

**Employer Proposals**  
**For**  
**Amendment of the**  
**Correctional Collective Agreement (expiring December 31, 2014)**  
**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. These items are also without prejudice or precedent to the Employer's position on any and all disputes between the parties.

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



## General Proposal

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*The 2013 Ontario Budget stated that “Going forward, compensation costs must be addressed within Ontario’s existing fiscal framework, which includes no funding for incremental compensation increases for new collective agreements. The government is confident that broader public sector partners can work together to achieve outcomes that remain within the fiscal plan while protecting services. In future rounds of bargaining, the government is willing to work with employers and bargaining agents to look at mechanisms such as productivity improvements as a way to achieve fiscal and service-delivery goals.”*

*The 2014 Ontario Budget confirmed that “any modest wage increases that are negotiated must be absorbed by employers within available funding and within Ontario’s existing fiscal plan through efficiency and productivity gains or other trade-offs so that service levels continue to meet public needs.”*

*The Fall Economic Statement reiterated that Government is seeking agreements that are consistent with the fiscal plan outlined by the Government, which includes no new funding for compensation increases.*

*The Employer therefore proposes no compensation increases for the term of the collective agreement unless offset elsewhere.*

**ARTICLE COR18**

Term

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*Term to be discussed.*

**ARTICLE COR17**

Salary

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*No salary adjustment in the first two years of the Collective Agreement and no salary adjustments for the remainder of the term of the Collective Agreement unless offset by savings elsewhere.*

*NOTE: Amendments to the existing grids and the incorporation of a new lower minimum step is a Central matter and will be dealt with at the Central Table.*

**ARTICLE COR6**

Shift Premium

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*Eliminate the night shift premium and redirect the funds into base rate and pensionable earnings.*

**APPENDIX COR3**

Probation Officers' Allowance

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*Effective January 1, 2016, eliminate the entitlement for Probation Officers to earn POA days and increase vacation entitlements for Probation Officers by a corresponding amount.*

*All unused POA days eliminated by December 31, 2016.*

**ARTICLE COR5**

Shift Schedules

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*Shorten the requirement for notice of change in schedule from 96 hours in advance of the starting times of the shift originally scheduled to 24 hours.*

**ARTICLE COR15**  
Overtime for RPT

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*Effective January 1, 2015, revise the overtime provisions for Regular Part-Time Employees so that overtime is earned only when the corresponding full-time hours per week (36.25 or 40, as applicable) are exceeded.*

*Note: Amendments to fixed term overtime is a Central matter and will be dealt with at the Central Table.*

**APPENDIX COR5**  
Classification Adjustments

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*Remove the PO3 classification from the collective agreement.*

**APPENDIX COR7**  
Provincial Overtime Protocol

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*Eliminate the requirement in the MCSCS Provincial Overtime Protocol to wait 5 minutes after leaving a message or a page for an available overtime opportunity. Confirm the commitment in MCYS to eliminate the requirement to wait 5 minutes after leaving a message or a page for an available overtime opportunity.*

*In addition, change the Active Hiring Period from 3 days to 7 days.*

**APPENDIX COR8**  
Fixed Term Rollovers (CO & YSO)

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*Maintain the rollover process while removing the previous commitment to a specific number of rollovers.*

**APPENDIX COR24**  
Staffing Realignment (PO & PPO)

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*Amend Appendix COR 24 to reflect the parties' commitment to allow lateral transfers and job trades between MCSCS and MCYS POs and PPOs.*

**MEMORANDUM OF AGREEMENT**

Local Mediation-Arbitration Protocol and Improving & Maintaining Local Labour  
Relations

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*Eliminate the Correctional Officer Bargaining Unit Scheduling Assistant positions in all MCSCS facilities.*

**APPENDICES, LETTERS AND MEMORANDA OF AGREEMENT**

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*The Employer proposes deleting the following appendices, letters and memoranda of agreement:*

- Appendix COR 12 – Probation Officer Workload
- Appendix COR 15 – Provincial Staffing Levels
- Appendix COR 18 – Health and Productivity Program
- Appendix COR 21 – Offender Transportation Sub-committee
- Appendix COR 23 – Peer Mentorship Program
- Appendix COR 28 – Use of Force Sub-committee
- Appendix COR 29 – Institutional/Facility Security Teams
- Appendix COR 31 – Safety Equipment and Protective Clothing for PO and PPO

**HOUSEKEEPING**

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*General housekeeping amendments to be discussed.*