



# NEGOTIATION REPORT 10

JUNE 17 2024

## Tabling our monetary demands

This past week marked the first phase of negotiating monetary demands, and we want to provide you with an update on the progress and challenges we faced.

On June 12, both parties exchanged their monetary proposals. The Employer presented their proposal, but refused to provide your bargaining committee with any detail or rationale but suggested that they would provide a comprehensive offer at the end of June 13. This lack of transparency was disappointing and did not set a positive tone for the discussions. Despite this, we remained prepared to present our proposals thoroughly.

On June 13, we presented our monetary proposal and providing a thorough explanation for element. Our monetary package is designed to reflect the increasing difficulty, risk, and violence faced by correctional officers in each of our institutions. We believe our demands are fair and necessary to ensure improved working conditions and compensation which will bring us in line with other law enforcement counterparts keeping our profession marketable.

At the end of the day on June 13, the Employer delivered their comprehensive offer. This offer requested the withdraw of nearly every article remaining on the bargaining agent side, including important items such as a pandemic premium, danger allowance, solutions for forced overtime, and necessary change to the discipline regime. Here are the key points from the Employer's offer:

- The proposed salary increases of 12.5% over a four-year contract, which is far below our expectations and does not reflect our unique working conditions and is in fact a step back from other law enforcement counterparts.
- Changes to Appendix K which would require our members to work more days to balance the hours of work.
- A small increase to our shift premiums, but with

the change in the hours of the day in which this allowance is applied would in fact reduce overall compensation for this premium.

- Changes to our lieu hour regime which would not allow for members to use the leave and seeks to change the pay structure of the Designated Paid holiday resulting in a reduction in what the holiday is currently worth.
- They finally came back on their proposed change on discipline, but their meagre proposal would also be a step back for us.

We closed the day by expressing our disappointment with the Employer's offer. We explained that their regressive offer is a step backward for our membership and would never be accepted. We expressed our hope that the Employer will be ready to work more collaboratively to improve the working conditions of our membership and show respect for the work that we perform as public servants.

Your bargaining committee will be working on a counterproposal during the summer. We will also be visiting institutions this summer to meet members, answer questions and inform the membership on the progress of this round of negotiation.

Your support and involvement will be crucial as we push forward in securing a collective agreement that is both fair and beneficial for the members of UCCO-SACC-CSN.

**Proud. United. Strong**

Your bargaining committee

