



STAYING OPSEU/SEFPO

ROCK SOLID!

The key to worker strength is solidarity.
Bad bosses pit us against each other: young workers against veterans,
FxF against permanent.

Some unions, like CSN, play the same tricks.

They'd love for you to believe that full-timers don't care about the interests of FxF workers. They distract long-time members with historical grievances that have been resolved, while promising FxFs things that they can't deliver.

There's a reason CSN is targeting FxFs and younger workers. They're hoping you won't know about the gains FxFs have made over the years, and that you won't care about your pension – even though so many veterans (and retirees enjoying their OPTrust pensions) started out as FxFs.

It's called "divide and conquer" – don't let CSN get away with it.

A group of silhouettes of workers in blue uniforms, standing in a line. Some are wearing ties, and one is wearing a name tag. The background is a bright yellow gradient.

We've made major progress together.

OPSEU/SEFPO's corrections members have won a lot already: a Corrections-only collective agreement; arbitration instead of strikes; pay and benefits improvements; \$500-million investment in corrections; 500 new FT positions; new jails and retrofits.

And we're going to keep moving forward. The Premier knows and respects OPSEU/SEFPO and its leaders. He publicly praises corrections workers and has pledged to keep working with OPSEU/SEFPO to improve Ontario's corrections system.

FxTs: Don't slide backwards!

You want to get ahead. OPSEU/SEFPO wants that too.

We have a long history of improving the working conditions of FxTs. We've come a long way from the 90's, when FxTs were given one or two days' notice for shifts, and terminated for not being available. Check out just some of the gains FxTs have made since then:

<ul style="list-style-type: none"> ✓ 14% pay in lieu of benefits/vacation (up 6% since the 2002 strike) 	<ul style="list-style-type: none"> ✓ Improvement to FxT seniority, where all straight-time hours worked (not just 40 hour weeks) contribute to your continuous service date
<ul style="list-style-type: none"> ✓ 2% increase in vacation pay for FxTs with 5+ years of service, and more bereavement leave 	<ul style="list-style-type: none"> ✓ Minimum of 2 weeks' advance notice of shifts, allowing for better work-life balance
<ul style="list-style-type: none"> ✓ Rollover process expanded to include multi-category FxTs 	<ul style="list-style-type: none"> ✓ FxTs have a guaranteed seat on the Corrections Bargaining Team
<ul style="list-style-type: none"> ✓ Eligible for rollover at 12 months (down from 18) for COs, YSOs, POs, and multi-category FxTs 	<ul style="list-style-type: none"> ✓ Many locals are establishing FxT committees to ensure representation and address FxT issues
<ul style="list-style-type: none"> ✓ Transfer-of-contract process for FxT COs, similar to lateral transfers for full-time members 	<ul style="list-style-type: none"> ✓ FxT Issues is now a standing item at the MERC table; Locals can bring FxT issues directly to MERC
	<ul style="list-style-type: none"> ✓ The right to pay into a benefits package



Solid 
for the **Future** ✓
with **OPSEU/SEFPO**

OPSEU/SEFPO is moving forward.
CSN is stuck in the past.

OPSEU/SEFPO uses solidarity to raise us up.
CSN sows division to drag us down.

OPSEU/SEFPO is building on our hard-fought gains.
CSN lost 20,000 unhappy members in 2017 – and now they want to charge you much higher dues to fill the hole in their budget.



The choice is clear. Stick with OPSEU/SEFPO.
Let's build a solid future united.


opseu.org/corrsolid