

**Employer Proposals
For
Amendment of the
Correctional Collective Agreement (expiring December 31, 2012)
Between
The Crown in Right of Ontario as Represented
By
Management Board of Cabinet
And
The Ontario Public Service Employees Union (OPSEU)**

This document contains items requested by the Crown in Right of Ontario as represented by Management Board of Cabinet in collective agreement negotiations with the Ontario Public Service Employees Union (OPSEU).

These items are submitted without prejudice to any future proposed amendments or additions, and subject to any errors or omissions.

The Employer reserves the right to amend or withdraw its proposals or to introduce counter-proposals to the Union's proposals during negotiations.

ARTICLE COR20
Term of Agreement

Two-year term for the new Collective Agreement (covering the period of January 1, 2013 to December 31, 2014).

ARTICLE COR19
Salary

No across the board wage increases for the duration of the collective agreement.

This is consistent with the direction outlined in the 2012 Ontario Budget and the agreements reached with teachers and AMAPCEO.

NOTE: Salary progression freeze and the amendment of the existing grids to incorporate a new lower minimum step is a Central matter and will be dealt with at the Central Table.

ARTICLE COR15/COR18
Absenteeism Targets and RPT Absenteeism Targets

ARTICLE COR 8/COR16
Overtime and RPT Overtime

APPENDIX COR13
Joint Attendance Strategy and Implementation Committee

APPENDIX COR7
Special Adjustments

Over the course of the current collective agreement, Correctional Officers and Youth Workers have significantly improved attendance.

The Employer will continue the Attendance Support and Management Policy as well as continuation of the Joint Attendance Strategy and Implementation Committee.

The Employer proposes lower absenteeism targets along with corresponding incentives and related language for regular Correctional Officers and Youth Workers.

ARTICLE COR 8/COR16 and APPENDIX COR8
Overtime/RPT Overtime and Provincial Overtime Protocol

The Employer provides notice of its intent to move the Bailiff classifications from Schedule 4 to Schedule 4-7, and that it will not enter into mutual agreement for Bailiffs to receive compensating leave in lieu of pay.

The Employer proposes clarifying Article COR8.2.2/16.3.1 and the corresponding language in the Provincial Overtime Protocol. In addition, the Employer proposes to remove Item 7 from the Provincial Overtime Protocol.

THE SCHEDULE AND PAY PERIOD OF FIXED-TERM EMPLOYEES

Discuss the pay period for Fixed-Term Correctional Officers and Youth Workers.

APPENDIX COR3
Probation Officers Allowance

The Employer proposes a reduction in the Probation Officer Allowance days from seven to five, consistent with other groups in the Ontario Public Service.

ARTICLE COR6
Shift Premium

The Employer proposes to eliminate the weekend premium and redirect a portion of the funds into base rate and pensionable earnings.

ARTICLE COR5
Shift Schedules

Shorten the requirement for notice of change in schedule from 120 hours in advance of the starting times of the shift originally scheduled to 24 hours.

ARTICLE COR9
Call Back

Equalize entitlements for call back so that employees who are called back to work more than once in one four hour period are entitled to a minimum of 4 hours of call back pay whether they have to physically return to the workplace or not. Employees would continue to be paid a minimum of four hours pay at 1½ times their hourly rate.

APPENDIX COR12
Probation and Parole Officer Workload

The Employer proposes to continue to discuss workload issues at the local review committee meetings.

APPENDICES, LETTERS AND MEMORANDA OF AGREEMENT

Employer proposes renewing the following appendices, letters and memoranda of agreement without amendment:

- *Schedule A – Averaging of Hours of Work - Appendix COR1*
- *Custodial Responsibility Allowance – Appendix COR2*
- *MERC Terms of Reference – Appendix COR4*
- *Classification Adjustments – Appendix COR5*
- *Training and Development – Appendix COR6*
- *Suspension of Fixed-Term Employees – Appendix COR10*
- *Surveillance in Correctional Institutions – Appendix COR11*

APPENDICES, LETTERS AND MEMORANDA OF AGREEMENT

Employer proposes amending the following appendices, letters and memoranda of agreement:

- *Probation Officers' Allowance – Appendix COR3*
- *Special Adjustment – Appendix COR7*
- *Provincial Overtime Protocol – Appendix COR8*
- *Fixed-Term Rollovers – Appendix COR9*
- *Probation and Parole Officer Workload – Appendix COR12*
- *Joint Attendance Strategy and Implementation Committee – Appendix COR13.*

RESOLUTION OF GRIEVANCES

The Employer is seeking to discuss outstanding disputes with a view to resolving these matters.

HOUSEKEEPING

General housekeeping amendments to be discussed.