

STRATCOM

**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.

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