



A publication of OPSEU's Correctional bargaining unit

# First corrections-only award has been issued

On March 30, Arbitrator Kaplan received final submissions from the union and the employer. On April 1, the team received the arbitrator's award.

Below is a brief summary of the award and highlights of previously agreed items.

Your bargaining team is working on a comprehensive explanatory document addressing every issue of the new collective

agreement. This document will be shared with all local presidents/RERC Co-chairs meeting as soon as possible. An all-presidents/RERC Co-chairs meeting is being scheduled for the near future as a question-and-answer session regarding the collective agreement to provide more details.

Members should direct all questions directly to their presidents or RERC Co-chairs so they can be answered at this all-presidents/ RERC Co-chairs meeting.

## General wage

All members will receive retro pay of 1.5 per cent since January 1, 2018:

**January 1, 2019:** retro pay of 1 per cent

**July 1, 2019:** 1 per cent

**January 1, 2020:** 1 per cent

**July 1, 2020:** 1 per cent

**January 1, 2021:** 1 per cent

**July 1, 2021:** 1 per cent

**Total:** 7.5 per cent (compounding effect will add to the award)

## Special adjustments for correctional officers/youth workers classifications

**January 1, 2018:**  
retro pay of 1.75 per cent

**January 1, 2019:**  
retro pay of 1.75 per cent

**January 1, 2020:**  
1.75 per cent

**January 1, 2021:**  
1.75 per cent

### Special adjustments for probation, probation and parole officers, and nurse classifications

**January 1, 2019:** retro pay of 1 per cent

**January 1, 2020:** 1 per cent

**January 1, 2021:** 1 per cent

### Special lump sum

Members previously in the Unified Bargaining Unit working in a Correctional Bargaining Unit workplace as of July 1, 2017, and who are still employed as of the date of the award (April 1, 2019) will receive a lump sum of \$200.

### Union leave

There will be an additional paid MCSCS MERC member.

The union had requested 13 employer-paid bargaining team members, however, the arbitrator only awarded seven.

### Benefits

Article 39.2.6 will be amended to eliminate the psychological cap for correctional officers and youth workers specifically. For the rest of the members, the cap will be raised to \$40 per half-hour.

## Highlights of previously agreed-to items

- Compensating time off (CTO):
  - The parties negotiated throughout the process to reinstate/continue CTO entitlements. To achieve CTO past its 2017 expiry, the union agreed to lower the five-minute wait to a three-minute wait within the provincial overtime policy. As well, any overtime opportunities offered four hours or less in advance of the opportunity had the wait period eliminated.
  - Affected members will be entitled to bank up to 60 hours of CTO, per the current collective agreement.
- As of the CA award of April 1, 2019, an additional 40 hours can be accrued (100 hours) until the expiry of this collective agreement. This benefit is in the form of a letter outside of the collective agreement expiring December 31, 2021.
- COR 8.2.2 amended to delete “even if part of the shift becomes overtime”
- Article 18: seniority (FXT hours)

FXT members shall have their continuous service date (CSD) calculated upon appointment to full-time service based on 1,725.5 straight-time hours or 1,904 straight-time hours, as appropriate, counting as equivalent to one year’s service, or pro-

rated to the equivalent of less than one year, as appropriate, for service accumulated January 1, 2018, and after.

- Renaming of some classifications:
  - “Psychiatric Nursing Assistant” class series changes to “Registered Practical Nurse” class series
  - “Maintenance Mechanic” class series changes to “Facilities Mechanic/Facilities Technician” class series
- Bereavement leave improvements for FXT members:
- FxT rollovers of non-CO/YSO/PPO/PO

A letter of understanding to initiate a rollover process for members in these positions

- FxT transfer of contract list
- FxT members will have a lateral process similar to full-time members within the ministries
- Benefits:
  - Mandatory catastrophic drug coverage for all members
  - Optional out-of-country medical coverage available to all members

## Bargaining team members

Chris Jackel (Chair) | CO  
Glenna Caldwell (Vice-Chair) | PO  
Chad Oldfield | CO  
Ken Steinbrunner | CO  
Randy Simpraga | CO  
Rob Nimer | MemberAtLge (CO)

Peter Harding | YSO  
Scott McIntyre | PPO  
Thomas Moffat | PO/PPO  
Andrew Shakespear | IHC  
Chris Abbott | ADM/Tech

Greg Arnold | Multi-Category (Bailiff)  
Yvonne Latchford | FXT (YSO)  
Anastasios Zafiriadis, OPSEU Negotiator

**CONTACT THE CORRECTIONS BARGAINING TEAM | [correctionsbargaining2017@opseu.org](mailto:correctionsbargaining2017@opseu.org)**



**LockTalk is authorized for distribution by:**

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**Chris Jackel**  
Chair, Corrections Bargaining Team



## Email communication

Your bargaining team will endeavour to respond as quickly as possible to all bargaining-related emails sent to [correctionsbargaining2017@opseu.org](mailto:correctionsbargaining2017@opseu.org). We will not respond to any bargaining-related emails sent to our personal email addresses, nor will we respond to any bargaining-related queries on any social media platforms. Thank you for your understanding and co-operation.

