

Targeted benefits?

THIS PLAN IS SICK

Correctional Officers and Youth Workers are under attack. And eventually, every member of the OPS will pay a heavy price.

Under the employers' proposal, Correctional Officers and Youth Workers will be removed from the current OPS sick leave plan, and management of their sick leave will be given to a multi-billion dollar insurance company.

If the thought of having your health in the hands of a profit-driven company isn't scary enough, **it gets worse:**

- Sick time is only accrued at a rate of five hours per month, **only if you have full attendance that month.**
- After four consecutive days of absence, Correctional Officers and Youth Workers immediately move to 66 2/3 per cent pay.
- If you do not have any sick time in the bank, any absence that is **less than five consecutive days is unpaid.**
- If the insurance company denies the claim, the employee gets paid nothing.
- To add icing on the cake, the denial is not grievable. An appeal must be made to the Joint Insured Benefits Review Committee.

Why is the employer doing this? Simple - it's all about money. Correctional Officers and Youth Workers have extremely high-stress jobs in 24-7 operations.

Overcrowding, assaults, exposure to disease and constant shift work all take their toll. The result? Higher than average sick time.

The employer wants to solve the problem by **punishing the victims**. And save a lot of money by not having to replace workers.

This is all very bad. But the bigger picture is grimmer. If the employer is allowed to carve off specific workers from the benefit plan, where does it stop? A special plan for older workers who use more drug and dental benefits? A stand-alone group of OADs who have more eyeglass claims? The opportunities for the employer are endless.

The Corrections Team will continue to fight this deliberate and callous attack by the employer. All other members need to support Corrections on this...because you might just be next.



An attack on sick leave is an attack on everyone