



Presentation of the UCCO-SACC-CSN's 2022 Negotiation Project

**Local General Assemblies' Tour
from November 7 to December 8, 2022**

TO THE MEMBERS OF UCCO-SACC-CSN

In preparation for the next round of bargaining, we travelled coast to coast from September 6th to 26th to consult with all 49 local unions to prepare our draft collective agreement. As in the past, all members were invited to attend local general assemblies to submit their suggestions of demands. Many of you came to tell us about the issues that concern you and to suggest demands you would like to bring to the bargaining table.

Over 800 suggestions of demands were submitted by members attending the general meetings. Your bargaining committee worked tirelessly to read and analyze each of these demands to create a unifying and ambitious negotiation project. Today, we present to you the result of our work.

During the September tour, the members were also asked to vote on the issues they wanted to prioritize. In the current context, it is no surprise that salary was identified as the most important priority for all locals, followed by premiums and leave.

Accordingly, this negotiation project includes several provisions to improve members' overall compensation. For instance, it includes increases for all premiums and a special allowance for the work performed during the Covid-19 pandemic. It also includes a danger allowance to reflect the dangerous nature of our work as correctional officers and provides for a substantially improved paid leave plan, as well as a better access to leave for all members.

Of course, we are also including salary increases that will reflect the increase in cost of living, the increase in workload, the probability of being physically or psychologically injured in the workplace, the labour shortage, and the salary increases within other federal law enforcement groups in recent years. Correctional officers deserve to be fairly compensated for the work they do!

In addition to these monetary demands, we felt it was important to include some of your demands regarding discipline, forced overtime, dog handlers and several other important issues.

Moreover, we are asking the members for a mandate to inform the Treasury Board that we will choose the conciliation mechanism under Section 103 of the *Federal Public Sector Labour Relations Act (FPSLRA)* rather than binding arbitration. Choosing arbitration would restrict our ability to negotiate specific work issues and to mobilize to support our demands.

We have built an ambitious negotiation project for *all* UCCO-SACC-CSN members. Our determination and mobilization will determine the results we achieve.

PROUD. UNITED. STRONG.

Have a good debate,

Your negotiation committee

**Important note: Posting this negotiation project on social media (or otherwise) gives the employer an advantage by giving it access to our demands before we get theirs. Consequently, out of respect and solidarity for all CXs across the country, we ask that you do not publish or share this document outside of this general assembly.*

Discipline



Forcing the employer to **disclose to the employee, five days before a disciplinary hearing, all the evidence** used during a disciplinary investigation or disciplinary process, including video recordings and non-redacted investigation reports (*article 17.07¹*).

17.07	
a. Subject to the <i>Access to Information Act</i> and <i>Privacy Act</i> , the Employer shall provide the employee access to the information used during the disciplinary investigation.	
b. It is agreed that this provision is designed to provide the employee who was subject to a disciplinary investigation, access to the information and/or document(s) that have been used in the course of said investigation in accordance with the <i>Access to Information Act</i> and the <i>Privacy Act</i> , without the employee having to make an application for said information under the <i>Access to Information Act</i> . The access provided in paragraph 17.07 should be provided promptly within the framework of the disciplinary hearing.	b. It is agreed that this provision is designed to provide the employee who was subject to a disciplinary investigation or a disciplinary process , access to the information and/or document(s), including all relevant documents and video recordings and non-redacted investigation reports that have been used or produced in the course of said investigation in accordance with the <i>Access to Information Act</i> and the <i>Privacy Act</i> , without the employee having to make an application for said information under the <i>Access to Information Act</i> . The access provided in paragraph 17.07 should be provided promptly within the framework of the disciplinary hearing. The employee shall be provided disclosure at least five (5) days prior to the disciplinary hearing.



Ensuring employees are suspended **with pay** pending a disciplinary investigation and during the investigation (*appendix G of the collective agreement and article III-C of the global agreement*).

APPENDIX "G"	
Removal from duties pending the outcome of disciplinary investigations in regards to incidents involving offenders	Removal from duties pending the outcome of disciplinary investigations in regards to incidents involving offenders
1. When an employee is to be removed from his regular duties due to an incident involving	1. When an employee is to be removed from his or her regular duties due to an incident

¹ Unless otherwise specified, all article numbers refer to the collective agreement for UCCO-SACC-CSN.

an offender, the employee may be assigned other duties with pay or removed from his normal work site with pay pending the outcome of the disciplinary investigation provided he fully co-operate with the conduct of the investigation by attending interviews and hearings without undue delay. A refusal to attend interviews and hearings without undue delay shall result in the interruption of remuneration as long as the investigation has not been completed.	involving an offender , the employee may shall be assigned other duties with pay or removed from his or her normal work site with pay pending the outcome of the disciplinary investigation provided he or she fully co-operates with the conduct of the investigation by attending interviews and hearings without undue delay. A refusal to attend interviews and hearings without undue delay shall result in the interruption of remuneration as long as the investigation has not been completed.
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III-C- SUSPENSION DURING AN INVESTIGATION (REFERENCE: ARTICLE 17)	
For the purpose of these provisions, CSC will apply the following:	
2.However in circumstances where local management is satisfied that the continued presence of an employee presents a serious or immediate risk to staff inmates, the public, or the reputation of CSC, the employee can be suspended without pay until the conclusion of the investigation and a decision has been rendered on the status of the employee.	2.However in circumstances where local management is satisfied that the continued presence of an employee presents a serious or immediate risk to staff inmates, the public, or the reputation of CSC, the employee can be suspended without pay until the conclusion of the investigation and a decision has been rendered on the status of the employee.
3.In such case as identified in 2) above, local management shall review every three (3) weeks the status of the investigation and consider the possibility of reinstatement within a reasonable period of time provided there is no longer a serious or immediate risk. Every three (3) weeks the local management will inform the employee in writing of the decision with the applicable reasons. The reasons must be sufficient enough to allow the employee to understand the rationale for the decision.	3.In such case as identified in 2) above, local management shall review every three (3) weeks the status of the investigation and consider the possibility of reinstatement within a reasonable period of time provided there is no longer a serious or immediate risk. Every three (3) weeks the local management will inform the employee in writing of the decision with the applicable reasons. The reasons must be sufficient enough to allow the employee to understand the rationale for the decision.



Limiting the duration of a disciplinary investigation to **three months** (*new article under article 17.11*).

NEW ARTICLE	<u>17.11 The duration of a disciplinary process, from the reception of the convening order by the employee to the handing of the disciplinary measure, if any, shall last no more</u>
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	<u>than three (3) months. The parties may extend the delays by mutual agreement.</u>
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Reducing the discipline sunset clause to one year (currently two years), after which the discipline is destroyed; adding an option to apply a suspension to a portion of an employee's entire shift; removing the possibility for the employer to change an employee's schedule during a suspension (*article 17.09 and 17.10*).

17.09 Any document or written statement related to disciplinary action, which may have been placed on the personnel file of an employee, shall be destroyed after two (2) years have elapsed since the disciplinary action was taken, provided that no further disciplinary action has been recorded during this period.	17.09 Any document or written statement related to disciplinary action, which may have been placed on the personnel file of an employee, shall be destroyed after two (2) years <u>one (1) year</u> have elapsed since the disciplinary action was taken, provided that no further disciplinary action has been recorded during this period.
17.10 When an employee is suspended from duty as per clause 17.01, the length of such suspension shall be expressed in hours.	17.10 <u>a. When an employee is suspended from duty as per clause 17.01, the length of such suspension shall be expressed in hours.</u> <u>b. When an employee is suspended from duty and works on a shift schedule as set out in clause 21.02, the employee's schedule shall not be changed.</u> <u>c. Suspension may be applied to a portion of an employee's entire shift.</u>



Removing the possibility to evaluate employee's performance by using electronic surveillance systems (*new article under 17.12*).

NEW ARTICLE	<u>17.12 The Employer may at no time use electronic surveillance systems to evaluate employee performance.</u>
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Dog Handlers



Converting the dog handler premium to 4 % of the hourly rate for each hour worked (currently \$1 per hour), which would equal an extra \$1415 a year for a full-time dog handler (*article 43.01*).

43.01 Dog handlers' allowance	
a. When a detector dog handler is required to handle a trained detector dog during a shift, and in recognition of the duties associated with control, care and maintenance of the detector dog at all times, the employee shall be paid the following allowance of one (\$1) dollar per hour.	a. When a detector dog handler is required to handle a trained detector dog during a shift, and in recognition of the duties associated with control, care and maintenance of the detector dog at all times, the employee shall be paid the following allowance of one (\$1) dollar per hour equivalent to four percent (4%) of the applicable hourly rate.



Allocating one hour per shift to dog handlers exclusively to take care of the dog (*new article under 43.01*).

	<u>e. The employer shall allow detector dog handlers one (1) hour per shift at work for the specific purpose of taking care of the dog.</u>
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Allocating \$100 to dog handlers for each month. The amount of the allowance includes rental of the property, electricity consumption, security lighting, water consumption, storage of food and supplies and general maintenance not included in the work time of dog handlers (*new article under 43.01*).

	<u>f. A dog handler shall receive an allowance of \$100.00 for each dog for each month. The allowance includes rental of the property, electricity consumption, security lighting, water consumption, storage of food and supplies and general maintenance not included in the work time of dog handlers.</u>
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Mandatory Overtime



Restricting the employer's discretion to order mandatory overtime. Overtime would be voluntary, with the exception of a penitentiary emergency. (*definition of « penitentiary emergency » under article 2 and articles 21.10 and 21.16*).

NEW DEFINITION	<u>Penitentiary emergency: Medical emergency, natural disaster, significant weather event that impedes employees from getting to work, riot, hostage taking, escape, attempted escape or major disturbance (situation d'urgence dans un pénitencier).</u>
21.10 Assignment of overtime work The Employer shall make every reasonable effort:	<u>Overtime is voluntary, with the exception of a penitentiary emergency as defined in clause 2.01. The Employer shall make every reasonable effort to modify institutional routine before ordering mandatory overtime.</u> The Employer shall make every reasonable effort:
21.16 Emergency situation In the case of an emergency, as determined by the Employer, an employee who works a regularly scheduled shift and is required to work continuously during the entire period between the end of the said regularly scheduled shift and the start of the next regularly scheduled shift is entitled to time and three-quarter (1 3/4) compensation for all hours continuously worked after the end of the said regularly scheduled shift.	<u>a. In the case of an emergency a penitentiary emergency, as defined in clause 2.01, as determined by the Employer, an employee who works a regularly scheduled shift and is required to work continuously during the entire period between the end of the said regularly scheduled shift and the start of the next regularly scheduled shift is entitled to double (2) time and three-quarter (1 3/4) compensation for all hours continuously worked after the end of the said regularly scheduled shift.</u>



Ending the possibility to be ordered to **work for more than 16.5 consecutive hours** (*article 21.02*).

21.02 When a shift is scheduled for an employee on a rotating or irregular basis:	<u>h. With the exception of a penitentiary emergency as defined per clause 2.01, an employee shall not work in excess of sixteen and one half (16.5) consecutive hours.</u>
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Introduce a minimum 8-hour rest period before the next shift for correctional officers forced to work overtime; if the 8-hour rest period is not possible before the start of the next scheduled shift, the hours will be paid even if not worked (*article 21.16 b*).

21.16 Emergency situation	
<p>In the case of an emergency, as determined by the Employer, an employee who works a regularly scheduled shift and is required to work continuously during the entire period between the end of the said regularly scheduled shift and the start of the next regularly scheduled shift is entitled to time and three-quarter (1 3/4) compensation for all hours continuously worked after the end of the said regularly scheduled shift.</p>	<p>a. In the case of an emergency <u>a penitentiary emergency, as defined in clause 2.01</u>, an employee who works a regularly scheduled shift and is required to work continuously during the entire period between the end of the said regularly scheduled shift and the start of the next regularly scheduled shift is entitled to <u>double (2)</u> time and three-quarter (1 3/4) compensation for all hours continuously worked after the end of the said regularly scheduled shift.</p> <p><u>b. When mandatory overtime results in an employee not receiving an eight (8) hour rest period before his or her next shift, the employer will grant leave with pay to ensure an eight (8) hour rest period before the employee's next shift.</u></p>



Introducing a “cold call” system to allocate overtime (*article 21.10 b*).

21.10	
<p>b. to allocate overtime work to employees at the same group and level as the position to be filled, that is, Correctional Officer 1 (CX 1) to Correctional Officer 1 (CX 1), Correctional Officer 2 (CX 2) to Correctional Officer 2 (CX 2), Correctional Staff Training Officer (CX 3) to Correctional Staff Training Officer (CX-3); However, it is possible for a local Union to agree in writing with the institutional warden on another method to allocate overtime with And</p>	<p><u>The Union wishes to reserve its right to negotiate this clause later. The Union wishes to discuss a new method to reach out to employees in order to allocate overtime using a “cold call” system.</u></p>

Various Demands



Forcing the employer to pay the legal fees for a correctional officer facing criminal charges or civil lawsuits for events stemming from work-related events (*new article*).

	NEW PROPOSAL
	<u>The employer shall pay the legal fees of an employee's chosen lawyer when he or she is subject to a police investigation or faces criminal charges and/or civil lawsuits stemming from work-related events.</u>



Extending the notification delay for a shift change to 7 days (instead of the current 96 hours), without which the employee is entitled to overtime rate for the first full shift worked on the new schedule (*article 21.03 d*).

21.03	
d. An employee whose regularly scheduled shift is changed, pursuant to subparagraph 21.02(b)(ii), without ninety-six (96) hours prior notice shall be compensated at the rate of time and three quarters (1 3/4) for the first (1st) full shift worked on the new schedule. Subsequent shifts worked on the new schedule shall be paid for at straight time.	d. An employee whose regularly scheduled shift is changed, pursuant to subparagraph 21.02(b)(ii), without ninety-six (96) hours seven (7) days prior notice shall be compensated at the rate of time and double time (2) three quarters (1 3/4) for the first (1st) full shift worked on the new schedule. Subsequent shifts worked on the new schedule shall be paid for at straight time.



Broadening the no-harassment clause to include personal harassment (currently only for sexual harassment) (*article 38*).

ARTICLE 38: SEXUAL HARASSMENT	ARTICLE 38: SEXUAL HARASSMENT
38.01 The Union and the Employer recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the workplace.	38.01 The Union and the Employer recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the workplace.
	<u>For the purpose of this agreement, "harassment" means any inappropriate conduct, comments, displays, actions or gestures by a person towards an employee</u>

	<p><u>that the person knew or reasonably ought to have known would cause that employee to be humiliated or intimidated and is repeated; or in the case of a single occurrence has a lasting, harmful effect on the employee.</u></p> <p><u>Reasonable conduct of a supervisor in respect of the management and direction of employees or the workplace is not harassment.</u></p>
38.03 By mutual agreement, the parties may use a mediator in an attempt to settle a grievance dealing with sexual harassment. The selection of the mediator will be by mutual agreement.	38.03 By mutual agreement, the parties may use a mediator in an attempt to settle a grievance dealing with sexual harassment. The selection of the mediator will be by mutual agreement.



Ensuring **shift workers will not work both Christmas and New Year** as much as possible (article 26.09).


26.09 The Employer will as much as possible, not schedule an employee to work both December 25 and January 1 in the same holiday season without his or her consent. In order to achieve this goal, the Employer shall transmit to the local Union, prior to November 15 every year, the work schedule covering the period mentioned above. If difficulties should arise with regard to achieving the goals stipulated above, the Employer and the Union shall meet to work out the best way of achieving the stipulated goals.	Move to clause 34 before “Vacation Leave”.
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Forcing the employer to initiate an employee’s protection program when an employee or his or her family faces threats from an inmate or otherwise (*articles 18 and 20.18*).

	<p><u>18.03 When an employee or his or her family is being threatened by an inmate or otherwise, the Employer will immediately initiate an employee protection program (EPP) in order to mitigate the potential danger.</u></p>
20.18 Where it appears that the nature of the grievance is such that a decision cannot be given below a particular level of authority, any or all the levels, except the final level	20.18 Where it appears that the nature of the grievance is such that a decision cannot be given below a particular level of authority, any or all the levels, except the final level may be


may be eliminated by agreement of the Employer and the grievor, and, where applicable, the Union.	eliminated by agreement of the Employer and the grievor, and, where applicable, the Union. <u>In cases where an employee is alleging a violation of article 18.03, the grievance shall proceed directly to the final level.</u>
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 Conducting a joint training on the application of the *Canada Labour Code* (part II) (new article under 18.02).

	<u>18.02 The Employer and the Union shall conduct a two (2) day joint training session on the application of the Canada Labour Code in the workplace.*</u> *Details to be discussed
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 Preventing **arbitrary overpayment recovery** on an employee’s paycheck and removing the employer’s ability to seize the entirety of an employee’s paycheck to recover money owed to the Crown (*article 49*).

	<u>The Union wishes to reserve its right to negotiate pay administration, including but not limited to emergency salary advances and recovery of amounts due to the Crown.</u>
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 Improving the article on **acting pay** so it applies to a **portion of a shift** (*article 49.07*).

49.07 When an employee is required by the Employer to substantially perform the duties of a higher classification level in an acting capacity and performs those duties for at least eight (8) hours of work, the employee shall be paid acting pay calculated from the date on which he or she commenced to act as if he or she had been appointed to that higher classification level for the period in which he or she acts.	49.07 When an employee is required by the Employer to substantially perform the duties of a higher classification level in an acting capacity and performs those duties for at least eight (8) hours of work, the employee shall be paid acting pay calculated from the date on which he or she commenced to act as if he or she had been appointed to that higher classification level for the period in which he or she acts.
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Ending arbitrary transfers of employees between clustered sites by removing the employer’s ability to make an officer from a minimum level institution work at the other institution of the clustered site, and vice-versa (*new article in the global agreement*).

	NEW PROPOSAL
	<u>Union wishes to reserve its right to discuss the autonomy of the minimum security institutions (clustered sites).</u>



Facilitating shift exchanges between employees by restricting the employer’s ability to refuse a shift exchange (*article 21.05*).

21.05	
a. Provided sufficient advance notice is given and with the approval of the Employer, employees may exchange shifts if there is no increase in cost to the Employer.	a. Provided a minimum of forty-eight (48) hours sufficient advance notice is given and <u>provided there is no increase in cost to the Employer, with the approval of the Employer</u> employees may exchange shifts if there is, <u>the Employer shall grant shift exchanges between employees. Administrative costs associated with performing the exchange shall not be considered as an increase in cost to the Employer.</u>



Extending the reduced work week after a maternity leave to 60 months (currently 30 months) (*article 45.08*).

45.08 An employee who returns to work at the end of her maternity leave or parental leave may ask for a reduced work week ending no later than thirty (30) months after the end of the maternity leave or the parental leave without pay set out in clauses 30.02 and 30.05.	45.08 An employee who returns to work at the end of her maternity leave or parental leave may ask for a reduced work week ending no later than thirty (30) sixty (60) months after the end of the maternity leave or the parental leave without pay set out in clauses 30.02 and 30.05.
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Improve union representation of members by stipulating a meeting with the new recruits in the first 2 weeks of CTP and a meeting with new employees during on-the-job program; extending leave for an adjudication to cover WCB hearings and appeals; extending the delay before attending a disciplinary hearing; reducing the delay to refer a grievance to the next level if the employer does not reply; providing employees on a 16-hour shift an opportunity to attend general assemblies (*article 8.05, 14.06, 17.02, 17.03, 20.13 of the collective agreement and article I-A of the global agreement*).

<p>8.05 The Union shall have the opportunity to have an employee representative introduced to new employees as part of the Employer’s formal orientation programs, where they exist.</p>	<p>8.05 <u>a. The Union shall have the opportunity introduced to new employees as to meet with new employees as part of the Employer’s formal orientation programs for one day, where they exist. The Union representative will be provided leave with pay for one day.</u></p> <p><u>b. Within the first two (2) weeks of the Correctional Training Program, Union representatives shall have the opportunity to meet with new recruits for four (4) hours.</u></p>
<p>14.06 As long as the employee requests it in writing at least ten (10) calendar days in advance, the Employer will grant leave with pay to an employee:</p>	<p>14.06 As long as the employee requests it in writing at least ten (10) calendar days in advance, the Employer will grant leave with pay to an employee:</p>
<p>a. who is a party to the adjudication or mediation related to said adjudication,</p>	<p>a. who is a party to the adjudication or mediation related to said adjudication <u>or a hearing at a provincial workers compensation board or workers compensation board appeal Tribunal or mediation related to said adjudication or hearing,</u></p>
<p>b. who is identified by the Union in writing as the representative of an employee who is a party to an adjudication or mediation related to said adjudication,</p>	<p>b. who is identified by the Union in writing as the representative of an employee who is a party to an adjudication or mediation related to said adjudication <u>or a hearing at a provincial workers compensation board or workers compensation board appeal Tribunal mediation related to said adjudication or hearing,</u></p>
<p>and</p>	<p>and</p>
<p>c. who is a witness called by an employee who is a party to an adjudication. However, in cases where more than one employee are called as witnesses, the Employer will grant leave with pay in accordance with the</p>	<p>c. who is a witness called by an employee who is a party to an adjudication <u>or a hearing at a provincial workers compensation board or workers compensation board appeal Tribunal.</u> However, in cases where more than one employee is called as witnesses, the</p>

scheduled appearance of witnesses agreed to by the parties.	Employer will grant leave with pay in accordance with the scheduled appearance of witnesses agreed to by the parties.
17.02 When an employee is required to attend a meeting, the purpose of which is to conduct a disciplinary hearing concerning him or her or to render a disciplinary decision concerning him or her, the employee is entitled to have, at his or her request, a representative of the Union attend the meeting. Where practicable, the employee shall receive a minimum of two (2) days' notice of such a meeting.	17.02 When an employee is required to attend a meeting, the purpose of which is to conduct a disciplinary hearing concerning him or her or to render a disciplinary decision concerning him or her, the employee is entitled to have, at his or her request, a representative of the Union attend the meeting. Where practicable, <u>The employee shall receive a minimum of five (5) two (2) days' notice of such a meeting.</u>
17.03 At any administrative inquiry, hearing or investigation conducted by the Employer, where the actions of an employee may have had a bearing on the events or circumstances leading thereto, and the employee is required to appear at the administrative inquiry, hearing or investigation being conducted, he or she may be accompanied by an employee representative. The unavailability of the representative will not delay the inquiry, hearing or investigation more than forty-eight (48) hours from the time of notification to the employee.	17.03 At any administrative inquiry, hearing or investigation conducted by the Employer, where the actions of an employee may have had a bearing on the events or circumstances leading thereto, and the employee is required to appear at the administrative inquiry, hearing or investigation being conducted, he or she may be accompanied by <u>an employee a Union representative of the employee's choice.</u> The unavailability of the representative will not delay the inquiry, hearing or investigation more than <u>seventy-two (72)</u> forty-eight (48) hours from the time of notification to the employee.
20.13 If the Employer does not reply within fifteen (15) days from the date that a grievance is presented at any level, except the final level, the grievor may, within the next ten (10) days, submit the grievance at the next higher level of the grievance procedure.	20.13 If the Employer does not reply within <u>ten (10)</u> fifteen (15) days from the date that a grievance is presented at any level, except the final level, the grievor may, within the next ten (10) days, submit the grievance at the next higher level of the grievance procedure.

I-A- LEAVE WITH OR WITHOUT PAY FOR UNION BUSINESS (REFERENCE: ARTICLE 14)	
NEW ARTICLE	<u>5. Employees working on a 16-hour shift will be provided an opportunity to attend a general assembly convened by the Union, subject to operational requirements.</u>



Making escorts more secure by ensuring at least two armed correctional officers will be performing escorts and ensuring all officers will be armed; limiting the number of kilometers driven on an escort to what is provided in the NJC directive (*article II-G of the global agreement and appendix D of the collective agreement*).

II-G- INMATE ESCORTS (REFERENCE: APPENDIX D)	
For the purpose of these provisions, CSC will apply the following for all maximum and medium security male inmates:	For the purpose of these provisions, CSC will apply the following for all maximum and medium security male inmates:
1. All security escorts outside of an institution will be performed by at least two (2) armed Correctional Officers.	1. All security escorts <u>originating from or going to a male maximum, male medium or male multilevel institution</u> outside of an institution will be performed by at least two (2) armed Correctional Officers <u>and all correctional officers will be armed regardless of the inmate security classification.</u>
2. The CSC policy on security escorts governs all situations where a firearm is issued to a Correctional Officer for an escort.	
3. Only Correctional Officers who have a current firearms qualification in accordance with the National Training Standards can perform armed escorts.	
4. Before each escort of an inmate with a current classification of maximum or medium security, a standardized risk assessment shall be completed prior to the escort. The Correctional Officers escorting the inmate shall be provided a copy of the risk assessment.	<u>The Union wishes to reserve its right to discuss a standardized risk assessment for escorts of inmates with a current classification of minimum.</u>

APPENDIX "D": INMATE ESCORTS	
2. When an officer is required to escort an inmate outside of the headquarters area the employee will be compensated as follows:	2. When an officer is required to escort an inmate outside of the headquarters area the <u>officer</u> employee will be compensated as follows:
3. When an officer is required to escort an inmate outside of the officer's headquarters area the officers will be subject to the following travelling conditions:	3. When an officer is required to escort an inmate outside of the officer's headquarters area the officers will be subject to the following travelling conditions:

<p>a. an officer will be reimbursed for reasonable expenses incurred as normally defined by the Employer;</p> <p>b. an officer who is required to escort an inmate on a journey involving at least nine (9) hours will be given an overnight stopover whenever it is expected that the journey will exceed twelve (12) hours from the time of departure from the institution to the time of return to the institution;</p> <p>c. whenever it is expected that an officer may be required to drive more than eighty (80) kilometers (fifty (50) miles) in any day beyond the number of kilometers normally defined by the Employer the officer will be given an overnight stopover.</p>	<p>a. an officer will be reimbursed for reasonable expenses incurred as normally defined by the Employer; <u>The Union reserves its right to negotiate the meal allowance so all officers, regardless of their schedule, get the same number of meals for an escort of the same duration.</u></p> <p>b. an officer who is required to escort an inmate on a journey involving at least nine (9) hours will be given an overnight stopover whenever it is expected that the journey will exceed twelve (12) hours from the time of departure from the institution to the time of return to the institution;</p> <p>c. whenever it is expected that an officer may be required to drive more than eighty (80) kilometers (fifty (50) miles) in any day beyond the number of kilometers normally defined by the Employer the officer will be given an overnight stopover. <u>The entitlement to overnight stays during an inmate escort and the maximum distance that an employee may drive in a single day shall be provided as set out in the National Joint Council Travel Directive.</u></p>
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Adding the option to cash out the severance pay before the end of employment (new article under appendix J).

APPENDIX "J"	
33.06 Selection of option	
NEW ARTICLE	<u>e. Notwithstanding the above, an employee who choses or is deemed to have chosen the option under paragraph 33.05(b) may choose to receive the amount as a single payment anytime before the employee's termination of employment from the core public administration.</u>



Ensuring the employer pays for the fees to get a medical certificate when he requires so (*article 31.03*).


<p>31.03 A statement signed by the employee stating that because of illness or injury he or she was unable to perform his or her duties, shall, when delivered to the Employer, be considered as meeting the requirements of paragraph 31.02(a). However, the Employer may ask for a medical certificate from an employee, when the Employer has observed a pattern in the sick leave usage.</p>	<p>31.03 A statement signed by the employee stating that because of illness or injury he or she was unable to perform his or her duties, shall, when delivered to the Employer, be considered as meeting the requirements of paragraph 31.02(a). However, the Employer may ask for a medical certificate from an employee, when the Employer has observed a pattern in the sick leave usage. <u>When the Employer asks an employee to provide a medical certificate, the Employer shall reimburse the employee for all costs associated with obtaining the certificate.</u></p>
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Forcing the employer to consult the regional president when filling spots with CTP or otherwise not respecting the seniority principle instead of offering a deployment; clarifying the requirements to deploy for employees acting outside the bargaining unit (*II-C of the global agreement*).

<p align="center">II-C- DEPLOYMENT AT THE EMPLOYEE’S REQUEST</p>	
<p>4. In exceptional cases, where a Warden decides to fill a vacancy with a CTP recruit or fill the position by way of promotion or demotion, the Warden shall provide the employee who requested deployment at the site with written reasons for the decision subject to the privacy protections of other employees.</p>	<p>4. In exceptional cases, where a Warden decides to fill <u>considers to fill</u> a vacancy with a CTP recruit, or filling the position by way of promotion, or demotion, <u>or any way that does not respect the seniority principle, the Warden shall consult with the Regional President and</u> the Warden shall provide the employee who requested deployment at the site with written reasons for the decision subject to the privacy protections of other employees.</p>
	<p><u>8. An employee who has been acting in a position outside of the bargaining unit for seven (7) days or more :</u></p> <p><u>a. cannot request a deployment under this agreement;</u></p> <p><u>b. cannot deploy if he or she has been acting in a position outside of the bargaining unit for</u></p>

	<u>seven (7) days or more at the time of the deployment offer.</u>
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 Ensuring that employees acting in a position for a long time get an appointment (*article II-D of the global agreement*).

	<u>The Union wishes to reserve its right to discuss the automatic appointment to a substantive position of any CX acting for a prolonged period of time in that position.</u>
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 Specifying that overtime averaging also applies to employees who have been acting outside the bargaining unit for 4 months or more (*article II-K of the global agreement*).

II-K- OVERTIME FOR NEW RECRUITS	II-K- OVERTIME AVERAGING FOR NEW RECRUITS
<i>II-K – OVERTIME FOR NEW RECRUITS</i>	<i>II-K – OVERTIME <u>AVERAGING FOR NEW RECRUITS</u></i>
A CX recruit who begins working at a site during the fiscal year, shall have the current average hours of overtime offered to CX-01's, at that site, or at womens' sites and healing lodges for CX-02 recruits, attributed to their cumulative overtime hours in SDS. Such situations shall be flagged in the OT Hours Report, to ensure such changes are considered during reviews of overtime equitability.	A CX recruit who begins working at a site during the fiscal year, shall have the current average hours of overtime offered to CX-01's, at that site, or at women's sites and healing lodges for CX-02 recruits, attributed to their cumulative overtime hours in SDS. Such situations shall be flagged in the OT Hours Report, to ensure such changes are considered during reviews of overtime equitability. <u>The same principle shall apply to correctional officers who have been acting outside the bargaining unit, who have been on leave, with or without pay, for a consecutive period of four (4) months or more.</u>

Leave



Converting family-related leave to **personal well-being leave** to broaden its scope; increase that leave bank to 80 hours instead of the current 40 hours (*article 30.12*).

<p>Leave with pay for family-related responsibilities 30.12</p> <p>a. For the purpose of this article, family is defined as spouse (or common-law spouse resident with the employee), dependent children (including children of legal or common-law spouse), foster children, step-children, ward of the employee, grandchild, parents (including step-parents or foster parents), father-in-law, mother-in-law, brother, sister, step-brother, step-sister, grandparents of the employee, any relative permanently residing in the employee's household or with whom the employee permanently resides, or any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee.</p> <p>b. The total leave with pay which may be granted under this clause shall not exceed forty (40) hours in a fiscal year.</p> <p>c. Subject to paragraph 30.12(b), the Employer shall grant leave with pay under the following circumstances:</p> <p>i. to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, if the supervisor was notified of the appointment as far in advance as possible;</p> <p>ii. to provide for the immediate and temporary care of a sick member of the employee's family and to provide an employee with time to make alternate care arrangements where the illness is of a longer duration;</p> <p>iii. to provide for the immediate and temporary care of an elderly member of the employee's family;</p>	<p>Leave with pay for <u>personal well-being family-related responsibilities</u> 30.12</p> <p><u>In order to foster well-being and good mental health, employees shall be entitled to eighty (80) hours of leave with pay for personal well-being in a fiscal year.</u></p> <p>a. For the purpose of this article, family is defined as spouse (or common-law spouse resident with the employee), dependent children (including children of legal or common-law spouse), foster children, step-children, ward of the employee, grandchild, parents (including step-parents or foster parents), father in law, mother in law, brother, sister, step brother, step sister, grandparents of the employee, any relative permanently residing in the employee's household or with whom the employee permanently resides, or any relative for whom the employee has a duty of care, irrespective of whether they reside with the employee.</p> <p>b. The total leave with pay which may be granted under this clause shall not exceed forty (40) hours in a fiscal year.</p> <p>c. Subject to paragraph 30.12(b), the Employer shall grant leave with pay under the following circumstances:</p> <p>i. to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, if the supervisor was notified of the appointment as far in advance as possible;</p> <p>ii. to provide for the immediate and temporary care of a sick member of the employee's family and to provide an</p>
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<p>iv. for needs directly related to the birth or to the adoption of the employee's child;</p> <p>v. to attend school functions, if the supervisor was notified of the function as far in advance as possible;</p> <p>vi. to provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility.</p> <p>d. Twenty-four (24) hours out of the forty (40) hours stipulated in paragraph (b) can be used for personal reasons.</p> <p>e. Eight (8) hours out of the forty (40) hours stipulated in paragraph (b) above may be used to attend an appointment with a legal or paralegal representative for non-employment related matters, or with a financial or other professional representative, if the supervisor was notified of the appointment as far in advance as possible.</p>	<p>employee with time to make alternate care arrangements where the illness is of a longer duration;</p> <p>iii. to provide for the immediate and temporary care of an elderly member of the employee's family;</p> <p>iv. for needs directly related to the birth or to the adoption of the employee's child;</p> <p>v. to attend school functions, if the supervisor was notified of the function as far in advance as possible;</p> <p>vi. to provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility.</p> <p>d. Twenty four (24) hours out of the forty (40) hours stipulated in paragraph (b) can be used for personal reasons.</p> <p>e. Eight (8) hours out of the forty (40) hours stipulated in paragraph (b) above may be used to attend an appointment with a legal or paralegal representative for non-employment related matters, or with a financial or other professional representative, if the supervisor was notified of the appointment as far in advance as possible.</p>
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Increasing lieu hours to 153 hours per year (instead of the current 102 hours). Each designated paid holiday would now be worth 12.75 hours, instead of the current 8.5 hours. If not used, the hours would be paid at straight-time rate at the end of the year, at the hourly rate of pay of the substantive or acting position (*article 34*).

<p align="center">ARTICLE 34: MODIFIED HOURS OF WORK</p>	
<p>Lieu hours in lieu of designated paid holidays</p> <p>a. An employee is entitled to lieu hours and is not entitled to designated paid holidays. This employee shall instead earn lieu hours at the rate of eight decimal five (8.5) hours per designated paid holiday as defined in clause 26.01. An employee absent without pay on both his or her full working day immediately preceding and his or her full working day immediately following a designated holiday is</p>	<p>Lieu hours in lieu of designated paid holidays</p> <p>a. An employee is entitled to lieu hours and is not entitled to designated paid holidays. This employee shall instead earn lieu hours at the rate of eight decimal five (8.5) twelve decimal seventy-five (12.75) hours per designated paid holiday as defined in clause 26.01. An employee absent without pay on both his or her full working day immediately preceding and his or her full working day immediately</p>

<p>not entitled to eight decimal five (8.5) lieu hours for the holiday, except in the case of an employee who is granted leave without pay under the provisions of Article 14: leave with or without pay for Union business.</p>	<p>following a designated holiday is not entitled to eight decimal five (8.5) <u>twelve decimal seventy-five (12.75)</u>; lieu hours for the holiday, except in the case of an employee who is granted leave without pay under the provisions of Article 14: leave with or without pay for Union business.</p>
<p>b. On January 1 of each year an employee shall receive an advance of credits equivalent to the anticipated credits that may be earned for the calendar year in the amount of ninety-three decimal five (93.5) hours in lieu ("lieu hours") of designated paid holidays. In the event that an additional national holiday is proclaimed as per paragraph 26.01(l), this amount shall be increased by eight decimal five (8.5) hours;</p>	<p>b. On January 1 of each year an employee shall receive an advance of credits equivalent to the anticipated credits that may be earned for the calendar year in the amount of ninety-three decimal five (93.5) <u>one hundred fifty-three (153)</u> hours in lieu ("lieu hours") of designated paid holidays. In the event that an additional national holiday is proclaimed as per paragraph 26.01(l), this amount shall be increased by eight decimal five (8.5) <u>twelve decimal seventy-five (12.75)</u>;</p>
<p>c. An employee whose hours of work are scheduled after January 1 shall receive an advance of credits of hours in lieu ("lieu hours") of designated paid holiday credits equivalent to the remaining number of designated paid holidays that may be earned in the remainder of the calendar year multiplied by eight decimal five (8.5);</p>	<p>c. An employee whose hours of work are scheduled after January 1 shall receive an advance of credits of hours in lieu ("lieu hours") of designated paid holiday credits equivalent to the remaining number of designated paid holidays that may be earned in the remainder of the calendar year multiplied by eight decimal five (8.5) <u>twelve decimal seventy-five (12.75)</u>;</p>
<p>d. Subject to operational requirements, the Employer shall make every reasonable effort to grant lieu hours at times desired by the employee provided the employee provides forty-eight (48) hours' advance notice;</p>	
<p>f. An employee's remaining lieu hours on December 31 shall be paid at one decimal five (1.5) multiplied by the employee's straight-time hourly rate of pay of the substantive position on December 31;</p>	<p>f. An employee's remaining lieu hours on December 31 shall be paid at one decimal five (1.5) multiplied by the employee's straight-time <u>at the</u> hourly rate of pay of the substantive <u>or acting</u> position on December 31, <u>whichever is greater</u>; *<u>Subject to the modification of article 34, "Lieu hours in lieu of designated paid holidays", paragraph b.</u></p>



Preventing the employer from debiting more hours than what a designated paid holiday is worth, when an employee takes a sick or family-related leave on a designated paid holiday (*article 34*).

<p>e. On any given designated paid holiday, employees must exhaust their lieu hour credits prior to using leave with pay for family-related responsibilities or sick leave;</p>	<p><u>The Union wishes to reserve its right to negotiate this clause later. The Union wishes to review the text of the collective agreement not to allow the employer to debit more than the number of hours associated with one (1) designated paid holidays as per paragraph a., when an employee takes a sick or family-related leave on a designated paid holiday.</u></p>
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Introducing the **option to carry over up to 100 hours of compensatory time** to the next fiscal year, at the employee's request (*article 21.14*).

<p>21.14 Compensation in monetary payment or leave with pay</p>	
<p>c. Compensatory leave with pay not used by the end of a twelve (12) month period, to be determined by the Employer, will be paid for at the employee's hourly rate of pay, as calculated from the classification prescribed in the certificate of appointment of his or her substantive position at the end of the twelve (12) month period.</p>	<p>c. Compensatory leave with pay not used by March 31 the end of a twelve (12) month period, to be determined by the Employer, will be paid for at the employee's hourly rate of pay, as calculated from the classification prescribed in the certificate of appointment of his or her substantive position on March 31 of the current fiscal year. at the end of the twelve (12) month period.</p> <p>At his or her request, the employee may carry over up to one hundred (100) hours of compensatory leave into the next fiscal year.</p>



Increasing the vacation spots ratio **to 5 % and 10 %, rounding up**, of the total complement of staff at each classification level, instead of the current 4 % and 9%; adding more spots in non-peak leave periods (*article I-B, paragraph 4 of the global agreement and new article in the global agreement*).

<p>4. In reference to Article 29.12 with respect to the minimum number of Correctional Officers at each level who may be granted vacation leave at the same time in each institution, the Employer has committed, in light of operational service requirements, to granting</p>	<p>4. In reference to Article 29.12 with respect to the minimum number of Correctional Officers at each level who may be granted vacation leave at the same time in each institution, the Employer has committed, in light of operational service requirements, to granting</p>
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<p>the following levels of vacation at the same time during the following identified periods at each classification level:</p> <p>a) for the period between June 1st and August 31st each year (12-week period), 9% of the total complement of staff at each classification level;</p> <p>and</p> <p>b)</p> <p>(i) for a two (2) week period in December (Holiday Season) and a one (1) week period for spring break, to be determined each year at the local level, 9% of the total complement of staff at each classification level;</p> <p>(ii) for an additional five (5) weeks of seven (7) day periods as determined by the local level, 9% of the total complement of staff at each classification level.</p> <p>c) for all other periods of the vacation year not identified in 4. a) or 4. b), 4% of the total complement of staff at each classification level;</p> <p>d) in all cases where the calculations for 4.a), 4.b), and 4.c) result in a fraction, the resulting factor shall be rounded down to the whole number. However, this method of calculating may not have the effect of preventing:</p> <p>(i) at least one person at each classification level from being on vacation at any time;</p> <p>or</p> <p>(ii) at least two people at each classification level from being on vacation at any time during peak season (9%).</p>	<p>the following levels of vacation at the same time during the following identified periods at each classification level:</p> <p>a) for the period between June 1st and <u>the second Monday of September</u> August 31st each year (12-week period), <u>910%</u> of the total complement of staff at each classification level;</p> <p>and</p> <p>b)</p> <p>(i) for a two (2) week period in December (Holiday Season) and a one (1) week period for spring break, to be determined each year at the local level, <u>910%</u> of the total complement of staff at each classification level;</p> <p>(ii) for an additional five (5) <u>six (6)</u> weeks of seven (7) day periods as determined by the local level, <u>910%</u> of the total complement of staff at each classification level. <u>Where locals choose one or more of these weeks in the spring, the local may decide on a deadline to request vacation for these weeks.</u></p> <p>c) for all other periods of the vacation year not identified in 4. a) or 4. b), <u>45%</u> of the total complement of staff at each classification level;</p> <p>d) in all cases where the calculations for 4.a), 4.b), and 4.c) result in a fraction, the resulting factor shall be rounded down <u>up</u> to the whole number. However, this method of calculating <u>This method of calculating</u> may not have the effect of preventing:</p> <p>(i) at least one person at each classification level from being on vacation at any time;</p> <p>or</p> <p>(ii) at least two people at each classification level from being on vacation at any time during peak season (<u>910%</u>).</p>
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COMPENSATORY LEAVE AND LIEU HOURS	
	NEW PROPOSAL
	<u>The Union wishes to reserve its right to discuss the use and possible increase of the extra leave spots for the use of Lieu hours or Compensatory Leave in non-peak leave periods.</u>



Extending the 9% vacation period to the second Monday of September, instead of the current August 31 limit and adding a 6th week at 10% (*article I-B of the global agreement*).

<p>4. In reference to Article 29.12 with respect to the minimum number of Correctional Officers at each level who may be granted vacation leave at the same time in each institution, the Employer has committed, in light of operational service requirements, to granting the following levels of vacation at the same time during the following identified periods at each classification level:</p> <p>a) for the period between June 1st and August 31st each year (12-week period), 9% of the total complement of staff at each classification level;</p> <p>and</p> <p>b)</p> <p>(i) for a two (2) week period in December (Holiday Season) and a one (1) week period for spring break, to be determined each year at the local level, 9% of the total complement of staff at each classification level;</p> <p>(ii) for an additional five (5) weeks of seven (7) day periods as determined by the local level, 9% of the total complement of staff at each classification level.</p>	<p>4. In reference to Article 29.12 with respect to the minimum number of Correctional Officers at each level who may be granted vacation leave at the same time in each institution, the Employer has committed, in light of operational service requirements, to granting the following levels of vacation at the same time during the following identified periods at each classification level:</p> <p>a) for the period between June 1st and <u>the second Monday of September</u> August 31st each year (12-week period), <u>910%</u> of the total complement of staff at each classification level;</p> <p>and</p> <p>b)</p> <p>(i) for a two (2) week period in December (Holiday Season) and a one (1) week period for spring break, to be determined each year at the local level, <u>910%</u> of the total complement of staff at each classification level;</p> <p>(ii) for an additional five (5) <u>six (6)</u> weeks of seven (7) day periods as determined by the local level, <u>910%</u> of the total complement of staff at each classification level. <u>Where locals choose one or more of these weeks in the spring, the local may decide on a deadline to request vacation for these weeks.</u></p>
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Introducing the possibility to **transfer leave to another employee** (*new article*).

	NEW PROPOSAL
	Transfer of leave credits to another employee
	<u>An employee may, at any time, transfer sick, compensatory or annual leave credits or lieu hours to another employee.</u>



Removing the employer's discretion to schedule remaining leave (*article 29.09*).


29.09 When, after December 1 of any vacation year, vacation leave has not been scheduled or taken by an employee, the Employer may schedule such leave during the remainder of the vacation year providing written notice is given to the employee seven (7) calendar days in advance.	29.09 When, after December 1 of any vacation year, vacation leave has not been scheduled or taken by an employee, the Employer may schedule such leave during the remainder of the vacation year providing written notice is given to the employee seven (7) calendar days in advance.
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Improving the earning of annual leave credits to **allow employees to accumulate vacation leave credits faster** (*article 29.02*).

29.02 An employee who has earned at least eighty (80) hours' full pay during any calendar month of a vacation year shall earn vacation leave credits at the following rates provided the employee has not earned credits in another bargaining unit with respect to the same month:	
a. ten (10) hours until the month in which the anniversary of the employee's eighth (8th) year of service occurs;	<u>The Union wishes to reserve its right to negotiate this clause. The Union wishes to allow employees to accumulate vacation leave credits faster.</u>
b. thirteen decimal three three four (13.334) hours commencing with the month in which the employee's eighth (8th) anniversary of service occurs;	
c. fourteen (14) hours commencing with the month in which the employee's fifteenth (15th) anniversary of service occurs;	

<p>d. fifteen decimal three three four (15.334) hours commencing with the month in which the employee's sixteenth (16th) anniversary of service occurs;</p> <p>e. sixteen decimal six six seven (16.667) hours commencing with the month in which the employees seventeenth (17th) anniversary of service occurs;</p> <p>f. twenty (20) hours commencing with the month in which the employee's twenty-five (25th) anniversary of service occurs.</p>	
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 Introducing the possibility to **reimburse a negative sick-leave balance with other leave** at the time of termination of employment (*new article under article 31*).

<p>31.04 When an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause 31.02, Sick leave, will be granted to the employee for a period of up to two hundred (200) hours, subject to the deduction of such advanced leave from any sick leave credits subsequently earned.</p>	<p>31.04 When an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause 31.02, Sick leave, will be granted to the employee for a period of up to two hundred (200) hours, subject to the deduction of such advanced leave from any sick leave credits subsequently earned.</p> <p><u>Upon termination of employment, employees may use all remaining leave credits, including vacation leave, compensatory leave and lieu hours, to pay back any negative sick leave balance.</u></p>
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 **Increase the annual leave carry over to 400 hours** (instead of the current 240 hours) (*article 29.13 b*).

<p>29.13</p>	
<p>b. All vacation leave credits in excess of two hundred forty (240) hours on March 31 shall be automatically paid out at the employee's substantive rate of pay on December 1 of the current fiscal year.</p>	<p>b. All vacation leave credits in excess of two four hundred (400) forty (240) hours on March 31 shall be automatically paid out at the employee's substantive rate of pay on December 1 of the current fiscal year March 31 of the current fiscal year.</p>
<p>c. When an employee has requested at least eighty (80) hours of vacation leave in accordance with clause 29.07, they may</p>	<p>c. When an employee has requested at least eighty (80) hours of vacation leave in accordance with clause 29.07, they may</p>

request to be paid out for any unused portion of the employee's balance of vacation which would normally be carried over, as per paragraph 29.13(a) provided that such request is submitted by December 1.	request to be paid out for any unused portion of the employee's balance of vacation which would normally be carried over, as per paragraph 29.13(a) provided that such request is submitted by December 1.
i. With mutual consent between the employee and Employer, such vacation leave shall be paid out at the employee's substantive rate of pay on December 1 of the current fiscal year. or	i. With mutual consent between the employee and Employer, s Such vacation leave shall be paid out at the employee's substantive rate of pay on March 31 December 1 of the current fiscal year. or
ii. If it is not possible for the Employer to meet all employee requests pursuant to this paragraph, requests will be granted in order of most seniority as a correctional officer.	ii. If it is not possible for the Employer to meet all employee requests pursuant to this paragraph, requests will be granted in order of most seniority as a correctional officer.



Improve accessibility to injury-on-duty leave by restricting the employer's discretion to transfer an employee to WCB direct benefits (*article 30.15 of the collective agreement and article I-D of the global agreement*).

30.15 Injury on duty leave	
	<u>The Union wishes to reserve its right to negotiate this clause.</u>

I-D- INJURY ON DUTY LEAVE (REFERENCE: CLAUSE 30.15)	
In recognition that the Treasury Board of Canada Secretariat policy applies pursuant to the collective agreement provision, CSC will apply the following as it relates to the determination of conversion to Worker's Compensation Board (WCB) direct pay:	
1. For all cases of employees on injury on duty leave, the definition of a "reasonable period" is not limited to any specific number of days (e.g. 130). However, it is also not unlimited and such entitlements remain subject to regular and ongoing case reviews.	1. For all cases of employees on injury on duty leave, the definition of a "reasonable period" is not limited to any specific number of days (e.g. 130). However, it is also not unlimited and such entitlements remain subject to regular and ongoing case reviews.
	<u>The transfer to direct payment (workers' compensation board benefits) from injury on duty leave pay should be considered and</u>


	<p>generally implemented when the following criteria are met:</p> <p><u>1. Medical practitioners' expectation of employee's return to work and workers compensation board's (WCB) advice indicates that the employee's return to work is highly unlikely and the employee is no longer eligible for WCB approved vocational rehabilitation;</u></p> <p><u>and</u></p> <p><u>2. There is no recommended treatment program prescribed by the medical practitioners.</u></p>
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Broadening **bereavement leave to an employee or his or her spouse suffers a miscarriage** and for the death of uncles, aunts, nephews and nieces; removing the requirement that the seven days include the funerals (*article 30.01*).

Bereavement leave with pay	
<p>30.01 For the purpose of this article, immediate family is defined as father, mother (or, alternatively, stepfather, stepmother, or foster parent), brother, sister, stepbrother, stepsister, spouse (including common-law spouse resident with the employee), child (including child of common-law spouse), stepchild, foster child or ward of the employee, grandchild, grandparent, father-in-law, mother-in-law, daughter-in-law, son-in-law, and relative permanently residing in the employee's household or with whom the employee permanently resides.</p>	<p>30.01 For the purpose of this article, immediate family is defined as father, mother (or, alternatively, stepfather, stepmother, or foster parent), brother, sister, stepbrother, stepsister, spouse (including common-law spouse resident with the employee), child (including child of common-law spouse), stepchild, foster child or ward of the employee, grandchild, grandparent, father-in-law, mother-in-law, daughter-in-law, son-in-law, <u>niece, nephew, aunt, uncle</u>, and relative permanently residing in the employee's household or with whom the employee permanently resides.</p>
<p>a. When a member of the employee's immediate family dies, an employee shall be entitled to a bereavement period of seven (7) consecutive calendar days which must include the day of the funeral. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for the employee. In addition, the employee may be granted up to three (3) days' leave with pay for the purpose of travel related to the death.</p> <p>or</p>	<p>a. When a member of the employee's immediate family dies, an employee shall be entitled to a bereavement period of seven (7) consecutive calendar days which must include the day of the funeral. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for the employee. In addition, the employee may be granted up to three (3) days' leave with pay for the purpose of travel related to the death.</p> <p>or</p>

	<u>f. An employee shall be entitled to bereavement leave under clause 30.01 when the employee or his or her spouse suffered a miscarriage.</u>
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 Broadening unpaid leave for long-term care to include **long-term care of children with special needs** (*articles 30.18 and 30.19*).

Leave without pay for the long-term care of a parent	Leave without pay for the long-term care of a parent <u>or long-term care of a child with special needs</u>
30.18 Both parties recognize the importance of access to leave for the purpose of long-term care of a parent.	30.18 Both parties recognize the importance of access to leave for the purpose of long-term care of a parent <u>or long-term care of a child with special needs.</u>
30.19 An employee shall be granted leave without pay for the long-term personal care of the employee's parents, including step-parents or foster parents, in accordance with the following conditions:	30.19 An employee shall be granted leave without pay for the long-term personal care of the employee's parents, including step-parents or foster parents, <u>or for the long-term care of a child with special needs, including stepchild, foster child or ward of the employee,</u> in accordance with the following conditions:

 Introducing **paid leave for victims of domestic violence**, up to 80 hours per year (*new article*).

	NEW PROPOSAL
	<u>Leave for victims of domestic violence</u>
	<u>Domestic violence leave</u> <u>For the purpose of this article domestic violence is considered to be any form of abuse or neglect that an employee or an employee's child experiences from a family member, or from someone with whom the employee has or had an intimate relationship.</u> <u>a. The parties recognize that employees may be subject to domestic violence in their personal life that could affect their attendance at work.</u> <u>b. Upon request, an employee who is subject to domestic violence or who is the parent of a dependent child who is subject to</u>

	<p><u>domestic violence shall be granted domestic violence leave in order to enable the employee, in respect of such violence:</u></p> <ul style="list-style-type: none"> <u>i. to seek care and/or support for themselves or their child in respect of a physical or psychological injury or disability;</u> <u>ii. to obtain services from an organization which provides services for individuals who are subject to domestic violence;</u> <u>iii. to obtain professional counselling;</u> <u>iv. to relocate temporarily or permanently;</u> <u>or</u> <u>v. to seek legal or law enforcement assistance or to prepare for or participate in any civil or criminal legal proceeding.</u> <p><u>c. The total domestic violence leave with pay which may be granted under this article shall not exceed eighty (80) hours in a fiscal year.</u></p> <p><u>d. Unless otherwise informed by the Employer, a statement signed by the employee stating that they meet the conditions of this article shall, when delivered to the Employer, be considered as meeting the requirements of this article.</u></p> <p><u>e. Notwithstanding clauses (b) and (c), an employee is not entitled to domestic violence leave if the employee is charged with an offence related to that act or if it is probable, considering the circumstances, that the employee committed that act.</u></p>
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Introducing **paid leave** to attend and get to and from **medical and dental appointments** (*new article under 30.21*).

	<p><u>30.21 Employees shall be granted leave with pay to attend routine, periodic medical or dental appointments, and a reasonable amount of time for travel to and from the appointments. When possible, the employee shall provide a request at least forty-eight (48) hours in advance.</u></p>
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Ensuring that upon termination of employment, leave balance is paid within 3 months (*article 29.15*).

<p>29.15 When an employee dies or otherwise ceases to be employed, the employee's estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation with pay to the employee's credit by the daily rate of pay to which the employee is entitled by virtue of the certificate of appointment in effect at the time of the termination of the employee's employment.</p>	<p>29.15 When an employee dies or otherwise ceases to be employed, the employee's estate shall be paid, <u>within three (3) months of the date of termination of employment or death,</u> an amount equal to the product obtained by multiplying the number of days of earned but unused vacation with pay to the employee's credit by the daily rate of pay to which the employee is entitled by virtue of the certificate of appointment in effect at the time of the termination of the employee's employment.</p>
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Salary, Allowances and Premiums



Introducing a \$5000 annual premium for all correctional officers in recognition of the increasingly dangerous and complex work performed by correctional officers (*new article*).

	NEW PROPOSAL
	<p><u>In recognition of the increasingly dangerous and complex work carried out by correctional officers, as well as the increase in the occurrence and gravity of psychological and physical injuries amongst correctional officers:</u></p> <ul style="list-style-type: none"> (a) <u>The Employer will pay to employees a Danger Allowance of five thousand dollars (\$5,000.00) per annum.</u> (b) <u>This allowance is paid on the same basis as the employee's regular pay and is subject to the yearly wage increases provided for in this collective agreement.</u> (c) <u>An employee is entitled to receive the allowance during any period of paid leave.</u>



Introducing a special allowance of **\$1,00** for each hour worked in an institution between April 1, 2020 and March 31, 2022 (including overtime) in recognition of the increased and sustained efforts and hardships brought about by the Covid-19 pandemic (*new article*).

	NEW PROPOSAL
	Special allowance for the period starting April 1, 2020
	<u>In recognition of the increased and sustained efforts and hardships brought about by the Covid-19 pandemic, in the unique context of maintaining critical services twenty-four hours a day in a closed environment without having the possibility to telework, employees are entitled to a special allowance corresponding to one dollar (\$1.00) for each hour worked on a post at an institution or on escort between April 1, 2020 and March 31, 2022.</u>
	<u>The union wishes to reserve its right to negotiate a special allowance in the event that a similar situation as the Covid-19 pandemic occurs in the future.</u>



Converting **shift and weekend premiums to 8 % of the hourly rate** for each hour worked (instead of the current \$2 per hour). This would mean an increase of \$1.43 per hour, for a total of \$3.43 per hour, for a CX-2 at the maximum pay step. A correctional officer working 1500 hours for which one of these premiums apply would receive an extra \$2145 per year (*articles 25.01 et 25.02*).

25.01 Shift premium	
An employee working on shifts will receive a shift premium of two dollars (\$2.00) per hour for all hours worked, including overtime hours, between 3:00 pm and 7:00 am. The shift premium will not be paid for hours worked between 7:00 am and 3:00 pm.	An employee working on shifts will receive a shift premium of two dollars (\$2.00) per hour <u>equivalent to eight percent (8%) of the applicable hourly rate of pay</u> for all hours worked, including overtime hours, between 3:00 pm and 7:00 am. The shift premium will not be paid for hours worked between 7:00 am and 3:00 pm.
25.02 Weekend premium	
An employee working on shifts during a weekend will receive an additional premium of two dollars (\$2.00) per hour for all hours worked, including overtime hours, on Saturday and/or Sunday.	An employee working on shifts during the weekend will receive a premium of two dollars (\$2.00) per hour <u>equivalent to eight percent (8%) of the applicable hourly rate of pay</u> for all hours worked, including overtime hours, on

	Saturday and/or from Friday at 3:00 pm until Monday at 7:00 am.
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Extending the weekend premium, from Friday 3pm until Monday 7am, instead of 12:01am Saturday until 11:59pm Sunday currently (*article 25.02*).


25.02 Weekend premium	
An employee working on shifts during a weekend will receive an additional premium of two dollars (\$2.00) per hour for all hours worked, including overtime hours, on Saturday and/or Sunday.	An employee working on shifts during the weekend will receive a premium of two dollars (\$2.00) per hour equivalent to eight percent (8%) of the applicable hourly rate of pay for all hours worked, including overtime hours, on Saturday and/or from Friday at 3:00 pm until Monday at 7:00 am.




Converting the **ERT and instructor allowance** to **10 % of the hourly rate** for each hour worked (instead of the current \$2.50 per hour); extend this allowance to representatives of the Employee Assistance Program and Critical Incident Stress Management. This would mean an increase of \$1.88 per hour, for a total of \$4.38 per hour, for a CX-2 at the maximum pay step (*articles 43.04 et 43.05 of the collective agreement and article II-1 of the global agreement*).

43.04 Instructor allowance When an employee is required to perform the duties of an instructor, he or she shall receive an allowance equal to two dollars fifty cents (\$2.50) per hour, for each hour or part of an hour where he or she performs these duties, including overtime.	43.04 Instructor allowance When an employee is required to perform the duties of an instructor, he or she shall receive an allowance equal to two dollars fifty cents (\$2.50) equivalent to ten percent (10%) of the applicable hourly rate per hour , for each hour or part of an hour where he or she performs these duties, including overtime.
43.05 Allowances for employees who accept to be Emergency Response Team members The employee who is a member of the Emergency Response Team shall receive a premium of two dollars fifty cents (\$2.50) per hour for each hour or part of an hour worked, including overtime, as soon as he or she is called up as a member of the Emergency Response Team. This premium shall likewise apply during all training periods provided to emergence team members.	43.05 Allowances for employees who accept to be Emergency Response Team members The employee who is a member of the Emergency Response Team shall receive a premium of two dollars fifty cents (\$2.50) equivalent to ten percent (10%) of the applicable hourly rate per hour for each hour or part of an hour worked, including overtime, as soon as he or she is called up as a member of the Emergency Response Team. This premium shall likewise apply during all training periods provided to emergence team members.

II-I- NEGOTIATOR – IERT ALLOWANCE (REFERENCE: APPENDIX D)	II-I- NEGOTIATOR, <u>CISM AND EAP REPRESENTATIVE</u> – IERT ALLOWANCE (REFERENCE: APPENDIX D)
II-I - NEGOTIATOR - IERT ALLOWANCE (REFERENCE: ARTICLE 43.05)	II-I – NEGOTIATOR, <u>CISM AND EAP REPRESENTATIVE</u> - IERT ALLOWANCE (REFERENCE: ARTICLE 43.05)
The allowance entitlements for IERT shall apply to negotiators as well when they are called as part of the response team.	The allowance entitlements for IERT shall apply to negotiators, <u>CISM and EAP representatives</u> as well when they are called as part of the response team.

 Increasing **meal allowance to \$25** (instead of the current \$10) for overtime (*article 21.15*).

21.15 Overtime meal allowance	
a. An employee who works three (3) or more hours of overtime immediately before or following the scheduled hours of work shall be reimbursed expenses for one (1) meal in the amount of ten dollars (\$10.00) except where a free meal is provided.	a. An employee who works three (3) or more hours of overtime immediately before or following the scheduled hours of work shall be reimbursed expenses for one (1) meal in the amount of ten twenty-five dollars (\$10.00) (\$25.00) except where a free meal is provided.

 Changing **all payments of overtime to double time** (instead of time and three quarters) (*articles 2.01, 21.03 d, 21.07 c, 21.12, 21.16*).

2.01	
v. “time and three quarters” means one and three quarters (1 3/4) the employee’s hourly rate of pay (tarif et trois-quarts);	v. “time and three quarters” means one and three quarters (1 3/4) the employee’s hourly rate of pay (tarif et trois-quarts);
21.03	
d. An employee whose regularly scheduled shift is changed, pursuant to subparagraph 21.02(b)(ii), without ninety-six (96) hours prior notice shall be compensated at the rate of time and three quarters (1 3/4) for the first (1st) full shift worked on the new schedule. Subsequent shifts worked on the new schedule shall be paid for at straight time.	d. An employee whose regularly scheduled shift is changed, pursuant to subparagraph 21.02(b)(ii), without ninety-six (96) hours seven (7) days prior notice shall be compensated at the rate of time and three quarters (1 3/4) double time (2) for the first (1st) full shift worked on the new schedule. Subsequent shifts worked on the new schedule shall be paid for at straight time.

21.07	
Except as may be required in a penitentiary emergency, the Employer shall:	
c. In the event that the Employer is unable to grant an employee a meal break, in lieu thereof the employee shall receive an additional one half (1/2) hour of compensation at time and three quarters (1 3/4).	c. In the event that the Employer is unable to grant an employee a meal break, in lieu thereof the employee shall receive an additional one half (1/2) hour of compensation at double (2) and three quarters (1 3/4).
21.12 Overtime compensation	
An employee is entitled to time and three-quarters (1 3/4) compensation subject to clause 21.13 for each hour of overtime worked by the employee.	An employee is entitled to double (2) time and three-quarters (1 3/4) compensation subject to clause 21.13 for each hour of overtime worked by the employee.
For greater certainty, any reference to compensation for each hour of overtime worked elsewhere in this collective agreement is at time and three-quarters (1 3/4).	For greater certainty, any reference to compensation for each hour of overtime worked elsewhere in this collective agreement is at double (2) time. and three-quarters (1 3/4).
21.16 Emergency situation	
In the case of an emergency, as determined by the Employer, an employee who works a regularly scheduled shift and is required to work continuously during the entire period between the end of the said regularly scheduled shift and the start of the next regularly scheduled shift is entitled to time and three-quarter (1 3/4) compensation for all hours continuously worked after the end of the said regularly scheduled shift.	<p>a. In the case of an emergency <u>a penitentiary emergency, as defined in clause 2.01</u>, an employee who works a regularly scheduled shift and is required to work continuously during the entire period between the end of the said regularly scheduled shift and the start of the next regularly scheduled shift is entitled to double (2) time and three-quarter (1 3/4) compensation for all hours continuously worked after the end of the said regularly scheduled shift</p> <p><u>b. When mandatory overtime results in an employee not receiving an eight (8) hour rest period before his or her next shift, the Employer will grant leave with pay to ensure an eight (8) hour rest period before the employee's next shift.</u></p>



Increasing **clothing allowance to \$1000** (instead of \$600) (*article 43.03*).


43.03 Clothing allowance a. Employees, including those who are pregnant, who are not required to wear a uniform routinely during the course of their correctional officer duties or where the	43.03 Clothing allowance a. Employees, including those who are pregnant, who are not required to wear a uniform routinely during the course of their correctional officer duties or where the
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duration of formal accommodation would lead to a reasonable expectation of similar wear and tear on non-uniform clothing shall receive an annual clothing allowance of six hundred dollars (\$600.00). This allowance will be payable once per fiscal year and by March 31. The maximum allowance payable per fiscal year is six hundred dollars (\$600.00).	duration of formal accommodation would lead to a reasonable expectation of similar wear and tear on non-uniform clothing shall receive an annual clothing allowance of six hundred dollars (\$600.00) <u>one thousand dollars (\$1000.00)</u> . This allowance will be payable once per fiscal year and by March 31. The maximum allowance payable per fiscal year is of six hundred dollars (\$600.00) <u>one thousand (1000.00\$)</u> .
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Converting the **responsibility allowance given to officers working at Grierson Institution to 8 % of the hourly rate** for each hour or part of an hour worked (instead of the current \$7.55 for each period of 4 hours); introducing a **sector coordinator allowance** on the same basis (*article 43.02*).

43.02 Responsibility allowance: Grierson Centre	43.02 Responsibility allowance:—Grierson Centre
Where, in a minimum security institution, the Director or other senior institutional personnel are not on duty on the evening shift and night shift from Monday to Friday and all shifts on weekends and statutory holidays, a correctional officer, at the CX-2 level, may be designated by management as the senior officer of the shift. The senior officer of the shift shall be compensated for assuming these additional duties and responsibilities by an allowance of seven dollars and fifty-five cents (\$7.55) for each period of four (4) hours worked per shift.	Where, in a minimum security institution, the Director or other senior institutional personnel are not on duty on the evening shift and night shift from Monday to Friday and all shifts on weekends and statutory holidays, a correctional officer, at the CX-2 level, may be designated by management as the senior officer of the shift. The senior officer of the shift shall be compensated for assuming these additional duties and responsibilities by an allowance <u>equivalent to eight per cent (8%) of the applicable hourly rate for each hour or part of an hour.</u> of seven dollars and fifty five cents (\$7.55) for each period of four (4) hours worked per shift. <u>An employee designated by the employer as “Sector Coordinator” shall also be compensated by an allowance equivalent of eight per cent (8%) of the applicable hourly rate for each hour or part of an hour worked as a sector coordinator.</u>

 Introducing a **\$100 allowance for each overnight stopover** during an escort (*appendix D*).

	<p><u>3. d. When required to perform an inmate escort overnight, an employee shall receive a one hundred dollars (100\$) allowance for each overnight stopover.</u></p>
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 **Negotiating the best salary increases possible**, applicable to all annual rates of pay, to reflect the increase in the cost of living, the increase in the workload, the probability of being physically or psychologically injured in the workplace, the labour shortage, the salary increases within other federal law enforcement groups in recent years (*appendix A*).

	<p><u>The Union wishes to reserve its right to negotiate the annual rates of pay. The Union wishes to increase the annual rates of pay to reflect the increase in the cost of living, the increase in the workload, the probability of being physically or psychologically injured in the workplace, the labour shortage, the salary increases within other federal law enforcement groups in recent years, as well as the extra duties, risks and inconvenience of working frontline during the Covid-19 pandemic.”</u></p>
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Miscellaneous, Typos and Small Changes

2.01	
h. “Employer” means Her Majesty in right of Canada as represented by the Treasury Board, and includes any person authorized to exercise the authority of the Treasury Board (Employeur);	h. “Employer” means Her His Majesty in right of Canada as represented by the Treasury Board, and includes any person authorized to exercise the authority of the Treasury Board (Employer);

26.01 Subject to clause 26.02, the following days shall be designated paid holidays for employees: a. New Year’s Day, b. Good Friday, c. Easter Monday,	26.01 Subject to clause 26.02, the following days shall be designated paid holidays for employees: a. New Year’s Day, b. Good Friday, c. Easter Monday,
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<p>d. the day fixed by proclamation of the Governor in Council for celebration of the Sovereign’s birthday,</p> <p>e. Canada Day,</p> <p>f. Labour Day,</p> <p>g. the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,</p> <p>h. Remembrance Day,</p> <p>i. Christmas Day,</p> <p>j. Boxing Day,</p> <p>k. one (1) additional day in each year that, in the opinion of the Employer, is recognized to be a provincial or civic holiday in the area in which the employee is employed or, in any area where, in the opinion of the Employer, no such additional day is recognized as a provincial or civic holiday, the first Monday in August,</p> <p>l. one (1) additional day when proclaimed by an act of Parliament as a national holiday.</p>	<p>d. the day fixed by proclamation of the Governor in Council for celebration of the Sovereign’s birthday,</p> <p>e. Canada Day,</p> <p>f. Labour Day,</p> <p>g. <u>National Day for Truth and Reconciliation</u></p> <p>g. <u>h.</u> the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,</p> <p>h. <u>i.</u> Remembrance Day,</p> <p>i. <u>j.</u> Christmas Day,</p> <p>j. <u>k.</u> Boxing Day,</p> <p>k. <u>l.</u> one (1) additional day in each year that, in the opinion of the Employer, is recognized to be a provincial or civic holiday in the area in which the employee is employed or, in any area where, in the opinion of the Employer, no such additional day is recognized as a provincial or civic holiday, the first Monday in August,</p> <p>l. <u>m.</u> one (1) additional day when proclaimed by an act of Parliament as a national holiday.</p>
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<p>29.16 Notwithstanding clause 29.16, an employee whose employment is terminated for cause pursuant to paragraph 12(1)(e) of the <i>Financial Administration Act</i> by reason of abandonment of his or her position is entitled to receive the payment referred to in clause 29.16. The Employer’s sole obligation is to send such payment to the most recent address on file for the employee.</p>	<p>29.16 Notwithstanding clause 29.165, an employee whose employment is terminated for cause pursuant to paragraph 12(1)(e) of the <i>Financial Administration Act</i> by reason of abandonment of his or her position is entitled to receive the payment referred to in clause 29.16. The Employer’s sole obligation is to send such payment to the most recent address on file for the employee.</p>
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APPENDIX “I”	
<p>List of institutions that do not have a Union office or that share a Union office</p> <ul style="list-style-type: none"> ● Grierson Centre ● Edmonton Institution for Women ● Willow Cree ● OOHL 	<p>List of institutions that do not have a Union office or that share a Union office</p> <ul style="list-style-type: none"> ● Grierson Centre ● Edmonton Institution for Women ● Willow Cree ● OOHL

APPENDIX "M"

The Union wishes to remove this appendix from the collective agreement.

APPENDIX "N"

3. Employee Recourse

d. Late implementation of the 2018 collective agreements will not create any entitlements pursuant to the Agreement between UCCO-SACC-CSN or another bargaining agent and the Treasury Board of Canada with regard to damages caused by the Phoenix pay system.

d. Late implementation of ~~this the 2018~~ collective agreements will not create any entitlements pursuant to the Agreement between UCCO-SACC-CSN ~~or another bargaining agent~~ and the Treasury Board of Canada with regard to damages caused by the Phoenix pay system.

**I-A- LEAVE WITH OR WITHOUT PAY FOR UNION BUSINESS
(REFERENCE: ARTICLE 14)**

1. An employee shall submit his or her leave request at least ten (10) days in advance and CSC will grant the leave.

1. An employee shall submit his or her leave request ~~at least ten (10) days~~ in advance and CSC will grant the leave.

4. If an employee submits his or her leave request less than ten (10) days in advance, CSC may grant the leave if the authorized post requirements can be met at the time of the request.

4. ~~If an employee submits his or her leave request less than ten (10) days in advance, CSC may grant the leave if the authorized post requirements can be met at the time of the request.~~

**II-F- TRAVELLING TIME
(REFERENCE: ARTICLE 27)**

1. In application of clause 27.06 of the collective agreement, CSC and the Union agree on the following list of courses and training sessions:

- a) sensitivity training regarding cultural differences;
- b) computer courses;
- c) training for members of the emergency team;
- d) training to become an instructor;
- e) training pertaining to organized crime;
- f) case management training;

The Union wishes to reserve its right to discuss the pre-retirement course.

<ul style="list-style-type: none"> g) employee assistance program (EAP) and Critical Incident Stress Management (CISM) training; h) informal conflict management training; i) harassment policy training; j) dog handler training; k) all training that is part of the “National Training Standards”; l) pre-retirement course. 	
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IV-A- LABOUR RELATIONS COMMITTEES	
6. Meeting guidelines	
a) Composition	
The Labour Relations Committees shall be composed as follows. Furthermore, all persons mentioned hereinafter may be replaced by a substitute.	
<u>1. At the national level</u>	
i. For Management	
1) CSC Commissioner and other representatives	
ii. For the Union	
1) National President	
2) Two (2) national vice-presidents and the five (5) regional presidents	
3) Union staff representatives	
<u>2. At the regional level:</u>	
i. For Management	
1) Regional Deputy Commissioner and other representatives	
ii. For the Union	
1) Regional President	
2) Regional Vice-President	
3) Regional Secretary-Treasurer	3) Regional Secretary-Treasurer Second Regional Vice-President
4) Regional Status of Women Coordinator	
5) Presidents of locals in each institution	
6) Regional Vice-President	

	NEW PROPOSAL
	<u>The Union wishes to discuss the MOA on leave for national executive members.</u>

IV-F- RETURN TO WORK AND DUTY TO ACCOMMODATE COMMITTEE (REFERENCE: ARTICLE 30.15 AND 37)	
	NEW PROPOSAL
	For the purpose of these provisions, CSC will apply the following:
	<p><u>a. All institutions will have a joint union-management committee in place to review and advise on the return to work of all injured employees and cases of employees who have been accommodated based on one of the prohibited grounds of discrimination pursuant to the <i>Canadian Human Rights Act</i>, whether temporary or permanently;</u></p> <p><u>b. Each region will have a joint union-management committee in place to oversee and advise on the return to work of all injured employees who have been off duty for more than six (6) months and cases of employees who have been accommodated based on one of the prohibited grounds of discrimination pursuant to the <i>Canadian Human Rights Act</i>, whether temporary or permanent, for a period longer than six (6) months;</u></p> <p><u>c. A national committee comprised of union and management representatives will review all cases of injured workers who have not returned to work after twelve (12) months and cases of employees who have been accommodated based on one of the prohibited grounds of discrimination pursuant to the <i>Canadian Human Rights Act</i>, whether temporary or permanent, for a period longer than 12 months.</u></p>

	NEW PROPOSAL
	<u>The Union wishes to reserve its right to discuss the numbering of the global agreement to make it easier to read and refer to.</u>

** If applicable, any typos and errors will be corrected before submitting to the employer.*