

UNIONS PROPOSALS
FOR THE MODIFICATIONS TO THE COLLECTIVE AGREEMENT

Between the

Ontario Public Service Employees Union (OPSEU)

For the Correctional Bargaining Unit

(the "Union")

And

The Crown in Right of Ontario Represented by the Treasury Board
Secretariat

The "Employer"

The Union proposes the continuation and renewal of the current provisions in the collective agreement (including relevant Schedules, Letters of Understanding, Memoranda of Agreement or Settlement, Appendices and Letters of Agreement or Understanding), with the exception of the following modifications;

The following Union proposals are tabled without prejudice. Further the Union reserves the right to ADD, DELETE, AMEND or otherwise alter these proposals during the course of bargaining.

Unless otherwise stated, all changes to be effective January 1, 2015.

It must be expressly understood that agreement on some proposals may require a parallel change elsewhere in the collective agreement.

(1) Article COR1 – Recognition

COR 1.2 new: ADD prohibition against non-bargaining unit employees doing bargaining unit work.

(**RE-NUMBER** current: COR 1.2 to COR 1.3, COR 1.3 to COR 1.4)

(2) ARTICLE COR5 – SHIFT SCHEDULES

a) **ADD** applicability to (FXT)

b) **COR5.7 new: ADD** new provision:

“FXT hours will be calculated quarterly. These hours will be given to FXT’s with a dispute form to be checked and given back to the employer for final verification. This will be done in order to expedite any further rollovers.”

(3) ARTICLE COR6 – SHIFT PREMIUM

Monetary Issues to be tabled later

(4) ARTICLE COR8 – OVERTIME

Monetary Issues to be tabled later

NEW LOU – COMPENSATING TIME OFF

a) **COR8.5 – AMEND**

Employees may elect to receive compensating leave in lieu of pay at the overtime rate or may elect to receive pay at the overtime rate. Such time off may be taken in conjunction with the employee’s vacation leave or regular day(s) off, if requested one (1) month in advance.

b) **ADD New:** applicability to (FXT) (SE)

(5) ARTICLE COR9 - CALL BACK

a) **ADD** applicability to (FXT) (SE)

(6) ARTICLE COR11 – ON-CALL DUTY

Monetary Issues to be tabled later

(7) ARTICLE COR12 – MEAL ALLOWANCE

Monetary Issues to be tabled later

COR12.2.7 new:

ADD language to provide for compensation and cost of meal(s) during a normal meal break while on escort/transport duty.

(8) ARTICLE COR15 – OVERTIME

Monetary Issues to be tabled later

NEW LOU – COMPENSATING TIME OFF

AMEND COR15.4:

Employees may elect to receive compensating leave in lieu of pay at the overtime rate or may elect to receive pay at the overtime rate. Such time off may be taken in conjunction with the employee's vacation leave or regular day(s) off, if requested one (1) month in

advance.

(9) ARTICLE COR17 – SALARY

General Wage Increase to be tabled later

(10) ARTICLE COR18 - TERM OF AGREEMENT

Central Issue

(11) APPENDIX COR2 - CUSTODIAL RESPONSIBILITY ALLOWANCE

Monetary Issues to be tabled later

(12) APPENDIX COR3 - PROBATION OFFICERS' ALLOWANCE

- a) INCREASE days off with pay from “seven (7)” to “ten (10)”
- b) INCREASE accumulated days from “twenty-one (21)” to “thirty (30)”
- c) INCREASE carry-over days from “fourteen (14)” to “twenty (20)”

(13) APPENDIX COR4- MERC TERMS OF REFERENCE

AMEND ARTICLE 6.4:

Travel and other expenses for LERC/RERC as the result of leaves granted above shall be borne by the **Employer**.

(14) APPENDIX COR8 - FIXED-TERM ROLLOVERS (CO & YSO)

Appendix COR8: **AMEND LOU** as per Attachment

(15) APPENDIX COR9 – SUSPENSION OF FIXED-TERM EMPLOYEES

AMEND LOU

(16) APPENDIX COR11- PROBATION AND PAROLE OFFICER WORKLOAD

APPENDIX COR12- PROBATION OFFICER WORKLOAD

AMEND to include language on caseload/workload caps

(17) APPENDIX COR14 - OCCUPATIONAL STRESS INJURIES

ADD:

1a. Provide stats on a quarterly basis (WSIB etc)

1b. Immediate notification of violence in the workplace (includes but not limited to inmate on inmate assaults, threats and assaults on staff, staff injuries , weapons in the workplace) to the MERC, JPH&S and Local President

Amend #3.

Change language to:

Recommend and jointly develop training to recognize and address the signs of depression, anxiety, addictions and occupational stress injuries related to violent and traumatic incidences that have occurred in the operational setting. **(Timelines to be included)**

(18) APPENDIX COR 15

Add new bullet after first bullet:

- **Review and make recommendations of backfill of regular / FXT positions regarding procedures and protocols (other leaves, mandatory training, vacation protocols).**

(19) APPENDIX COR19 – FXT SENIORITY

Add language to end of paragraph:

These hours are to be calculated and provided to each FXT Employee on a quarterly basis for tracking purposes.

(20) APPENDIX COR20 – PROVINCIAL HEALTH AND SAFETY

Amend language in 2.1.2 (b):

MCSCS Committee Union Co-chair will have approved full time off and the Union Community representative will have approved full time off.

The MCYS Union Co-Chair and Vice-Chair will have approved full time off.

This time off will be a leave of absence without a loss of pay credits and considered a duty assignment and the time off will be paid by the Employer. Expenses incurred by committee members will be paid by the Employer.

(21) APPENDIX COR 24 - STAFFING REALIGNMENTS

Amend/New Appendix - language to include Youth and Adult institutions

(22) APPENDIX COR25 - FLEXIBLE HOURS OF WORK (PO & PPO)

Add Language

3. ...including Compressed Work Week agreements, telework and or work from the home as options.

(23) APPENDIX COR27- MENTAL HEALTH TRAINING

Amend language to include Standardized Refresher training – Discussion and language to be tabled later

(24) APPENDIX COR29 - INSTITUTIONAL/FACILITY SECURITY TEAMS

Improve Language – Language to be tabled later

(25) APPENDIX COR30 - BACKFILLS IN COMMUNITY SERVICES

Improve Language – Language to be tabled later

(26) APPENDIX COR32 - ALTERNATIVE DISPUTE RESOLUTION PROCESS COMMITTEE

Discussion - **Amend LOU**

(27) **NEW Appendix:**

Professional development days – ie mandatory e-learning, new programs training, computer training to be tabled later

(28) **NEW Appendix:**

PPO / PO recruitment process agreements to be tabled later

(29) **NEW Appendix:**

Language to be tabled later similar to Appendix COR21

- **Youth Transportation / Use of Force Sub-Committee**
- **Self Defence training for MCYS**
- **Youth Canteen / Incentive Sub-Committee**

(30) NEW Appendix:

**Improving and maintaining labour relations (Regional/Local) in
Community Services**

(31) NEW Appendix:

Cross Ministry Lateral Transfer/ Job Trades Agreement

(32) NEW Appendix:

**Application of Appendix 46 – Transition Exit Initiative for Correctional
Bargaining Unit**

(33) NEW Appendix:

Uniform point system and dress uniform – MCSCS and MCYS

(34) NEW Appendix:

Vacation – Special Considerations

(35) NEW Appendix:

Wellness Days

(36) NEW Appendix:

Weapon Search Protocol

(37) SPECIAL CASES:

- **Correctional Officer/Youth Services Officer**
- **Probation and Probation/Parole Officer**
- **Rehabilitation Officer**