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**Topline Report:**  
**Corrections 2021 Final  
Bargaining Priorities**

**For**  
**Ontario Public Services  
Employees' Union**

**Specifications**

**Fielded March 28 – May 7, 2021**

**Sample of 47 OPSEU Corrections Locals**

**Date**

**May 12, 2021**

		Counts	Col %
Corrections issues	Benefits	48	10.4%
	Pension (including a reduced factor, post-retirement benefits)	48	10.4%
	Wages/Overtime/POA Probation Officer Allowance /Salary Note/Shift Premiums	45	9.7%
	Approved LOA's/CTO/Vacation	42	9.1%
	COR special and compassionate leave to incorporate Unified reference with respect to unforeseen dependent and elder care (3 of the days are no questions asked)	40	8.7%
	Workload/Staffing Levels	40	8.7%
	Retiree benefits MOS added into the CA	35	7.6%
	COR rollovers at 12 months for entire bargaining unit	32	6.9%
	Bargaining Unit Integrity (use of consultants, agency staff) and Classification Creep	27	5.8%
	Incorporation of Pandemic Language as applies to payment for FXT's and Pandemic Pay to be implemented at a certain level of outbreak	26	5.6%
	Special Cases Non-CO/YSO's	17	3.7%
	Article 20 Improvements	9	1.9%
	Salary Note Grid that can be applied when the parties jointly agree attraction and retention/classification issues problematic	6	1.3%
	A.16 Enhanced Union Leave	5	1.1%
	End Classification Moratorium	5	1.1%
	OTHER: Health and Safety Improvements (incl. more education and Article 9 of the CA)	5	1.1%
	Appendix 13 /A.6.5 Relocation to be paid for moves greater than 40 km	4	0.9%
	FXT Language Improvements	4	0.9%
	Appendix 14 – Successor Rights: Confirmation of termination pay to current employees whose work is outsourced	2	0.4%
	Appendix 34 – Classification System revise timelines/expectations	1	0.2%
	Clarification with respect to meals and mileage within CA	1	0.2%
	Corrections CO/YSO New Recruits protocol and payment	1	0.2%
	Reskilling document to remain as standalone agreement	1	0.2%
	OTHER: APP COR10 Language Improvements	1	0.2%
	OTHER: Cor Special and Compassionate leave to 5 days and no questions asked	1	0.2%
	OTHER: Flexible Work Arrangements Improve Article 30	1	0.2%
OTHER: FXT Language improvements including Rollover at 12 months to full time position	1	0.2%	
OTHER: Improved language on COR 10 - use of video surveillance in the workplace. Improved language prohibiting the use of this equipment in staff work areas or requiring agreement by local parties.	1	0.2%	
OTHER: Language improvements re : any discipline	1	0.2%	
OTHER: P&P Special Case - related to wage adjustment and classification adjustment submitted by Ontario Probation & Parole Officers	1	0.2%	
OTHER: Po Comp days	1	0.2%	

		Counts	Col %
Continued ...	OTHER: Post-Retirement Benefits- Split reduced Factor and Retirement Benefits	1	0.2%
	OTHER: Renegotiate Provincial Escort Protocol to allow local protocols to be negotiated/developed.	1	0.2%
	OTHER: Review of Isolation Pay	1	0.2%
	OTHER: Section 22 Investigation language improvements.	1	0.2%
	OTHER: Sick Day Improvements TeleWork Work at Home language Improvement	1	0.2%
	OTHER: Special Case - Correctional Officer Wage Adjustment - Local 5112	1	0.2%
	OTHER: Special Case - Psychologist Wage Adjustment - Local 5112	1	0.2%
	OTHER: Stop Privatization Improve Work/Life Balance	1	0.2%
	OTHER: Telework	1	0.2%
	OTHER: Wages/Overtime/POA Probation Officer Allowance /Salary Note/Shift Premiums/Correctional Officer 3 rank after 10 years service	1	0.2%
Total	462	100%	

Priority	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	Total count
Benefits	21	11	12	1	3						48
Pension (including a reduced factor, post-retirement benefits)	12	21	7	5	1	2					48
Wages/Overtime/POA Probation Officer Allowance /Salary Note/Shift Premiums	11	9	23	1		1					45
Approved LOA's/CTO/Vacation			1	4	16	15	2	2	1	1	42
COR special and compassionate leave to incorporate Unified reference with respect to unforeseen dependent and elder care (3 of the days are no questions asked)					1	5	25	6	3		40
Workload/Staffing Levels	2	4	1	27	2		2	1	1		40
Retiree benefits MOS added into the CA				3	13	16	2		1		35
COR rollovers at 12 months for entire bargaining unit				1	3	1	3	10	13	1	32
Bargaining Unit Integrity (use of consultants, agency staff) and Classification Creep					1	2	2	2	4	16	27
Incorporation of Pandemic Language as applies to payment for FXT's and Pandemic Pay to be implemented at a certain level of outbreak				1			1	10	11	3	26
Special Cases Non-CO/YSO's				1	2		2	2		10	17
Other #2		1		1	1		3	4	2	3	15
Article 20 Improvements						1	1	6		1	9
Other #1	1	1	3	1	2		1				9
Other #3								1	3	3	7
Salary Note Grid that can be applied when the parties jointly agree attraction and retention/classification issues problematic								1	3	2	6
A.16 Enhanced Union Leave						2			1	2	5
End Classification Moratorium					2			1	2		5
Appendix 13 /A.6.5 Relocation to be paid for moves greater than 40 km				1			2			1	4
FXT Language Improvements						1	1			2	4
Appendix 14 – Successor Rights: Confirmation of termination pay to current employees whose work is outsourced						1			1		2
Appendix 34 – Classification System revise timelines/expectations										1	1
Clarification with respect to meals and mileage within CA								1			1
Corrections CO/YSO New Recruits protocol and payment										1	1
Reskilling document to remain as standalone agreement									1		1
A.33 Student Employees incorporate dues into pay rate											0

## Methods

These are results from an online survey fielded from March 28th to May 7th, 2021. Unique survey invites were emailed to a sample of 98 OPSEU Corrections locals resulting in 47 completed surveys.

**Strategic Communications Inc. (Stratcom)** is a full service opinion research and communications firm with offices in Toronto, Vancouver, Ottawa, Edmonton, and London UK. We have been providing strategic, political and public affairs polling and focus groups since 1991. Stratcom has been the official pollster to 24 Hours newspaper in Vancouver, and its research has been recognized in the Wall Street Journal, Maclean's Magazine, the Globe and Mail, and other national and regional publications.