

write in

Wage increases and time off are essential to be increased

After 20 or 25 years of service, we should get one day off for each at retirement date. Not just at 30 years.

Double time for all overtime shifts

Wages are the most important.

Tool allowance increase is very important

All OT being double time this will increase the labour force accepting shifts when called out where we really have a problem right now filling sport double time is more incentive more people will accept. Lieu bank increased to 80 or shoot higher for a 100 and the they might go for 80 or once our lieu is filled allow us to use it and then be able to replenish it twice in a calendar year

As a personal request - page 46 of the CUPE136 Collective Agreement - Schedule 'D' for Clothing and Safety Footwear Allowance, the Leadhand SEASONAL Trails is listed - please remove the SEASONAL portion of the job title in the list. Some of the small annoyances I come across that makes me think the Corporation does not accept the fact that TRAILS is a year round section and no longer seasonal, but I digress.... (BTW - spelling error on page 46 for the Sports Field Maintenance - Operator (Spelled - SOPRTS FIELD MAINTENANCE - OPERATOR) Just some other thoughts I would love to share:- Regarding cost of living - rather than ask for a set amount, how about a stipulation that whenever the COL goes above, say 8%, we would get 4% remuneration. It would not be a regular occurrence and only when extraordinary circumstances occur to basically reduce or soften the effects of rapid inflation. - revisit the meal allowance - raise to \$15 from the current \$10 - revisit clothing allowance points limits (should be raised) and more clothing options for outdoor workers - revisit shift premiums paid out as a percentage instead of set amount so they rise accordingly to pay rates. - Vacation allotment - have more regularly spaced - currently 5 steps: 1/3/8/16/25 yrs of service. I'd suggest 8steps - 1/3/5/10/15/18/21/25 instead, and stepping allotment 2weeks/ 3 w/ 3.5w/ 4.0w/ 4.5w/5.0w/5.5w/6.0w. for example... a bit more frequent with partial weeks and max 5 years between steps. - Gym Memberships subsidy at home town location, not just Oakville Rec Centers. Either by an allowance (like Boots) or get a corporate rate through one of the major chains like Worlds Gym, Planet Fitness, the Y, and such. Maybe the Union has that kind of sway with group discounts? - Joint Job Evaluation program - revisit timelines agreed upon and review procedures - technological changes and downloading of duties from Supervisors to Leadhand and others, have occurred since 2002 implementation of the program. Many positions have not been completely updated or had a chance to be reviewed - either by denied changes to submissions or lack of actual submissions /maintenance on the part of the worker. Not a transparent procedure with no one mentioning what positions have been reviewed or any changes achieved. - Medical Appointments should be hourly - the corporation basically agreed to 6times at 4 hrs max/ request. change to 24 hours - many only need an hour to skip out to make appointments and clinic visits. Majority of staff are out of town and limited by physician/clinic hours that necessitate early departures. Keep the limit the one time use to 4 hours, but with a bank of 24 hours available. Leaving a crew after 7 hours is less impactful to work than after 4 hours. I hope I may have struck some chords, aside from seeming a bit self serving, but if I don't look after myself, who will? Thank you, Andrew (Andy) Lohaza

More banked time allowed and to carry over vacation without specific reasons.

Facility Overtime should be all double time

eliminate discrimination of putting ppl on the absentee program when they are actually truly ill and need to see several specialists in a year to figure out what's wrong

improve /eliminate absentee program for ppl who are actually sick and go to go to specialists

Tool allowance increase is very important to mechanics this round as we have not seen an increase in years and tools are costing twice as much.

Operations pay band increase

Mostly for me the most important things are an hourly rate raise, and an increase in tool allowance.

Seasonal contracts should be able to work a winter contract

I think the main thing is a Decent wage increase should be the main focus

With Inflation the way it is. The focus should be on wages. Without significant increases there's going to be a lot more departures than there already has been

Want the ability to gain lieu time while carrying pager and not only being called out to get lieu time

I would like to see an HR representative in the interviews for full time spots as well as leadhand positions, seasonal or full time.

We should get all federal Holidays even if they make a new one that year.

Progressive discipline must be repeating in nature of occurrence. Stronger language in order for events of separate nature not staking up in discipline

New clothing allowance, account at a retail store preferable

Wages

Double time for all over time opportunities.

Health spending account, like management should be added and more Doctors and Dental allowances.

The calling in sick for a day shift in facilities 8 hrs before your shift is counter intuitive . What if I wake up sick at 4 am. When we have a statutory holiday in facilities we get paid for 8hrs , when we work 10hr shifts and we have to make up 2 hrs .So we end up working a 12 day a straight time. If we are working 10s we should be paid 10s for statutory holidays.

Cost of living increase should be the number one priority. This used to be a well paying employer, not anymore. Also allow entry level opportunities for positions. Why is everything demanding an expert or a fully licensed person? No more fresh apprentices? But we are experiencing a shortage of trades in the province? No shit.

Pandemic/State of emergency Pay top up language similar to what the healthcare field has negotiated into their contracts

Have 24 hours for Medical appointments taken in 1 or .5 hr increments up to 4 hours versus 6 occurrences of up to 4 hours each. Free Fares/ Passes for Oakville Transit for employees going to and from work. Employee discount at Town Rec Centres extended to family members up to 25, living at home.