

# SEIU Paramedics



## FACT SHEET

SEIU Local 1 Canada is Ontario's top union for paramedics. Compare SEIU's contract with CUPE's and see why SEIU has the best contract hands down.

SEIU	CUPE
<b>Part Time Hours:</b> are given out in order seniority	<b>Part Time Hours:</b> not given out by seniority
<b>In Lieu of benefits:</b> part-time workers receive	<b>In Lieu:</b> part-time workers do not receive
<b>Punishments:</b> management has up to 7 days from being made aware of incident to take action	<b>Punishments:</b> management has up to 30 days from being made aware of the incident, to take action.
<b>No benefits for Part Time:</b> Temporary full time workers receive approximately \$310 extra per month through wages. Also part-timers who work 24hrs each week receive approx \$200 extra per month.	<b>Part Time Benefits available:</b> Qualifier: employed for 3 months - then work a minimum 24 hrs/week x 7 consecutive weeks. To maintain, must work 24 hrs/week, if not you must repeat 24 hrs/week x 7 weeks to re-qualify.
<b>Part-time Hrs - 24 hours per week was increased to 40 hours per week from March break, April 1<sup>st</sup> to September 30<sup>th</sup>. Currently the memorandum of agreement to extend part time hours to max. of 40 hours per week till December 31</b>	<b>Part-time Hours – are capped at only 120 hours per month.</b>
<b>Dental:</b> 100% basic, 80% restorative, 50% orthodontics	<b>Dental:</b> 100% basics, no restorative, no orthodontics
<b>Boots:</b> not supplied; every Dec. 1 <sup>st</sup> of each year full-time receives \$800 tax free and part-time receives \$400 pro-rated to cover costs of the job.	<b>Boots:</b> supplied by employer, this practice will continue for this present collective agreement.
<b>Pregnancy:</b> 15 weeks @ 85%	<b>Pregnancy:</b> 15 weeks @ 80%
<b>Base Hospital certification-</b> contract contains protection against dismissal, placed on LOA pending recertification. Benefit coverage for 30 days.	<b>Base Hospital certification</b> No Protection, CUPE conceded SEIU has superior language
<b>Drivers License suspension protection -</b> employer must grant leave of absence up to 1 year.	<b>Drivers License Suspension -</b> no protection in contract. CUPE concedes superior language.
<b>Bridged Benefits:</b> 55 - 65 yrs of age. 30 yrs of service required.	<b>Bridged Benefits:</b> 60 – 65 yrs of age. Must meet requirements under OMERS pension.
<b>Local 1 Canada:</b> Have 3 legal attorneys and a research department with researchers on hand 24 hours a day, seven days a week to serve members' needs. Local 1 has over 100 staff. This is on top of National Staff members as well.	<b>Local 2974:</b> no lawyers or researchers. In fact, CUPE Local 2974 has NO STAFF
<b>Local 1:</b> Will represent all members equally, and puts forward grievances that are based on merit.	<b>Local 2974:</b> Grievances brought back to membership for approval based on popularity vote.
<b>Sick Time:</b> 60 hours @ 100%, then 75% to 26 weeks, capped \$1000/ week then Long Term (employee paid premiums) @ 66 2/3 % to a maximum of \$4000 per month ( <b>tax free</b> ) till age 65 yrs. (better in long run).	<b>Sick Time:</b> STD based on seniority, 100% capped at 15 weeks which would require 12 years seniority, lose 1 <sup>st</sup> 8 hrs on each incident, then Long Term @ 66 2/3% to a maximum of \$3000 per month which is taxable till age 65. Due to cap on LTD of \$3000/ month, actual benefit is equal to 56% of wages for LTD.



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<p><b>Sick Time:</b>                      First 2 weeks the difference is negligible.                      Week 3-15 \$235.00 net in CUPE's favour per week                      Week 16-26 \$175.00 net in SEIU's favour per week                      Week 27 and beyond net \$365.00 in SEIU's favour per week                      *NOTE: Net equals 30% tax rate.</p>	<p><b>Sick Time:</b>                      First 2 weeks the difference is negligible                      Week 3-15 \$235.00 net in CUPE's favour per week                      Week 16-26 \$175.00 net in SEIU's favour per week                      Week 27 and beyond net \$365.00 in SEIU's favour per week                      *NOTE: Net equals 30% tax rate.</p>
<p><b>Benefits:</b> Massages - \$500/yr, Acupuncture - \$500/yr, Prescriptions - 100%, Eye Glasses - \$250 every 24 months, Eye Exam - up to \$90 included in \$250.00, Christian Faith Healing - \$500/yr</p>	<p><b>Benefits:</b> Massages - 20/yr, Prescriptions - \$3 per prescription, Vision Care - \$200/24 months, Christian Faith Healing - unknown,</p>
<p><b>Educational LOA</b> - employer to grant up to 1 year unless they can prove it would jeopardize public safety.</p>	<p><b>Educational LOA</b> - up to management's discretion.</p>
<p><b>Life insurance</b>                      2 times annual salary with a maximum of \$200,000  <b>Dependent Life</b> - if spouse or child passes away, paramedics will receive (for funeral costs, etc.) \$20,000 for a spouse and \$10,000 for a child.</p>	<p><b>Life insurance</b>                      1 1/2 times annual salary. <b>Dependent Life</b> - none</p>
<p><b>Stat and Float Days</b> - 13 days, double regular pay for hours worked plus 8 hours holiday pay.                      *holiday pay can be banked for leiu time off.                      Paramedics who do not work the holiday will be paid 8 hrs pay at regular rate or bank 8 hrs leiu time.                      Lieu time must be used in same year its accumulated except for 24 hours, which may be carried over to following year to be used by March 31<sup>st</sup> or to be paid out.                      Holiday entitlement pays Paramedics that work the holiday 2 hrs more pay for all holidays except Christmas and Boxing day.</p>	<p><b>Stat and Float Days</b> - 14 days, 1 1/2 x regular pay for hrs worked, plus equal amount of hours worked as holiday pay.                      *holiday pay can be banked for leiu time off                      Paramedics who do not work the holiday will be paid 8 hrs pay at regular rate or bank 8 hours leiu time.                      Lieu time accumulated may be carried over to following year, to be used by October 31<sup>st</sup> or to be paid out.</p>
<p><b>Vacation Pay: (per year)</b>                      1-2 years - 2 weeks                      3-6 years - 3 weeks                      7-11 years - 4 weeks (1 yrs earlier then CUPE)                      12-19 years - 5 weeks (3 yrs earlier then CUPE)                      20-27 years - 6 weeks (5 yrs early then CUPE)                      28 years - 7 weeks (Only SEIU)                      After 28 years, with SEIU you would have gained 8 extra weeks of vacation!</p>	<p><b>Vacation Pay: (per year)</b>                      1-7 years - 3 weeks                      8-14 years - 4 weeks                      15-24 years - 5 weeks                      25 and over - 6 weeks</p>

For more information, visit SEIU's website at

[www.seiulocal1.org](http://www.seiulocal1.org)