position to LOU 174 as a shift position.
Addendum #1 to LOU #174	Creation of new Band N ASA		Per creation of new Band N Authorized Senior Advisor (ASA). <ol style="list-style-type: none"> 1. The ASA is a 40-hour/week position. 2. Unless identified in this Addendum, the compensation terms identified in LOU #174 do not apply to the ASA position. 3. Employees in the ASA position are eligible to receive an annual non-pensionable results based payment not to exceed 5.0%. The terms identified in LOU #174, Section 7.1, specifically, i. through vi. apply to this payment. 4. Employees in the ASA position who are below the top of Band N shall receive a 1% annual base salary increase unless the employer demonstrates a performance problem. This is the only section of 7.2 that applies to the ASA. 5. Employees in the ASA position will receive an annual pensionable Past Authorization Bonus (PAB) equal to 70% of all amounts in Sections 7.4 and 7.5 of LOU #174, calculated in the same manner. 6. With regards to compensation, Sections 7.3, 7.7, 7.9, 7.10, 7.11 and 7.12 will also apply to the ASA position. The salary range for the ASA is the same as for the ATS/CRSS/UOTS. No other Sections identified in #7 of LOU #174 will apply. 7. The ASA position will be classified as a “shift position” for the purpose of supporting projects that they may be working on. Schedules may include any 	Outlines specifics around the creation of the Band N Authorised Senior Advisor (ASA) position.

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			<p>currently approved or future agreed to schedules.</p> <p>8. The following sections in LOU#174 apply: 3.3, 4.0. Unless otherwise stated in this Addendum, no other sections of LOU#174 apply.</p> <p>9. Nothing in this Addendum is designed to change the terms of the LOU #174 except as specifically referenced herein.</p>	
Addendum #2 to LOU #174	ATS SMR Agreement		<p>SMR Staffing Requirements:</p> <p>1. The Authorized Training Supervisor (ATS) SMR position will be a “shift” position. Schedules for the ATS SMR position will include any schedules that are available for Society represented M&P staff, including but not limited to XYZ. The following will apply:</p> <p>a. OPG will seek out qualified volunteers first, however, in the absence of sufficient qualified volunteers, OPG reserves the right to appoint specific individuals to perform the work.</p> <p>b. Except in an emergency situation, at least seven days’ notice will be given with respect to shift change notices. Notice may be verbal or written. Failure to provide such notice will require payment at the appropriate overtime rates for work performed outside of normal hours during the notice period.</p> <p>c. There are no posting or voting requirements with respect to shifts scheduled.</p> <p>2. Paragraphs 2.5, 2.6, 2.7, and 2.8 of LOU #174 will not apply to the ATS SMR position. Unless otherwise stated in this Addendum, all other sections of LOU#174 apply.</p> <p>3. The ATS SMR position will provide both licensed and non-licensed training in support of SMRs. A new ATS SMR job document will be created by OPG and will identify as such.</p> <p>4. The ATS SMR position may be required by OPG to perform work in support of outages.</p>	<p>Outlines specifics around the Authorised Training Supervisor (ATS) position with respect to SMRs.</p>

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			<p>5. The compensation terms identified in LOU #174 apply to the ATS SMR position.</p> <p>Nothing in this Addendum is designed to change the terms of LOU #174 except as specifically referenced herein.</p>	
LOU #189	ESA Averaging House of Work Approval	2. This letter of understanding will come into effect April 1, 2011 and shall form part of the collective agreement between the parties and shall continue in effect until March 31, 2026.	<p>2. The parties agree that LOU #189 Re: ESA Averaging Hours of Work Approval shall continue in effect indefinitely without an end date. For clarity, the Society agrees that it shall not at any point in the future advance a proposal in any subsequent round of collective bargaining seeking an end date to LOU #189 or that it otherwise be discontinued. For greater clarity, the parties agree that this agreement regarding averaging hours of work shall renew at the commencement of the operation of each collective agreement.</p> <p>3. The parties agree that LOU #10 Re: Extended Health Benefits shall also continue indefinitely and shall only cease if and when LOU #189 ceases to be in effect if ever</p> <p>  LOU #189.pdf LOU #189.docx</p>	Makes LOU #189 permanent.
LOU #198	PECO definition		<p>PECO – PNGS End of Commercial Operations applies should Pickering refurbishment Units 5-8 be approved.</p> <p>  LOU #198 - Oct 19.pdf LOU #198 - Oct 19.docx</p>	Redefinition of PECO to include possibility of Pickering refurbishment.
LOU #201 Confirm LOU	Religious Observance Leave		<p>  LOU #201.docx LOU #201.pdf</p>	New. Provision of employees to observe a religious holiday not identified in Art. 39.1. Up to 2 days a year can be requested.

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number				
LOU #202	The Move of Employees from Niagara, 800 Kipling Avenue and 700 University Ave. Sites to 1908 Colonel Sam Drive		<p>Arbitrator Award: Updated LOU #202 - The Move of Employees from Niagara, 800 Kipling Avenue and 700 University Ave. Sites to 1908 Colonel Sam Drive: Sites to 1908 Colonel Sam Drive: -OPG may exclude employees within the Energy Markets and Fund Management organizations from the 2023-2024 Article 64B JRPT. OPG may relocate such employees to 1908 Colonel Sam Drive on a date after January 1, 2025 as determined by OPG without the need to operate Article 64B and any severance that may be provided under such circumstances will be in accordance with Article 64B. -If OPG notifies the Society at any time that it is not initiating a Modified Article 64A JRPT for the applicable Unit of Application for Niagara based employees, OPG may relocate such employees to 1908 Colonel Sam Drive through the operation of an Article 64B JRPT for the affected Unit(s) of Application, and any severance that may be provided under such circumstances will be in accordance with Article 64B. -OPG may relocate employees within the Dam Safety and Water Resources organization at Niagara to 1908 Colonel Sam Drive through an operation of an Article 64B JRPT for the affected Unit(s) of Application. For clarity, any severance that may be provided under such circumstances will be in accordance with Article 64B. -Niagara based employees who reach the age of 55 on or before January 1, 2030, and reside more than 40 road kilometres from 1908 Colonel Sam Drive now have the right to only go to the old GM building once per week. -For all regular, Society represented employees (not including those on long term disability) whose base location is at Niagara, Kipling, or 700 University Ave. who are relocated to 1908 Colonel Sam Drive and who elect not to relocate their residence and receive no relocation reimbursements at the end of the 12 week transfer period as per Article 52.3.3 (a) and provided they meet certain conditions, OPG will pay a monthly payment of \$850.00 less all necessary deductions, for a</p>	

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			period of 12 months at the end of the 12 week transfer expense decision period.	
LOU #204	Retirement Notice through Pickering Transition		Retirement Notice through Pickering Transition: Regular Society represented employees whose base position is located within Durham and who meet certain criteria will be provided with a \$5,000 advanced notice payment upon retirement.	Incentive for those with base positions within Durham to declare their retirement date.
LOU #205	Pickering Safe Storage Project Schedule		 LOU #205.pdf  LOU #205.docx	New. Details rules, treatment, timing and incentives for the Pickering Safe Storage Project schedule. Allows for Pickering Safe Storage 4-crew schedule with incentive
PECO JRPT MOA	Redeployment Agreement Modified Article 64A	Pickering End of Commercial Operations (PECO) Joint Redeployment Planning Team (JRPT) Redeployment Memorandum of Agreement (MOA) PECO JRPT MOA, Modified Article 64A, Appendix A - D pdf		Prior to January 1, 2030, any JRPTs that address staffing issues or changes arising from PECO and the end of the DRP will use the Modified Article 64A Process until completion. Part A was modified to include 64.6.5 Voluntary Exits (VE), 64.6.6 Bridge to Retirement and changes to 64.9.2 Units of Applications. Other changes include process for updating seniority lists, employee qualifications for positions and employee preferences prior to the start of the redeployment actually beginning. Any other JRPT unrelated to the above initiatives will follow the current process outlined in Article 64 of the Collective

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				Agreement.
?	SMR WPC	New	The Corporate Work Protection Code (OPG-STD-0126) shall be used.	Confirmation that SMR group will use the OPG-STD-0126 Work Protection code.