



NEGOTIATIONS 2013 NÉGOCIATIONS



Presentation of the tentative collective and global agreements

The UCCO-SACC-CSN bargaining team will begin meeting with regional executive committees on Monday, August 19, to discuss in detail the tentative agreement reached with Treasury Board July 23. The national president and CSN negotiator will complete a tour of each of the five regional executive committees across the country August 19-23.

Local general assemblies to discuss and vote on the proposed collective and global agreements will then take place, beginning August 20 in the Prairie region and finishing September 9 in Quebec. According to its usual practice, the union will provide printed copies of the proposed changes to the collective and global agreements to all members at local general assemblies.

For those of you who have participated in general membership meetings and have kept abreast of negotiation updates via flyers or the national website, you will find that many of the settled articles have been the subject of previous updates. A member of the bargaining committee will be on hand at each assembly to present the agreements and to answer all questions members may have.

In the meantime, the following is a summary of important proposed amendments to the two agreements:

- The introduction of an annual Correctional Officer Allowance of \$1750, effective June 1, 2013, which represents an increase in remuneration of about 2.5%
- Retroactive pay increases of:
 - * 1.5% effective June 1, 2010
 - * 1.75% effective June 1, 2011
 - * 1.5% effective June 1, 2012
 - * 2% effective June 1, 2013
- Expiry date: May 31, 2014
- Termination of severance pay on resignation or retirement. However, severance pay continues to accumulate until the date of signing. Officers can decide on terms of payout within a six-month period.
- Overtime:
 - * Blended rate of time and three quarters
 - * Option to request compensatory leave or payout for overtime
- Sick leave provisions, including 200-hour sick leave advance, remain status quo

- Lieu hours to replace designated paid holidays for shift workers, either cashed out at the rate of 140.25 hours per year or taken as 93.5 hours of leave
- Annual leave
 - * Increase of the 9% period to 20 weeks
 - * Option to request yearly cash-out
 - * Past military service recognized for accumulation
- Double armed escorts for all medium- and maximum-security escorts
- Change in the application of seniority from time at level to time as a correctional officer, for the purposes of leave, deployment and slow rotation
- Two-year commitment for deployments
- Introduction of block training
- Adjustments and improvements to the following articles:
 - * 2, Definitions
 - * 4, State Safety and Security
 - * 5, precedence of Legislation and the Collective Agreement
 - * 14, Leave With or Without pay for Union Business
 - * Global Agreement, Discipline Process
 - * 20, Grievance Procedure
 - * 21, Hours of Work and Overtime
 - * 26, Designated Paid Holidays
 - * 30, Other Leave With or Without Pay (Bereavement and Family Related Leave)
 - * 32, Education Leave
 - * 34, Modified Schedules
 - * 43, Committees and Allowances on Clothing, Crisis Negotiators, Uniform, Dog Handlers
 - * 48, Membership Fees
 - * Appendix C, Overtime Meal Allowance
 - * Appendix D, Inmate Escorts
 - * Appendix K, Effective Scheduling

Your attendance at local general assemblies to discuss and vote on the global and collective agreements is vitally important. As we are at peak leave period, members who are unable to attend their local assembly may attend another local's meeting. Please contact a member of your local union executive for dates and times of your general assembly or to arrange for your participation at another local general assembly. The national executive looks forward to your participation.