

Lock Talk



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Employer and OPSEU reach agreement on PO3 Decision

The MCYS and MCSCS MERC teams are pleased to announce they have reached an agreement in relation to the latest PO3 decision.

In July 2009, the GSB determined that the employer must create the PO3 position in MCYS and MCSCS. Following a lengthy judicial review and subsequent hearings to determine remedy, in July 2011, Vice-Chair Bram Herelich ruled that the employer's proposed plan to fill eight PO3 positions between MCYS and MCSCS brought it into compliance with the original decision on this matter.

The employer proposed to fill four positions each in MCYS and MCSCS. In September 2011 the employer informed the union that because of the freeze on FTE positions, the four PO3 positions created would have to be drawn from the current compliment, thus reducing the PO2 compliment in both ministries.

Considering the economic realities, both the employer and the union recognized that a reduction in PO2 positions would create workload pressures on our members. In the best interests of both parties, an agreement was negotiated to postpone the

implementation of the PO3 decision for a specified period of time. Additionally, the parties agreed to renew access to cross-ministry lateral transfers and job trades between Probation Officers in MCYS and Probation and Parole Officers in MCSCS until the commencement of a new collective agreement.

"We see this as a good compromise for our members considering the constraints that MGS has placed upon our ministries," said Gord Longhi, Probation and Parole representative for the Corrections MERC. "We hope the delay may give the economy time to stabilize and perhaps implementation of the decision will not require the employer to reduce our PO2 levels to meet their obligations."

Glenna Caldwell, a Probation Officer and MERC Chair for the Ministry of Children and Youth Services, said, "Our members wanted access to all probation jobs and this cross-ministry agreement gives them that opportunity. I believe this will be a bargaining issue in the upcoming contract."

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The commencement of cross-ministry job trades and lateral transfers becomes effective January 1, 2012. This agreement will expire when the collective agreement for the Correctional Bargaining unit (dated January 1, 2009, to December 31, 2012) is renegotiated and ratified.

Questions may be directed to:

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Best wishes for the season

The MCYS and MCSCS MERC and Health and Safety Teams would like to take this opportunity to wish all of you a safe and happy holiday season.

All the best for 2012.

Glenna & Dan

JASIC Update

The Joint Attendance Strategy and Implementation Committee (JASIC) met on December 5, 2011. The employer provided third-quarter stats as of September 30, 2011, indicating the prorated annual average sick leave usage is 15.224 eight-hour days (121.79 hours). As of September 30, 2011, this places Regular Correctional Officers and Youth Services Officers on track to achieve a 3 per cent target.

The JASIC Committee would ask that all members verify (using the WIN system, HPRO or their payroll clerk) their short-term attendance data as soon as possible. Discrepancies should be disputed immediately at the local level.

The 2011 prorated annual average absences should be known by the end of January 2012.

Authorized for distribution:



Dan Sidsworth, MCSCS MERC Chair



Glenna Caldwell, MCYS MERC Chair



Warren (Smokey) Thomas, President