

# Tentative Agreements

presented to the Local General Assemblies



December 2024





## Word from the National President



To all UCCO-SACC-CSN members:

Today, we proudly present our tentative agreements with the Treasury Board and Correctional Service. For over two years, your local, regional, and national executives have worked tirelessly, striking political contacts and performing public outreach, to lift the veil on the reality of our workplace and the escalating dangers our members face. This has proven to be a valuable exercise, as the goal in this round of bargaining was to escape the pattern that the Treasury Board had set to settle all other agreements in the federal public service and achieve an agreement that recognizes our unique work environment. We have achieved this goal.

This round of negotiations took 13 sessions over two years, having exchanged our proposals with the employer on December 14, 2022. It marks an agreement that surpasses any other settlement reached by the core public administration, representing a salary increase of approximately 23%. When gathering our demands, the clear priority from the membership was a pensionable monetary increase, and the agreement reached with the Treasury Board answers that call. Not only does this agreement represent the largest monetary increase over a 4-year period that our union has ever signed, but your bargaining committee was also able to secure agreements on many other articles to improve working conditions for our membership.

As you know, the employer had many demands intended to regress our working conditions. They wanted to remove the lieu hour provisions to be replaced with a premium on our paycheque, representing a loss in earnings and removing our ability to bank and use the leave, they wanted to make all family-related leave and sick leave subject to operational requirements, they wanted to limit the call-back entitlements when being called in for overtime, and they sought to regain some control over our schedules. You will notice in this presentation that a minimal concession was made on the maximum shift length for 12-hour schedules. However, your bargaining committee managed to open another door which will enable our members who work a 12-hour shift more flexibility to create scheduling options.

Your bargaining committee recommends that both tentative agreements be adopted by the membership and would like to thank all members, the Mobilization Committee, every local executive member, and especially local presidents, for your continued support during this round of negotiation. The cumulative work of our membership is what has brought us to this point.

Enjoy the presentation.

Jeff Wilkins  
National President

PROUD, UNITED, STRONG

# Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<b>Article 2: interpretation and definition</b>	
<b>2.01</b> For the purpose of this agreement:	
<p>[...]</p> <p>h. “employer”</p> <p>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);</p>	<p>[...]</p> <p>h. “employer”</p> <p>means <del>Her</del> <b>His</b> 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);</p> <p><b><i>No modification required to the French version of the collective agreement.</i></b></p>
<b>Article 11: information</b>	
<p><b>11.02</b> The Employer agrees to supply employees with a copy of the collective agreement in booklet format upon request and makes an effort to do so within one (1) month after receipt from the printer.</p>	<p><del><b>11.02</b> The Employer agrees to supply employees with a copy of the collective agreement in booklet format upon request and makes an effort to do so within one (1) month after receipt from the printer.</del></p> <p><b>Employees of the bargaining unit will be given electronic access to the collective agreement. Where electronic access to the agreement is unavailable, an employee will be supplied with a printed copy of the agreement upon request.</b></p>
<b>Article 17: discipline</b>	
<p>[...]</p> <p><b>17.03</b> 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.</p>	<p>[...]</p> <p><b>17.03</b> 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 <del>employee</del> <b>Union</b> 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.</p>

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	<p>[...]</p> <p><b>17.11 Reasonable effort shall be made to ensure that any disciplinary investigation, administrative investigation or any other form of investigation subject to this article will be conducted in a reasonable length of time.</b></p>
<b>Article 20: grievance procedure</b>	
<p>[...]</p> <p><b>20.13</b> 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.</p>	<p>[...]</p> <p><b>20.13</b> If the Employer does not reply within <del>fifteen (15) days</del> <b>the time prescribed in clause 20.12</b> 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.</p>
<b>Article 21: hours of work and overtime</b>	
<b>21.10 Assignment of overtime work</b>	
<p>The Employer shall make every reasonable effort:</p> <ul style="list-style-type: none"> <li>a. to allocate overtime work on an equitable basis among readily available qualified employees,</li> <li>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);</li> </ul> <p>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>[...]</p>	<p>The Employer shall make every reasonable effort:</p> <ul style="list-style-type: none"> <li>a. to allocate overtime work on an equitable basis among readily available qualified employees,</li> <li>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);</li> </ul> <p>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>[...]</p> <p><b><i>No modification required to the French version of the collective agreement.</i></b></p>

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<b>21.14 Compensation in monetary payment or leave with pay</b>	
<p>[...]</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>[...]</p> <p>c. Compensatory leave with pay not used by <del>the end of a twelve (12) month period, to be determined by the Employer,</del> <b>March 31</b> 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 <del>at the end of the twelve (12) month period</del> <b>on that day.</b></p>
<b>21.15 Overtime meal allowance</b>	
<p>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.</p>	<p>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 <del>ten</del> <b>twelve</b> dollars <del>(\$10.00)</del> <b>(\$12.00)</b> except where a free meal is provided.</p>
<p>b. When an employee works overtime continuously beyond the period provided in paragraph (a) above, he or she shall be reimbursed for one (1) additional meal in the amount of ten dollars (\$10.00) for each four (4) hour period of overtime worked thereafter, except where a free meal is provided.</p>	<p>b. When an employee works overtime continuously beyond the period provided in paragraph (a) above, he or she shall be reimbursed for one (1) additional meal in the amount of <del>ten</del> <b>twelve</b> dollars <del>(\$10.00)</del> <b>(\$12.00)</b> for each four (4) hour period of overtime worked thereafter, except where a free meal is provided.</p>
<b>Article 25: shift premiums</b>	
<b>25.01 Shift premium</b>	
<p>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.</p>	<p>An employee working on shifts will receive a shift premium of two dollars <b>and twenty-five cents</b> <del>(\$2.2500)</del> 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.</p>

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<b>25.02 Weekend premium</b>	
<p>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.</p>	<p>An employee working on shifts during a weekend will receive an additional premium of two dollars <b>and twenty-five cents</b> (\$2.<del>25</del><sup>00</sup>) per hour for all hours worked, including overtime hours, on Saturday and/or Sunday.</p>
<b>Article 26: designated paid holidays</b>	
<p><b>26.01</b> Subject to clause 26.02, the following days shall be designated paid holidays for employees:</p> <ul style="list-style-type: none"> <li>a. New Year's Day,</li> <li>b. Good Friday,</li> <li>c. Easter Monday,</li> <li>d. the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's birthday,</li> <li>e. Canada Day,</li> <li>f. Labour Day,</li> <li>g. the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,</li> <li>h. Remembrance Day,</li> <li>i. Christmas Day,</li> <li>j. Boxing Day,</li> <li>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,</li> <li>l. one (1) additional day when proclaimed by an act of Parliament as a national holiday.</li> </ul>	<p><b>26.01</b> Subject to clause 26.02, the following days shall be designated paid holidays for employees:</p> <ul style="list-style-type: none"> <li>a. New Year's Day,</li> <li>b. Good Friday,</li> <li>c. Easter Monday,</li> <li>d. the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's birthday,</li> <li>e. Canada Day,</li> <li>f. Labour Day,</li> <li>g. <b>National Day for Truth and Reconciliation,</b></li> <li>h. <del>g</del>-the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,</li> <li>i. <del>h</del>-Remembrance Day,</li> <li>j. <del>i</del>-Christmas Day,</li> <li>k. <del>j</del>-Boxing Day,</li> <li>l. <del>k</del>-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,</li> <li>m. <del>l</del>-one (1) additional day when proclaimed by an act of Parliament as a national holiday.</li> </ul>
<p><b>26.09</b> 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</p>	<p><del><b>26.09</b> 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</del></p>

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<p>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.</p>	<p><del>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.</del></p>
<p><b>Article 28: leave, general</b></p>	
<p><b>28.06</b> An employee shall not earn leave credits under this collective agreement in any month for which leave has already been credited to him or her under the terms of any other collective agreement to which the Employer is a party or under other rules or regulations of the Employer.</p>	<p><b>28.06</b> An employee shall not earn <b>or be granted</b> leave credits under this collective agreement in any month <b>nor any fiscal year</b> for which leave has already been credited <b>or granted</b> to him or her under the terms of any other collective agreement <del>to which the Employer is a party</del> or under other rules or regulations <del>of the Employer</del> <b>applicable to organizations within the federal public administration, as specified in Schedule I, Schedule IV or Schedule V of the Financial Administration Act.</b></p>
<p><b>Article 29: vacation leave with pay</b></p>	
<p><b>29.03</b></p>	
<p>a. For the purpose of clause 29.02 only, all service within the public service, whether continuous or discontinuous, shall count toward vacation leave except where a person who, on leaving the public service, takes or has taken severance pay. However, the above exception shall not apply to an employee who receives severance pay on layoff and is reappointed to the public service within one year following the date of layoff.</p> <p>For greater certainty, severance termination benefits taken under clauses 33.04 to 33.07 of Appendix J, or similar provisions in other collective agreements, do not reduce the calculation of service for employees who have not yet left the public service.</p> <p>[...]</p>	<p>a. For the purpose of clause 29.02 <b>and paragraph 29.20 a)</b> only, all service within the public service, whether continuous or discontinuous, shall count toward vacation leave except where a person who, on leaving the public service, takes or has taken severance pay. However, the above exception shall not apply to an employee who receives severance pay on layoff and is reappointed to the public service within one year following the date of layoff.</p> <p>For greater certainty, severance termination benefits taken under clauses 33.04 to 33.07 of Appendix J, or similar provisions in other collective agreements, do not reduce the calculation of service for employees who have not yet left the public service.</p> <p>[...]</p>
<p><b>29.13 Carry-over provisions</b></p>	



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<p>a. When operational requirements prevent an employee from using all the vacation leave credited to the employee, the unused portion of the employee's vacation leave shall be carried over into the following vacation year;</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>c. When an employee has requested at least eighty (80) hours of vacation leave in accordance with clause 29.07, they may 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.</p> <ol style="list-style-type: none"> <li>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.</li> <li>or</li> <li>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.</li> </ol>	<p>a. When operational requirements prevent an employee from using all the vacation leave credited to the employee, the unused portion of the employee's vacation leave shall be carried over into the following vacation year;</p> <p>b. All vacation leave credits in excess of two hundred <del>forty (240)</del> <b>eighty (280)</b> hours on March 31 shall be automatically paid out at the employee's substantive rate of pay on <del>December 1</del> <b>March 31</b> 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 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.</p> <ol style="list-style-type: none"> <li>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.</li> <li>or</li> <li>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.</li> </ol>
<p><b>29.16</b> 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><b>29.16</b> Notwithstanding clause <b>29.15</b> <del>29.16</del>, 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 <b>29.15</b> <del>29.16</del>. 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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<p><b>29.20</b></p> <p>a. Employees shall be credited a one-time entitlement of forty (40) hours of vacation leave with pay on the first (1st) day of the month following the employee's second (2nd) anniversary of service, as defined in clause 29.03, only once during their total period of employment in the public service.</p> <p><b>Transitional provisions</b></p> <p>b. Effective on the date of signing of this agreement, employees with more than two (2) years of service, as defined in clause 29.03, shall be credited a one-time entitlement of forty (40) hours of vacation leave with pay.</p> <p>c. The vacation leave credits provided in clauses 29.21(a) and (b) above shall be excluded from the application of paragraph 29.14 dealing with the carry-over of vacation leave.</p>	<p><b>29.20</b></p> <p>a. Employees shall be credited a one-time entitlement of forty (40) hours of vacation leave with pay on the first (1st) day of the month following the employee's second (2nd) anniversary of service, as defined in clause 29.03, only once during their total period of employment in the public service.</p> <p><b>Transitional provisions</b></p> <p><del>b. Effective on the date of signing of this agreement, employees with more than two (2) years of service, as defined in clause 29.03, shall be credited a one-time entitlement of forty (40) hours of vacation leave with pay.</del></p> <p><del>c. The vacation leave credits provided in clauses 29.21(a) and (b) above shall be excluded from the application of paragraph 29.14 dealing with the carry-over of vacation leave.</del></p>
<b>Article 30: other leave with or without pay</b>	
<b>Bereavement leave with pay</b>	
<p><b>30.01</b> 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><b>30.01</b> 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 <b>partner</b> spouse resident with the employee), child (including child of common-law <b>partner</b> 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>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 <b>leave with pay</b>. <del>period of seven (7) consecutive calendar days which must include the day of the funeral.</del> <b>Such bereavement leave, as determined by the employee, must include the day of the memorial commemorating the deceased, or must begin within two (2) days following the death.</b> During such period the employee shall be paid for those days which are not regularly scheduled days of rest for the employee. In</p>

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	<p>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>b. At the request of the employee, such bereavement leave with pay may be taken in two periods to a maximum of five (5) days of leave with pay in total. When requested to be taken in two (2) periods,</p> <ul style="list-style-type: none"> <li>i. The first period must include the day of the memorial commemorating the deceased or must begin within two (2) days following the death, and</li> <li>ii. The second period must be taken no later than twelve (12) months from the date of death for the purpose of attending a ceremony.</li> <li>iii. The employee may be granted no more than three (3) days' leave with pay, in total, for the purposes of travel for these two (2) periods.</li> </ul>	<p>b. At the request of the employee, such bereavement leave with pay may be taken <b>in a single period of seven (7) consecutive calendar days or may be taken</b> in two <b>(2)</b> periods to a maximum of five (5) days of leave with pay in total. When requested to be taken in two (2) periods,</p> <ul style="list-style-type: none"> <li>i. The first period must include the day of the memorial commemorating the deceased or must begin within two (2) days following the death, and</li> <li>ii. The second period must be taken no later than twelve (12) months from the date of death for the purpose of attending a ceremony.</li> <li>iii. The employee may be granted no more than three (3) days' leave with pay, in total, for the purposes of travel for these two (2) periods.</li> </ul>
<p>c. An employee is entitled to one (1) day's bereavement leave with pay for the purpose related to the death of his or her brother-in-law or sister-in-law and grandparents of spouse.</p>	<p>c. An employee is entitled to one (1) day's bereavement leave with pay for the purpose related to the death of his or her <b>uncle or aunt</b>, brother-in-law or sister-in-law and grandparents of spouse.</p>
<p>d. If, during a period of paid leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under paragraphs 30.01(a), (b) and (c), the employee shall be granted bereavement leave with pay and his or her paid leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.</p>	<p>d. If, during a period of paid leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under paragraphs 30.01(a), (b), <del>and</del> (c) <b>and (f)</b>, the employee shall be granted bereavement leave with pay and his or her paid leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.</p>
<p>e. It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the deputy head of a department may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided for in paragraphs 30.01(a), (b) and (c).</p>	<p>e. It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the deputy head of a department may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided for in paragraphs 30.01(a), (b), <del>and</del> (c) <b>and (f)</b>.</p>

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	<p>f. An employee is entitled to three (3) consecutive working days of bereavement leave with pay in the event of a stillbirth experienced by them or their spouse or common-law partner or where they would have been a parent of the child born as a result of the pregnancy. For greater certainty, stillbirth is defined as an unborn child on or after twenty (20) weeks of pregnancy. The leave may be taken during the period that begins on the day on which the stillbirth occurs and ends no later than twelve (12) weeks after the latest of the days on which any funeral, burial or memorial service in respect of the stillbirth occurs.</p>
<b>30.03 Maternity allowance</b>	
<p>[...]</p> <p>c. Maternity allowance payments made in accordance with the SUB Plan will consist of the following:</p> <p>i. where an employee is subject to a waiting period before receiving Employment Insurance maternity benefits, ninety-three per cent (93%) of her weekly rate of pay for each week of the waiting period, less any other monies earned during this period,</p> <p>[...]</p>	<p>[...]</p> <p>c. Maternity allowance payments made in accordance with the SUB Plan will consist of the following:</p> <p>i. where an employee is subject to a waiting period before receiving Employment Insurance maternity benefits, ninety-three per cent (93%) of her weekly rate of pay <del>for each week</del> of the waiting period, less any other monies earned during this period,</p> <p>[...]</p>
<b>30.07 Special parental allowance for totally disabled employees</b>	
<p>a. An employee who:</p> <p>i. fails to satisfy the eligibility requirement specified in subparagraph 30.06(a)(ii) solely because a concurrent entitlement to benefits under the Disability Insurance (DI) Plan, the Long-Term Disability (LTD) Insurance portion of the Public Service Management Insurance Plan (PSMIP) or via the Government Employees Compensation Act prevents the employee from receiving Employment Insurance or Québec Parental Insurance Plan benefits;</p> <p>and</p>	<p>a. An employee who:</p> <p>i. fails to satisfy the eligibility requirement specified in subparagraph 30.06(a)(ii) solely because a concurrent entitlement to benefits under the Disability Insurance (DI) Plan, the Long-Term Disability (LTD) Insurance portion of the Public Service Management Insurance Plan (PSMIP) or via the Government Employees Compensation Act prevents the employee from receiving Employment Insurance or Québec Parental Insurance Plan benefits;</p> <p>and</p>

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<p>ii. has satisfied all of the other eligibility criteria specified in paragraph 30.06(a), other than those specified in sections (A) and (B) of subparagraph 30.06(a)(iii);</p> <p>shall be paid, in respect of each week of benefits under the parental allowance not received for the reason described in subparagraph 30.07(a)(i), the difference between ninety-three per cent (93%) of the employee's rate of pay, and the gross amount of his or her weekly disability benefit under the DI Plan, the LTD Plan or via the <i>Government Employees Compensation Act</i>.</p>	<p>ii. has satisfied all of the other eligibility criteria specified in paragraph 30.06(a), other than those specified in sections (A) and (B) of subparagraph 30.06(a)(iii);</p> <p>shall be paid, in respect of each week of benefits under the <b>standard</b> parental allowance, <b>as specified under paragraphs 30.06 (c) to (k)</b>, not received for the reason described in subparagraph 30.07(a)(i), the difference between ninety-three per cent (93%) of the employee's rate of pay, and the gross amount of his or her weekly disability benefit under the DI Plan, the LTD Plan or via the <i>Government Employees Compensation Act</i>.</p>
<p><b>30.09</b> An employee shall be granted leave without pay for the personal care and nurturing of the employee's preschool age children (including children of common-law spouse) in accordance with the following conditions:</p> <p>[...]</p>	<p><b>30.09</b> An employee shall be granted leave without pay for the personal care and nurturing of the employee's preschool age children (including children of common-law <b>partner spouse</b>) in accordance with the following conditions:</p> <p>[...]</p> <p><b><i>No modification required to the French version of the collective agreement.</i></b></p>
<p><b>30.12 Leave with pay for family-related responsibilities</b></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>a. For the purpose of this article, family is defined as spouse (or common-law <b>partner spouse</b> resident with the employee), dependent children (including children of legal or common-law <b>partner spouse</b>), 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><i>No modification required to the French version of the collective agreement.</i></b></p>
<p>[...]</p> <p>c. Subject to paragraph 30.12(b), the Employer shall grant leave with pay under the following circumstances:</p>	<p>[...]</p> <p>c. Subject to paragraph 30.12(b), the Employer shall grant leave with pay under the following circumstances:</p>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<ul style="list-style-type: none"> <li>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;</li> <li>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;</li> <li>iii. to provide for the immediate and temporary care of an elderly member of the employee's family;</li> <li>iv. for needs directly related to the birth or to the adoption of the employee's child;</li> <li>v. to attend school functions, if the supervisor was notified of the function as far in advance as possible;</li> <li>vi. to provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility.</li> </ul>	<ul style="list-style-type: none"> <li>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;</li> <li>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;</li> <li>iii. to provide for the immediate and temporary care of an elderly member of the employee's family;</li> <li>iv. for needs directly related to the birth or to the adoption of the employee's child;</li> <li>v. to attend school functions, if the supervisor was notified of the function as far in advance as possible;</li> <li>vi. to provide for the employee's child in the case of an unforeseeable closure of the school or daycare facility.</li> </ul>
<p>d. Twenty-four (24) hours out of the forty (40) hours stipulated in paragraph (b) can be used for personal reasons.</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>e. <b>Sixteen (16)</b> <del>Eight (8)</del> hours out of the forty (40) hours stipulated in paragraph (b) above may be used to attend an <b>appointment</b> 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>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
	<p>(NEW)</p> <p><b>30.21 Domestic violence leave</b></p> <p>For the purposes 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 someone with whom the employee has or had an intimate relationship.</p> <ol style="list-style-type: none"> <li>a. The parties recognize that employees may be subject to domestic violence in their personal life that could affect their attendance at work.</li> <li>b. Upon request, an employee who is subject to domestic violence or who is the parent of a dependent child who is subject to domestic violence from someone with whom the employee has or had an intimate relationship shall be granted domestic violence leave in order to enable the employee, in respect of such violence:               <ol style="list-style-type: none"> <li>i. to seek care and/or support for themselves or their dependent child in respect of a physical or psychological injury or disability;</li> <li>ii. to obtain services from an organization which provides services for individuals who are subject to domestic violence;</li> <li>iii. to obtain professional counselling;</li> <li>iv. to relocate temporarily or permanently;</li> </ol>               or             </li> <li>v. to seek legal or law enforcement assistance or to prepare for or participate in any civil or criminal legal proceeding.</li> <li>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.</li> <li>d. The Employer may, in writing and no later than fifteen (15) days after an employee’s return to work, request the employee to provide documentation to support the reasons for the leave. The employee shall provide that documentation only if it is reasonably practicable for them to obtain and provide it.</li> <li>e. Notwithstanding paragraphs 30.21 (b) and 30.21 (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.</li> </ol>

# Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<b>Article 34: modified hours of work</b>	
<b>34 (3) Specific application</b>	
	<p><b>(NEW)</b> <b>Designated Holidays</b> 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.</p>
<p><b>Lieu hours in lieu of designated paid holidays</b> [...]</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(I), this amount shall be increased by eight decimal five (8.5) hours;</p>	<p><b>Lieu hours in lieu of designated paid holidays</b> [...]</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 <del>ninety-three decimal five (93.5)</del> <b>one hundred and two (102)</b> hours in lieu ("lieu hours") of designated paid holidays. In the event that an additional national holiday is proclaimed as per paragraph 26.01(I) <b>(m)</b>, this amount shall be increased by eight decimal five (8.5) hours;</p>
<b>Article 35: part-time employees</b>	
<p><b>Designated holidays</b> <b>35.06</b> A part-time employee shall not be paid for the designated holidays but shall, instead, be paid four decimal two five (4.25) per cent for all straight-time hours worked.</p>	<p><b>Designated holidays</b> <b>35.06</b> A part-time employee shall not be paid for the designated holidays but shall, instead, be paid four decimal <del>six two five (4.25)</del> per cent <b>(4.6%)</b> for all straight-time hours worked. <b>For greater certainty, employees working part-time schedule are not entitled to lieu hours as provided for under article 34: Modified hours of work.</b></p>
<b>Article 37: no discrimination</b>	



## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
	<p><b>(NEW)</b></p> <p><b>37.04</b> The Employer shall provide the complainant(s) and/or respondent(s) with an official copy of the investigation report, subject to the <i>Access to Information Act</i> and <i>Privacy Act</i>.</p>
<b>Article 38: sexual harassment</b>	
	<p><b>(NEW)</b></p> <p><b>38.04</b> The Employer shall provide the complainant(s) and/or respondent(s) with an official copy of the investigation report, subject to the <i>Access to Information Act</i> and <i>Privacy Act</i>.</p>
<b>Article 41: National Joint Council agreements</b>	
<p><b>41.03</b></p> <p>a. The following directives, as amended from time to time by National Joint Council recommendation and which have been approved by the Treasury Board of Canada, form part of this agreement:</p> <ul style="list-style-type: none"> <li>o Bilingualism Bonus Directive;</li> <li>o Commuting Assistance Directive;</li> <li>o Foreign Service Directives;</li> <li>o Isolated Posts and Government Housing Directive;</li> <li>o Memorandum of Understanding of Definition of Spouse;</li> <li>o NJC Integrated Relocation Directive;</li> <li>o Public Service Health Care Plan Directive;</li> <li>o Travel Directive;</li> <li>o Uniforms Directive;</li> <li>o Occupational safety and health <ul style="list-style-type: none"> <li>▪ Boiler and Pressure Vessels Directive</li> <li>▪ Committees and Representatives Directive</li> <li>▪ Electrical Directive</li> <li>▪ Elevating Devices Directive</li> <li>▪ Elevated Work Structures Directive</li> </ul> </li> </ul>	<p><b>41.03</b></p> <p>a. The following directives, as amended from time to time by National Joint Council recommendation and which have been approved by the Treasury Board of Canada, form part of this agreement:</p> <ul style="list-style-type: none"> <li>o <i>Bilingualism Bonus Directive;</i></li> <li>o <i>Commuting Assistance Directive;</i></li> <li>o <b><i>First Aid to the General Public – Allowance for Employees;</i></b></li> <li>o <i>Foreign Service Directives;</i></li> <li>o <i>Isolated Posts and Government Housing Directive;</i></li> <li>o <del>Memorandum of Understanding of Definition of Spouse;</del></li> <li>o <del>NJC Integrated Relocation Directive;</del></li> <li>o <b><i>Occupational Health and Safety Directive;</i></b></li> <li>o <i>Public Service Health Care Plan Directive;</i></li> <li>o <i>Travel Directive;</i></li> <li>o <i>Uniforms Directive;</i></li> <li>o <b><i>Work Force Adjustment Directive.</i></b></li> <li>o <del>Occupational safety and health</del> <ul style="list-style-type: none"> <li>▪ <del>Boiler and Pressure Vessels Directive</del></li> <li>▪ <del>Committees and Representatives Directive</del></li> </ul> </li> </ul>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<ul style="list-style-type: none"> <li>▪ First Aid Allowance Directive</li> <li>▪ First Aid Safety and Health Directive</li> <li>▪ Hazardous Confined Spaces Directive</li> <li>▪ Hazardous Substances Directive</li> <li>▪ Materials Handling Directive</li> <li>▪ Motor Vehicle Operations Directive</li> <li>▪ Noise Control and Hearing Conservation Directive</li> <li>▪ Personal Protective Equipment and Clothing Directive</li> <li>▪ Pesticides Directive</li> <li>▪ Refusal to Work Directive</li> <li>▪ Sanitation Directive</li> <li>▪ Tools and Machinery Directive</li> <li>▪ Use and Occupancy of Buildings Directive</li> </ul>	<ul style="list-style-type: none"> <li>▪ <del>Electrical Directive</del></li> <li>▪ <del>Elevating Devices Directive</del></li> <li>▪ <del>Elevated Work Structures Directive</del></li> <li>▪ <del>First Aid Allowance Directive</del></li> <li>▪ <del>First Aid Safety and Health Directive</del></li> <li>▪ <del>Hazardous Confined Spaces Directive</del></li> <li>▪ <del>Hazardous Substances Directive</del></li> <li>▪ <del>Materials Handling Directive</del></li> <li>▪ <del>Motor Vehicle Operations Directive</del></li> <li>▪ <del>Noise Control and Hearing Conservation Directive</del></li> <li>▪ <del>Personal Protective Equipment and Clothing Directive</del></li> <li>▪ <del>Pesticides Directive</del></li> <li>▪ <del>Refusal to Work Directive</del></li> <li>▪ <del>Sanitation Directive</del></li> <li>▪ <del>Tools and Machinery Directive</del></li> <li>▪ <del>Use and Occupancy of Buildings Directive</del></li> </ul>
<b>Article 43: allowances and premiums</b>	
<b>43.01 Dog handler's allowance</b>	
<p>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.</p> <p>[...]</p>	<p>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. <b>Employees attending their certification training to become a detector dog handler shall also receive this allowance.</b></p> <p>[...]</p>
<b>43.02 Responsibility allowance: Grierson Centre</b>	
<p>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</p>	<p>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</p>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p>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.</p>	<p>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 <b>eight</b> <del>seven</del> dollars <b>(\$8)</b> <del>and fifty-five cents (\$7.55)</del> for each period of four (4) hours worked per shift.</p>
<p><b>43.03 Clothing allowance</b></p>	
<p>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 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).</p>	<p>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 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 <b>six eight</b> hundred dollars <b>(\$800.00)</b> <del>(\$600.00)</del>. This allowance will be payable once per fiscal year and by March 31. The maximum allowance payable per fiscal year is <b>six eight</b> hundred dollars <b>(\$800.00)</b> <del>(\$600.00)</del>.</p>
<p><b>43.04 Instructor allowance</b></p>	
<p>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. An employee paid at the CX 3 classification level is not entitled to this allowance.</p>	<p>When an employee is required to perform the duties of an instructor, he or she shall receive an allowance equal to two dollars <b>seventy-five</b> <del>fifty</del> cents <b>(\$2.75)</b> per hour, for each hour or part of an hour where he or she performs these duties, including overtime. An employee paid at the CX 3 classification level is not entitled to this allowance.</p>
<p><b>43.05 Allowances for employees who accept to be Emergency Response Team members</b></p>	
<p>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 emergency team members.</p>	<p>The employee who is a member of the Emergency Response Team shall receive a premium of two dollars <b>seventy-five</b> <del>fifty</del> cents <b>(\$2.75)</b> 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 emergency team members.</p>

# **Collective Agreement** **Tentative Agreement – December 2024**

## **CURRENT COLLECTIVE AGREEMENT**

## **TENTATIVE AGREEMENT**

### **Article 51 – Duration**

**51.01** This collective agreement shall expire on May 31, 2022.

**51.01** This collective agreement shall expire on May 31, **2026** 2022.

### **New Appendix “A”** **RATES OF PAY**

#### **4-year Collective Agreement**

<b>Rates of Pay (General Economic Increases):</b>	Effective June 1, 2022	<b>3.50% economic increase</b>
<b>Wage and Market Adjustments:</b>	Effective June 1, 2022	<b>1.25% wage adjustment</b>
<b>Rates of Pay (General Economic Increases):</b>	Effective June 1, 2023	<b>3.00% economic increase</b>
<b>Wage and Market Adjustments:</b>	Effective June 1, 2023	<b>2.80% market adjustment</b>
<b>Rates of Pay (General Economic Increases):</b>	Effective June 1, 2024	<b>2.00% economic increase</b>
<b>Wage and Market Adjustments:</b>	Effective June 1, 2024	<b>0.25% wage adjustment</b>
<b>Rates of Pay (General Economic Increases):</b>	Effective June 1, 2025	<b>2.00% economic increase</b>

#### **CX-01**

			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
From:	<b>June 1, 2021</b>		\$66,974	\$70,877	\$75,012	\$79,395	\$84,045
To:	<b>June 1, 2022</b>		\$69,318	\$73,358	\$77,637	\$82,174	\$86,987
	<b>June 1, 2022</b>	Wage Adjustment	\$70,184	\$74,275	\$78,607	\$83,201	\$88,074
	<b>June 1, 2023</b>		\$72,290	\$76,503	\$80,965	\$85,697	\$90,716
	<b>June 1, 2023</b>	Wage Adjustment	\$74,314	\$78,645	\$83,232	\$88,097	\$93,256
	<b>June 1, 2024</b>		\$75,800	\$80,218	\$84,897	\$89,859	\$95,121

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT				TENTATIVE AGREEMENT			
	<b>June 1, 2024</b>	Wage Adjustment	\$75,990	\$80,419	\$85,109	\$90,084	\$95,359
	<b>June 1, 2025</b>		\$77,510	\$82,027	\$86,811	\$91,886	\$97,266
<b>CX-02</b>							
			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
From:	<b>June 1, 2021</b>		\$70,958	\$75,100	\$79,487	\$84,137	\$89,068
To:	<b>June 1, 2022</b>		\$73,442	\$77,729	\$82,269	\$87,082	\$92,185
	<b>June 1, 2022</b>	Wage Adjustment	\$74,360	\$78,701	\$83,297	\$88,171	\$93,337
	<b>June 1, 2023</b>		\$76,591	\$81,062	\$85,796	\$90,816	\$96,137
	<b>June 1, 2023</b>	Wage Adjustment	\$78,736	\$83,332	\$88,198	\$93,359	\$98,829
	<b>June 1, 2024</b>		\$80,311	\$84,999	\$89,962	\$95,226	\$100,806
	<b>June 1, 2024</b>	Wage Adjustment	\$80,512	\$85,211	\$90,187	\$95,464	\$101,058
	<b>June 1, 2025</b>		\$82,122	\$86,915	\$91,991	\$97,373	\$103,079
<b>CX-03</b>							
			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
From:	<b>June 1, 2021</b>		\$76,995	\$81,497	\$86,270	\$91,331	\$96,694
To:	<b>June 1, 2022</b>		\$79,690	\$84,349	\$89,289	\$94,528	\$100,078
	<b>June 1, 2022</b>	Wage Adjustment	\$80,686	\$85,403	\$90,405	\$95,710	\$101,329
	<b>June 1, 2023</b>		\$83,107	\$87,965	\$93,117	\$98,581	\$104,369
	<b>June 1, 2023</b>	Wage Adjustment	\$85,434	\$90,428	\$95,724	\$101,341	\$107,291
	<b>June 1, 2024</b>		\$87,143	\$92,237	\$97,638	\$103,368	\$109,437

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT			TENTATIVE AGREEMENT			
June 1, 2024	Wage Adjustment	\$87,361	\$92,468	\$97,882	\$103,626	\$109,711
June 1, 2025		\$89,108	\$94,317	\$99,840	\$105,699	\$111,905

### Pay Notes

<sup>1</sup> Rates of pay will change within 180 days after the signing of the collective agreement. In accordance with Appendix “N”, rates prior to the salary change will be paid as lump sum payments:

- Year 1 (2022) increases (i.e., “A” and “X”): paid as a retroactive lump sum payment equal to a 3.50% economic increase and a 1.25% wage adjustment, for a compounded total increase of 4.794% of June 1, 2021 rates.
- Year 2 (2023) increase (i.e., “B” and “Y”) : paid as a retroactive lump sum payment equal to the year 1 increases plus a 3.00% economic increase and a 2.80% market adjustment for a compounded total increase of 10.960% of June 1, 2021 rates.
- Year 3 (2024) increases (i.e., “C”, and “Z”) : paid as a retroactive lump sum payment equal to the year 1 and 2 increases plus a 2.00% economic increase and a 0.25% wage adjustment for a compounded total increase of 13.462% of June 1, 2021 rates.

### One-time allowance Related to the Performance of Regular Duties (and responsibilities):

- The Employer will provide a one-time lump-sum payment of two thousand five hundred dollars (\$2,500) to incumbents of positions within the CX group on the date of signing of the collective agreement.
- This one-time allowance will be paid to incumbents of positions within the CX group for the performance of regular duties and responsibilities associated with their position.
- If an employee is eligible for compensation in respect to the one-time allowance related to the performance of regular duties (and responsibilities) under more than one collective agreement, the employee shall receive the allowance only once.

Payment will be issued according to implementation timelines as per Appendix N - Memorandum of Understanding with Respect to Implementation of the Collective Agreement.

### New Appendix

Without Prejudice

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE UNION OF CANADIAN CORRECTIONAL OFFICERS-SYNDICAT DES AGENTS CORRECTIONNELS DU CANADA-CSN (UCCO-SACC-CSN) WITH RESPECT TO THE CORRECTIONAL OFFICER ALLOWANCE**

The Employer will provide a biweekly allowance to incumbents of CX-01 and CX-02 positions working in an institution for the performance of duties in the Correctional Services Group beginning within 180 days of the signature of the collective agreement.

# **Collective Agreement** **Tentative Agreement – December 2024**

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT						
<p>a. The Correctional Officer Allowance is used to recognize the working conditions and duties of correctional officers and to provide additional compensation to an incumbent who is employed and who performs the duties of the Correctional Services Group at the CX-01 and the CX-02 level in an institution.</p>							
<p>b. This allowance shall be paid on the same basis as a Correctional Officer's regular pay, in that an employee shall be entitled to receive a biweekly allowance to be paid in pay periods for which the employee is receiving regular pay that is uninterrupted as a result of absences from work on suspension or on leave without pay for the complete duration of the pay period.</p>							
<p>c. The biweekly allowance will be subject to economic increases provided for in this collective agreement. The biweekly allowance will be:</p> <table border="1"> <tr> <th>Effective date</th><th>Biweekly allowance amount</th></tr> <tr> <td>Within 180 days of the signature of the collective agreement</td><td>\$239.21</td></tr> <tr> <td>June 1, 2025</td><td>\$243.99</td></tr> </table>		Effective date	Biweekly allowance amount	Within 180 days of the signature of the collective agreement	\$239.21	June 1, 2025	\$243.99
Effective date	Biweekly allowance amount						
Within 180 days of the signature of the collective agreement	\$239.21						
June 1, 2025	\$243.99						
<p>d. The biweekly allowance shall not be payable for pay periods where an employee performs duties of a different classification group for the complete duration of the pay period.</p>							
<p>e. The correctional officer allowance does not form part of an employee's salary except for the calculation of the maternity and parental allowance.</p>							
<p>f. Part-time employees shall be entitled to the allowance on a pro-rated basis.</p>							
<p>The parties agree that this allowance will not result in any retroactive payment or adjustment. It will form part of the implementation, on a prospective basis, of the new collective agreement once signed as provided for in Appendix N: Memorandum of Understanding Between the Treasury Board of Canada and the Union of Canadian Correctional Officers – Syndicat des Agents Correctionnels du Canada (CSN) with Respect to Implementation of the Collective Agreement.</p> <p>This Memorandum of Understanding expires on May 31, 2026.</p>							
<div> <div>New Appendix</div> <div> <div>Without Prejudice</div> <div> MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE UNION OF CANADIAN CORRECTIONAL OFFICERS – SYNDICAT DES AGENTS CORRECTIONNELS DU CANADA – CSN (UCCO-SACC-CSN) REGARDING THE CORRECTIONAL STAFF TRAINING OFFICER ALLOWANCE </div> </div> </div>							
<p>The Employer will provide a biweekly allowance payment to incumbents of CX-03 positions for the performance of duties in the Correctional Services Group beginning within 180 days of the signature of the collective agreement.</p>							

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT				
<p>a. The Correctional Staff Training Officer Allowance is used to recognize the working conditions and duties of correctional staff training officers and to provide additional compensation to an incumbent who is employed and who performs the duties of the Correctional Services Group at the CX-03 level.</p>					
<p>b. This allowance shall be paid on the same basis as a Correctional Staff Training Officer's regular pay, in that an employee shall be entitled to receive a biweekly allowance to be paid in pay periods for which the employee is receiving regular pay that is uninterrupted as a result of absences from work on suspension or on leave without pay for the complete duration of the pay period.</p>					
<p>c. The biweekly allowance payment will be:</p> <table border="1"> <tr> <th>Effective date</th><th>Biweekly allowance amount</th></tr> <tr> <td>within 180 days of the signature of the collective agreement</td><td>\$38.33</td></tr> </table>		Effective date	Biweekly allowance amount	within 180 days of the signature of the collective agreement	\$38.33
Effective date	Biweekly allowance amount				
within 180 days of the signature of the collective agreement	\$38.33				
<p>d. The biweekly allowance payment shall not be payable for pay periods where an employee performs duties of a different classification group for the complete duration of the pay period.</p>					
<p>e. The correctional staff training officer allowance does not form part of an employee's salary except for the calculation of the maternity and parental allowance.</p>					
<p>f. Part-time employees shall be entitled to the allowance on a pro-rated basis.</p>					
<p>g. The biweekly allowance shall not be payable for pay periods where an employee is in receipt of the Correctional Officer Allowance.</p>					
<p>The parties agree that this allowance will not result in any retroactive payment or adjustment. It will form part of the implementation, on a prospective basis, of the new collective agreement once signed as provided for in Appendix N: Memorandum of Understanding Between the Treasury Board of Canada and the Union of Canadian Correctional Officers – Syndicat des Agents Correctionnels du Canada (CSN) with Respect to Implementation of the Collective Agreement.</p> <p>This Memorandum of Understanding expires on May 31, 2026.</p>					
<p><b>New Appendix</b>  <b>MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD AND THE UNION OF CANADIAN CORRECTIONAL OFFICERS-SYNDICAT DES AGENTS CORRECTIONNELS DU CANADA- CSN (UCCO-SACC-CSN) WITH RESPECT TO GENDER-INCLUSIVE LANGUAGE</b></p>					
<p>This memorandum of understanding (MOU) is to give effect to the agreement reached between the Treasury Board (the Employer) and the Union of Canadian Correctional Officers- Syndicat des agents correctionnels du Canada-CSN (the Union) regarding the review of language in the CX collective agreement.</p>					



# Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p>The Employer commits to review the collective agreement to render the language more gender-inclusive in both official languages. To support the review and for the purpose of consistency in the federal public service, the Employer will use tools and approach previously developed to integrate gender-inclusive language into collective agreements.</p> <p>The parties agree that any changes in language will not result in changes in application, scope, or value.</p> <p>The Employer agrees to finalize the review and report to the Union by March 1, 2025. The Union agrees to review the language and respond to the employer ninety (90) days after the receipt of the language. This timeline may be extended at the request of one of the parties.</p> <p>It is understood that the agreed language will be included in the next collective agreement.</p> <p>This memorandum of understanding expires on the expiry date of this collective agreement.</p>	
<p><b>Appendix “B”</b> <b>Work force adjustment</b></p>	
	Delete the Appendix
<p><b>Appendix “D”</b> <b>Inmate escorts</b></p>	
<p>[...]</p> <p>2. When an officer is required to escort an inmate outside of the headquarters area the employee will be compensated as follows:</p> <p>[...]</p>	<p>[...]</p> <p>2. When an officer is required to escort an inmate outside of the headquarters area the <b>officer</b> employee will be compensated as follows:</p> <p>[...]</p> <p><b>No modification required to the French version of the collective agreement.</b></p>
<p><b>Appendix “H”</b> <del>Memorandum of Understanding Between the Treasury Board and Union of Canadian Correctional Officers – Syndicat des agents correctionnels du Canada – CSN (UCCO SACC CSN) with respect to notice of shift change</del></p>	
This Memorandum confirms the agreement reached by the parties at the bargaining table regarding collaboration between the Correctional Service	<del>This Memorandum confirms the agreement reached by the parties at the bargaining table regarding collaboration between the Correctional Service</del>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p>Canada (the Department) and UCCO-SACC-CSN to look into the matter of notice period of shift change pursuant to paragraph 21.03d) of the collective agreement.</p> <p>The Department and UCCO-SACC-CSN agree to initiate discussions within sixty (60) days of signing of the collective agreement to develop terms of reference for a project regarding the changing of the notice period under Article 21.03d).</p>	<p><del>Canada (the Department) and UCCO-SACC-CSN to look into the matter of notice period of shift change pursuant to paragraph 21.03d) of the collective agreement.</del></p> <p><del>The Department and UCCO-SACC-CSN agree to initiate discussions within sixty (60) days of signing of the collective agreement to develop terms of reference for a project regarding the changing of the notice period under Article 21.03d).</del></p>
<b>Appendix “I”</b> <b>List of institutions that do not have a Union office or that share a Union office</b>	
<ul style="list-style-type: none"> <li>• Grierson Centre</li> <li>• Edmonton Institution for Women</li> <li>• Willow Cree</li> <li>• OOHL</li> </ul>	<ul style="list-style-type: none"> <li>• Grierson Centre</li> <li><del>• Edmonton Institution for Women</del></li> <li>• Willow Cree</li> <li>• OOHL</li> </ul>
<b>Appendix “K”</b> <b>Letter of Understanding Between the Treasury Board and the Union of Canadian Correctional Officers – Syndicat des agents correctionnels du Canada – CSN (UCCO-SACC-CSN) with Respect to the Effective Scheduling for the Correctional Service of Canada (CSC)</b>	
<p><b>Principles of effective scheduling</b></p> <p>There are four (4) basic principles of effectively scheduling to meet the business need of the Correctional Service of Canada (CSC).</p> <ol style="list-style-type: none"> <li>2. <b>Economic:</b> Ensuring that the shift schedules are developed in a cost-effective manner within existing funded resources.</li> <li>3. <b>Operational:</b> Ensuring that the shift schedules are deploying the resources to all of the identified security activities.</li> <li>4. <b>Contractual:</b> Ensuring that the shift schedules meet all of the clauses within the collective agreement.</li> <li>5. <b>Process:</b> Ensuring that the national committee approves the shift schedules and their modifications submitted by the local committee before they are put into effect.</li> </ol>	<p><b>1. Principles of effective scheduling</b></p> <p>There are four (4) basic principles of effectively scheduling to meet the business need of the Correctional Service of Canada (CSC).</p> <ol style="list-style-type: none"> <li>i. <b>Economic:</b> Ensuring that the shift schedules are developed in a cost-effective manner within existing funded resources.</li> <li>ii. <b>Operational:</b> Ensuring that the shift schedules are deploying the resources to all of the identified security activities.</li> <li>iii. <b>Contractual:</b> Ensuring that the shift schedules meet all of the clauses within the collective agreement.</li> <li>iv. <b>Process:</b> Ensuring that the national committee approves the shift schedules and their modifications submitted by the local committee before they are put into effect.</li> </ol>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p><b>Rules for effective scheduling</b></p> <p>The following rules have been established to maintain sustainable solutions for all stakeholders and to ensure effective scheduling that will address the business need of the organization and the quality of life for employees working in a correctional environment.</p>	<p><b>2. Rules for effective scheduling</b></p> <p>The following rules have been established to maintain sustainable solutions for all stakeholders and to ensure effective scheduling that will address the business need of the organization and the quality of life for employees working in a correctional environment.</p>
<p><b>(A) Eight decimal five (8.5) hour shift schedules (Article 21.02)</b></p> <p>Ensure shift schedules deploy employees for the correct hours of work in accordance with the collective agreement.</p> <p>Build shift schedules to reflect the operational need of the institution. The current business need is eight (8), sixteen (16) and twenty-four (24) hour security activity coverage and shift schedules shall be developed based on the identified business need.</p> <p>Deploy employees to the identified business need. For eight decimal five (8.5) hour shift schedules there shall only be eight decimal five (8.5) hour shifts for eight (8) hour correctional activities.</p> <p>To maximize substitute relief positions there shall not be any overlap in the shift schedules. There shall be an equitable distribution of substitute relief positions for each day of the week, that is, eight decimal five (8.5) hour substitute relief positions for eight (8) hour correctional activities.</p> <p>The process to determine how employees are assigned to an eight decimal five (8.5) hour shift schedule is determined by mutual agreement at the local Labour Management Committee level. In cases where mutual agreement cannot be reached on a priority rating system, the institution shall assign among all the employees who have expressed interest and meet the requirements of the position, the employee with the most years of service as a correctional officer.</p>	<p><b>(A) Eight decimal five (8.5) hour shift schedules (Article 21.02)</b></p> <ul style="list-style-type: none"> <li>i. Ensure shift schedules deploy employees for the correct hours of work in accordance with the collective agreement.</li> <li>ii. <del>Build</del> <b>Develop</b> shift schedules to reflect the operational need of the institution. The current business need is eight (8), sixteen (16) and twenty-four (24) hour <del>security</del> <b>correctional</b> activity coverage and shift schedules shall be developed based on the identified business need.</li> <li>iii. Deploy employees to the identified business need-, <b>that is, for</b> For eight decimal five (8.5) hour shift schedules there shall only be eight decimal five (8.5) hour shifts for eight (8) hour correctional activities.</li> <li>iv. To maximize substitute relief positions there shall not be any overlap in the shift schedules. There shall be an equitable distribution of substitute relief positions for each day of the week, that is, eight decimal five (8.5) hour substitute relief positions for eight (8) hour correctional activities.</li> <li>v. The process to determine how employees are assigned to an eight decimal five (8.5) hour shift schedule is determined by mutual agreement at the local Labour Management Committee level. In cases where mutual agreement cannot be reached on a priority rating system, the institution shall assign among all the employees who have expressed interest and meet the requirements of the position, the employee with the most years of service as a correctional officer.</li> </ul>
<p><b>(B) Modified shift schedules (Article 34)</b></p> <p>Ensure shift schedules deploy employees for the correct hours of work in accordance with the collective agreement.</p>	<p><b>(B) Modified shift schedules (Article 34)</b></p> <ul style="list-style-type: none"> <li>i. Ensure shift schedules deploy employees for the correct hours of work in accordance with the collective agreement.</li> </ul>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p>Build shift schedules to reflect the operational need of the institution. The current business need is eight (8), sixteen (16) and twenty-four (24) hour correctional activity coverage and shift schedules shall be developed based on the identified business need.</p> <p>Deploy employees to the identified business need, that is, for twelve decimal seven five (12.75) hour shift schedules the majority of shifts shall be twelve decimal seven five (12.75) hour shifts for twelve (12) hour correctional activities. To maximize substitute relief positions there shall not be any overlap in the shift schedules. There shall be an equitable distribution of substitute relief positions for each day of the week, that is, twelve decimal seven five (12.75) hour substitute relief positions for twelve (12) hour correctional activities.</p> <p>Employees working a modified shift schedule that contains twelve (12) or more hours shall not be scheduled more than four (4) consecutive shifts in a row.</p> <p>Employees working a modified shift schedule that contains a sixteen (16) hour shift shall normally be scheduled to only one sixteen (16) hour shift in a shift cycle.</p> <p>The process to determine how employees are assigned to a modified shift schedule is determined by mutual agreement at the local Labour Management Committee level. In cases where mutual agreement cannot be reached on a priority rating system, the institution shall assign among all the employees who have expressed interest and meet the requirements of the position, the employee with the most years of service as a correctional officer.</p>	<ul style="list-style-type: none"> <li>ii. <del>Build</del> <b>Develop</b> shift schedules to reflect the operational need of the institution. The current business need is eight (8), sixteen (16) and twenty-four (24) hour correctional activity coverage and shift schedules shall be developed based on the identified business need.</li> <li>iii. Deploy employees to the identified business need, that is, for twelve decimal <del>seven five (12.75)</del> <b>12.5</b> hour shift schedules the majority of shifts shall be twelve decimal <del>seven five (12.75)</del> <b>12.5</b> hour shifts for twelve (12) hour correctional activities.</li> <li>iv. To maximize substitute relief positions there shall not be any overlap in the shift schedules. There shall be an equitable distribution of substitute relief positions for each day of the week, that is, twelve decimal <del>seven five (12.75)</del> <b>12.5</b> hour substitute relief positions for twelve (12) hour correctional activities.</li> <li>v. Employees working a modified shift schedule that contains twelve (12) or more hours <b>shifts</b> shall not be scheduled more than <b>five (5)</b> <del>four (4)</del> consecutive shifts in a row.</li> <li>vi. Employees working a modified shift schedule that contains a sixteen (16) hour shift shall normally be scheduled to only one sixteen (16) hour shift in a shift cycle.</li> <li>vii. The process to determine how employees are assigned to a modified shift schedule is determined by mutual agreement at the local Labour Management Committee level. In cases where mutual agreement cannot be reached on a priority rating system, the institution shall assign among all the employees who have expressed interest and meet the requirements of the position, the employee with the most years of service as a correctional officer.</li> </ul>
<p><b>Process for approving schedule and schedule changes</b></p> <p>Prior to any shift schedules being approved for implementation at any institution, they shall be reviewed and certified by the national committee identified for the purpose of overseeing the shift schedules. The national committee will confirm that the above principles have been adhered to and reflected in the shift schedules. If the shift schedules do not reflect the principles</p>	<p><b>3. Process for approving schedule and schedule changes</b></p> <ul style="list-style-type: none"> <li>i. Prior to any shift schedules being approved for implementation at any institution, they shall be reviewed and certified by the national committee identified for the purpose of overseeing the shift schedules. The national committee will confirm that the above principles have been adhered to and reflected in the shift schedules. If the shift schedules do</li> </ul>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p>then the schedule submitted shall not be certified for implementation and shall be referred back to the local for further changes/amendments.</p> <p>Once a shift schedule has been approved and implemented, it shall only be altered by the mutual consent of the local Union and management and after the subsequent review and certification by the national committee. However, in cases where a change in the security level of the institution or organizational change (for example, number of approved posts, hours of operations for posts, classification or type of posts for deployment purposes), the shift schedule shall be re-submitted to the national committee to review the compliance with the above principles. The national committee shall on an annual basis, review shift schedules in effect in an institution to ensure continued compliance with the above principles.</p>	<p>not reflect the principles then the schedule submitted shall not be certified for implementation and shall be referred back to the local for further changes/amendments.</p> <p>ii. Once a shift schedule has been approved and implemented, it shall only be altered by the mutual consent of the local Union and management and after the subsequent review and certification by the national committee. However, in cases where a change in the security level of the institution or organizational change (for example, number of approved posts, hours of operations for posts, classification or type of posts for deployment purposes), the shift schedule shall be re-submitted to the national committee to review the compliance with the above principles. The national committee shall on an annual basis, review shift schedules in effect in an institution to ensure continued compliance with the above principles.</p>
<p><b>Committee composition</b></p> <p>i. National Committee:</p> <p style="padding-left: 40px;">Two (2) Employer representatives</p> <p style="padding-left: 40px;">Two (2) Union representatives</p> <p>ii. Institutional Committees: a minimum of:</p> <p style="padding-left: 40px;">One (1) Employer representative</p> <p style="padding-left: 40px;">One (1) Union representative</p>	<p><b>4. Committee composition</b></p> <p>i. National Committee:</p> <p style="padding-left: 40px;">a) Two (2) Employer representatives</p> <p style="padding-left: 40px;">b) Two (2) Union representatives</p> <p>ii. Institutional Committees: a minimum of:</p> <p style="padding-left: 40px;">a) <b>One (1) Employer representative</b></p> <p style="padding-left: 40px;">b) <b>One (1) Union representative</b></p>
<p><b>Appendix “M”</b></p> <p><del><b>Memorandum of Understanding Between the Treasury Board of Canada and the Union of Canadian Correctional Officers – Syndicat des Agents Correctionnels du Canada (CSN) with Respect to Retention at Port Cartier and Grande Cache Institutions</b></del></p>	
<p>The Union and the Employer agree to create a Joint Committee consisting of an equal number of Union and Employer representatives. The Committee will convene within 90 days of the signing of the collective agreement and will complete its work by December 31, 2022.</p> <p>The joint committee will undertake a study of retention issues in the Port-Cartier and Grande Cache institutions.</p>	<p><del>The Union and the Employer agree to create a Joint Committee consisting of an equal number of Union and Employer representatives. The Committee will convene within 90 days of the signing of the collective agreement and will complete its work by December 31, 2022.</del></p> <p><del>The joint committee will undertake a study of retention issues in the Port Cartier and Grande Cache institutions.</del></p>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p>The objectives of the study are to:</p> <ul style="list-style-type: none"> <li>• Identify opportunities to increase the retention of experience officers beyond the initial mandatory service period.</li> <li>• Assess the potential relative impact the above opportunities.</li> <li>• Prepare a summary of the joint committee's discussions and findings to be submitted to the Correctional Service Canada (CSC) for consideration within its authority framework.</li> </ul> <p>It is understood that any changes to the collective agreement resulting from these recommendations must be considered in the context of the collective bargaining process.</p> <p>The deadline for completion of work may be extended by mutual consent of both parties to this agreement.</p>	<p><del>The objectives of the study are to:</del></p> <ul style="list-style-type: none"> <li><del>• Identify opportunities to increase the retention of experience officers beyond the initial mandatory service period.</del></li> <li><del>• Assess the potential relative impact the above opportunities.</del></li> <li><del>• Prepare a summary of the joint committee's discussions and findings to be submitted to the Correctional Service Canada (CSC) for consideration within its authority framework.</del></li> </ul> <p><del>It is understood that any changes to the collective agreement resulting from these recommendations must be considered in the context of the collective bargaining process.</del></p> <p><del>The deadline for completion of work may be extended by mutual consent of both parties to this agreement.</del></p>
<p><b>Appendix "N"</b>  <b>Memorandum of Understanding Between the Treasury Board of Canada and the Union of Canadian Correctional Officers – Syndicat des Agents Correctionnels du Canada (CSN) with Respect to Implementation of the Collective Agreement</b></p>	
<p>Notwithstanding the provisions of clause 49.03 on the calculation of retroactive payments and clause 51.03 on the collective agreement implementation period, this memorandum is to give effect to the understanding reached between the Employer and the Union of Canadian Correctional Officers – Syndicat des agents correctionnels du Canada (CSN) regarding a modified approach to the calculation and administration of retroactive payments for the current round of negotiations.</p>	<p><del>Notwithstanding the provisions of clause 49.03 on the calculation of retroactive payments and clause 51.03 on the collective agreement implementation period, this memorandum is to give effect to the understanding reached between the Employer and the Union of Canadian Correctional Officers – Syndicat des agents correctionnels du Canada (CSN) regarding a modified approach to the calculation and administration of retroactive payments for the current round of negotiations.</del></p>
<p><b>1. Calculation of retroactive payments</b></p> <p>a. Retroactive calculations that determine amounts payable to employees for a retroactive period shall be made based on all transactions that have been entered into the pay system up to the date on which the historical salary records for the retroactive period are retrieved for the calculation of the retroactive payment.</p>	<p><del><b>1. Calculation of retroactive payments</b></del></p> <p><del>a. Retroactive calculations that determine amounts payable to employees for a retroactive period shall be made based on all transactions that have been entered into the pay system up to the date on which the historical salary records for the retroactive period are retrieved for the calculation of the retroactive payment.</del></p>

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<p>b. Retroactive amounts will be calculated by applying the relevant percentage increases indicated in the collective agreement rather than based on pay tables in agreement annexes. The value of the retroactive payment will differ from that calculated using the traditional approach, as no rounding will be applied. The payment of retroactive amount will not affect pension entitlements or contributions relative to previous methods, except in respect of the rounding differences.</p>	<p><del>b. Retroactive amounts will be calculated by applying the relevant percentage increases indicated in the collective agreement rather than based on pay tables in agreement annexes. The value of the retroactive payment will differ from that calculated using the traditional approach, as no rounding will be applied. The payment of retroactive amount will not affect pension entitlements or contributions relative to previous methods, except in respect of the rounding differences.</del></p>
<p>c. Elements of salary traditionally included in the calculation of retroactivity will continue to be included in the retroactive payment calculation and administration, and will maintain their pensionable status as applicable. The elements of salary included in the historical salary records and therefore included in the calculation of retroactivity include:</p> <ul style="list-style-type: none"> <li>• substantive salary</li> <li>• promotions</li> <li>• deployments</li> <li>• acting pay</li> <li>• extra duty pay / overtime</li> <li>• additional hours worked</li> <li>• maternity leave allowance</li> <li>• parental leave allowance</li> <li>• vacation leave and extra duty pay cash-out</li> <li>• severance pay</li> <li>• salary for the month of death</li> <li>• Transition Support Measure</li> <li>• eligible allowances and supplemental salary depending on collective agreement</li> </ul>	<p><del>c. Elements of salary traditionally included in the calculation of retroactivity will continue to be included in the retroactive payment calculation and administration, and will maintain their pensionable status as applicable. The elements of salary included in the historical salary records and therefore included in the calculation of retroactivity include:</del></p> <ul style="list-style-type: none"> <li><del>• substantive salary</del></li> <li><del>• promotions</del></li> <li><del>• deployments</del></li> <li><del>• acting pay</del></li> <li><del>• extra duty pay / overtime</del></li> <li><del>• additional hours worked</del></li> <li><del>• maternity leave allowance</del></li> <li><del>• parental leave allowance</del></li> <li><del>• vacation leave and extra duty pay cash-out</del></li> <li><del>• severance pay</del></li> <li><del>• salary for the month of death</del></li> <li><del>• Transition Support Measure</del></li> <li><del>• eligible allowances and supplemental salary depending on collective agreement</del></li> </ul>
<p>d. The payment of retroactive amounts related to transactions that have not been entered in the pay system as of the date when the historical salary records are retrieved, such as acting pay, promotions, overtime and/or deployments, will not be considered in determining whether an agreement has been implemented.</p>	<p><del>d. The payment of retroactive amounts related to transactions that have not been entered in the pay system as of the date when the historical salary records are retrieved, such as acting pay, promotions, overtime and/or deployments, will not be considered in determining whether an agreement has been implemented.</del></p>



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<p>e. Any outstanding pay transactions will be processed once they are entered into the pay system and any retroactive payment from the collective agreement will be issued to impacted employees.</p>	<p><del>e. Any outstanding pay transactions will be processed once they are entered into the pay system and any retroactive payment from the collective agreement will be issued to impacted employees.</del></p>
<p><b>2. Implementation</b></p> <p>a. The effective dates for economic increases will be specified in the agreement. Other provisions of the collective agreement will be effective as follows:</p> <ul style="list-style-type: none"> <li>i. All components of the agreement unrelated to pay administration will come into force on signature of agreement.</li> <li>ii. Changes to existing and new compensation elements such as premiums, allowances, insurance premiums and coverage and changes to overtime rates will become effective within one hundred and eighty (180) days after signature of agreement, on the date at which prospective elements of compensation increases will be implemented under 2(b)(i).</li> <li>iii. Payment of premiums, allowances, insurance premiums and coverage and overtime rates in the collective agreement will continue to be paid until changes come into force as stipulated in 2(a)(ii).</li> </ul>	<p><del><b>2. Implementation</b></del></p> <p><del>a. The effective dates for economic increases will be specified in the agreement. Other provisions of the collective agreement will be effective as follows:</del></p> <ul style="list-style-type: none"> <li><del>i. All components of the agreement unrelated to pay administration will come into force on signature of agreement.</del></li> <li><del>ii. Changes to existing and new compensation elements such as premiums, allowances, insurance premiums and coverage and changes to overtime rates will become effective within one hundred and eighty (180) days after signature of agreement, on the date at which prospective elements of compensation increases will be implemented under 2(b)(i).</del></li> <li><del>iii. Payment of premiums, allowances, insurance premiums and coverage and overtime rates in the collective agreement will continue to be paid until changes come into force as stipulated in 2(a)(ii).</del></li> </ul>
<p>b. Collective agreement will be implemented over the following time frames:</p> <ul style="list-style-type: none"> <li>i. The prospective elements of compensation increases (such as prospective salary rate changes and other compensation elements such as premiums, allowances, changes to overtime rates) will be implemented within one hundred and eighty (180) days after signature of agreement where there is no need for manual intervention.</li> <li>ii. Retroactive amounts payable to employees will be implemented within one hundred and eighty (180) days after signature of the agreement where there is no need for manual intervention.</li> <li>iii. Prospective compensation increases and retroactive amounts that require manual processing by compensation advisors will be implemented within five hundred and sixty (560) days after signature</li> </ul>	<p><del>b. Collective agreement will be implemented over the following time frames:</del></p> <ul style="list-style-type: none"> <li><del>i. The prospective elements of compensation increases (such as prospective salary rate changes and other compensation elements such as premiums, allowances, changes to overtime rates) will be implemented within one hundred and eighty (180) days after signature of agreement where there is no need for manual intervention.</del></li> <li><del>ii. Retroactive amounts payable to employees will be implemented within one hundred and eighty (180) days after signature of the agreement where there is no need for manual intervention.</del></li> <li><del>iii. Prospective compensation increases and retroactive amounts that require manual processing by compensation advisors will be implemented within five hundred and sixty (560) days after signature</del></li> </ul>



## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p>of agreement. Manual intervention is generally required for employees on an extended period of leave without pay (for example, maternity/parental leave), salary protected employees and those with transactions such as leave with income averaging, pre-retirement transition leave and employees paid below minimum, above maximum or in between steps. Manual intervention may also be required for specific accounts with complex salary history.</p>	<p><del>of agreement. Manual intervention is generally required for employees on an extended period of leave without pay (for example, maternity/parental leave), salary protected employees and those with transactions such as leave with income averaging, pre-retirement transition leave and employees paid below minimum, above maximum or in between steps. Manual intervention may also be required for specific accounts with complex salary history.</del></p>
<p><b>3. Employee recourse</b></p> <p>a. An employee who is in the bargaining unit for all or part of the period between the first day of the collective agreement (that is, the day after the expiry of the previous collective agreement) and the signature date of the collective agreement will be entitled to a non-pensionable amount of five hundred dollars (\$500) payable within one hundred and eighty (180) days of signature, in recognition of extended implementation time frames and the significant number of transactions that have not been entered in the pay system as of the date when the historical salary records are retrieved.</p> <p>b. Employees in the bargaining unit for whom the collective agreement is not implemented within one hundred and eighty-one (181) days after signature will be entitled to a fifty-dollar (\$50) non-pensionable amount; these employees will be entitled to an additional fifty-dollar (\$50) non-pensionable amount for every subsequent complete period of ninety (90) days their collective agreement is not implemented. These amounts will be included in their final retroactive payment.</p> <p>c. If an employee is eligible for compensation in respect of section 3 under more than one collective agreement, the following applies: the employee shall receive only one non-pensionable amount of five hundred dollars (\$500); for any period under 3(b), the employee may receive one fifty-dollar (\$50) payment.</p>	<p><del><b>3. Employee recourse</b></del></p> <p><del>a. An employee who is in the bargaining unit for all or part of the period between the first day of the collective agreement (that is, the day after the expiry of the previous collective agreement) and the signature date of the collective agreement will be entitled to a non-pensionable amount of five hundred dollars (\$500) payable within one hundred and eighty (180) days of signature, in recognition of extended implementation time frames and the significant number of transactions that have not been entered in the pay system as of the date when the historical salary records are retrieved.</del></p> <p><del>b. Employees in the bargaining unit for whom the collective agreement is not implemented within one hundred and eighty-one (181) days after signature will be entitled to a fifty dollar (\$50) non-pensionable amount; these employees will be entitled to an additional fifty dollar (\$50) non-pensionable amount for every subsequent complete period of ninety (90) days their collective agreement is not implemented. These amounts will be included in their final retroactive payment.</del></p> <p><del>c. If an employee is eligible for compensation in respect of section 3 under more than one collective agreement, the following applies: the employee shall receive only one non-pensionable amount of five hundred dollars (\$500); for any period under 3(b), the employee may receive one fifty-dollar (\$50) payment.</del></p>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
<p>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.</p>	<p><del>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.</del></p>
<p>e. Employees for whom collective agreement implementation requires manual intervention will be notified of the delay within one hundred and eighty (180) days after signature of the agreement.</p>	<p><del>e. Employees for whom collective agreement implementation requires manual intervention will be notified of the delay within one hundred and eighty (180) days after signature of the agreement.</del></p>
<p>f. Employees will be provided a detailed breakdown of the retroactive payments received and may request that the departmental compensation unit or the Public Service Pay Centre verify the calculation of their retroactive payments, where they believe these amounts are incorrect. The Employer will consult with UCCO-SACC-CSN regarding the format of the detailed breakdown.</p>	<p><del>f. Employees will be provided a detailed breakdown of the retroactive payments received and may request that the departmental compensation unit or the Public Service Pay Centre verify the calculation of their retroactive payments, where they believe these amounts are incorrect. The Employer will consult with UCCO-SACC-CSN regarding the format of the detailed breakdown.</del></p>
<p>g. In such a circumstance, for employees in organizations serviced by the Pay Centre, they must first complete a Phoenix feedback form indicating what period they believe is missing from their pay. For employees in organizations not serviced by the Pay Centre, employees shall contact the compensation services of their department.</p>	<p><del>g. In such a circumstance, for employees in organizations serviced by the Pay Centre, they must first complete a Phoenix feedback form indicating what period they believe is missing from their pay. For employees in organizations not serviced by the Pay Centre, employees shall contact the compensation services of their department.</del></p>
	<p><b>Notwithstanding the provisions of clause 49.03 on the calculation of retroactive payments and clause 51.03 on the collective agreement implementation period, this memorandum is to give effect to the understanding reached between the Employer and the Union of Canadian Correctional Officers – Syndicat des agents correctionnels du Canada – CSN (UCCO-SACC-CSN) regarding a modified approach to the calculation and administration of retroactive payments for the current round of negotiations.</b></p>
	<p><b>1. The effective dates for economic increases will be specified in the collective agreement. Other provisions of the collective agreement will be effective as follows:</b></p>

## Collective Agreement Tentative Agreement – December 2024

CURRENT COLLECTIVE AGREEMENT	TENTATIVE AGREEMENT
	<ul style="list-style-type: none"> <li>a) All components of the agreement unrelated to pay administration will come into force on signature of this agreement unless otherwise expressly stipulated.</li> <li>b) Changes to existing and new compensation elements such as premiums, allowances, insurance premiums and coverage and changes to overtime rates will become effective within one hundred and eighty (180) days after signature of this agreement, on the date at which prospective elements of compensation increases will be implemented under 2.a).</li> <li>c) Payment of premiums, allowances, insurance premiums and coverage and overtime rates in the collective agreement will continue to be paid as per the previous provisions until changes come into force as stipulated in 1.b).</li> </ul>
	<p>2. The collective agreement will be implemented over the following time frames:</p> <ul style="list-style-type: none"> <li>a) The prospective elements of compensation increases (such as prospective salary rate changes and other compensation elements such as premiums, allowances, changes to overtime rates) will be implemented within one hundred and eighty (180) days after signature of this agreement where there is no need for manual intervention.</li> <li>b) Retroactive amounts payable to employees will be implemented within one hundred and eighty (180) days after signature of this agreement where there is no need for manual intervention.</li> <li>c) Prospective compensation increases and retroactive amounts that require manual processing will be implemented within four hundred and sixty (460) days after signature of this agreement.</li> </ul>
	<p>3. Employee recourse</p> <ul style="list-style-type: none"> <li>a) Employees in the bargaining unit for whom this collective agreement is not fully implemented within one hundred and eighty (180) days after signature of this collective agreement will be entitled to a lump sum of two hundred dollars (\$200) non-pensionable amount when the outstanding amount owed after one hundred and eighty-one (181) days</li> </ul>

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	<p>is greater than five hundred dollars (\$500). This amount will be included in their final retroactive payment.</p> <p>b) Employees will be provided a detailed breakdown of the retroactive payments received and may request that the compensation services of their department or the Public Service Pay Centre verify the calculation of their retroactive payments, where they believe these amounts are incorrect. The Employer will consult with the Union regarding the format of the detailed breakdown.</p> <p>c) In such a circumstance, for employees in organizations serviced by the Public Service Pay Centre, they must first complete a Phoenix feedback form indicating what period they believe is missing from their pay. For employees in organizations not serviced by the Public Service Pay Centre, employees shall contact the compensation services of their department.</p>

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CURRENT GLOBAL AGREEMENT	TENTATIVE AGREEMENT
<b>PART I - LEAVE</b>	
<b>I-A- LEAVE WITH OR WITHOUT PAY FOR UNION BUSINESS (REFERENCE: ARTICLE 14)</b>	
<p>For the purpose of these provisions, CSC will apply the following:</p> <ol style="list-style-type: none"> <li>1. An employee shall submit his or her leave request at least ten (10) days in advance and CSC will grant the leave.</li> <li>2. CSC may deny or cancel the leave request at any time in order to respond to institutional operational requirements.</li> <li>3. An operational requirement is defined as: <ol style="list-style-type: none"> <li>a) An emergency situation caused by an escape or attempted escape, riot, hostage taking, or major disturbance; or</li> <li>b) An immediate situation which endangers the life, safety, or health of employees, inmates or the public, and has a significant impact on the requirement for employees.</li> </ol> </li> <li>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.</li> </ol>	<p>For the purpose of these provisions, CSC will apply the following:</p> <ol style="list-style-type: none"> <li>1. An employee shall submit his or her leave request at least ten (10) days in advance and CSC will grant the leave.</li> <li>2. CSC may deny or cancel the leave request at any time in order to respond to institutional operational requirements.</li> <li>3. An operational requirement is defined as: <ol style="list-style-type: none"> <li>a) An emergency situation caused by an escape or attempted escape, riot, hostage taking, or major disturbance; or</li> <li>b) An immediate situation which endangers the life, safety, or health of employees, inmates or the public, and has a significant impact on the requirement for employees.</li> </ol> </li> <li>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.</li> <li>5. Subject to paragraphs 1,2,3 and 4, employees working on a 16-hour shift will be provided a maximum of four (4) hours to attend one of the three general assemblies convened by the Union for the purpose of voting on the tentative Global and Collective agreements.</li> </ol>

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<b>I-B- VACATION LEAVE WITH PAY (REFERENCE: ARTICLE 29.07)</b>	
<p>[...]</p> <p>2. As stated in the Correctional Officers (CX) Collective Agreement “Grant the employee vacation leave on any other basis if the employee gives the Employer at least two (2) days advance notice for each day of leave requested.”</p>	<p>[...]</p> <p><del>2. As stated in the Correctional Officers (CX) Collective Agreement “Grant the employee vacation leave on any other basis if the employee gives the Employer at least two (2) days advance notice for each day of leave requested.”</del></p>
<p>3. Vacation dates shall be chosen by any system agreed to at the local level prior to March 1st of each year or if agreement cannot be reached, the default process will be based on the years of service from the time an employee initially became a Correctional Officer.</p>	<p><del>2.</del> 3. Vacation dates shall be chosen by any system agreed to at the local level prior to March 1st of each year or if agreement cannot be reached, the default process will be based on the years of service from the time an employee initially became a Correctional Officer.</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 1<sup>st</sup> and August 31<sup>st</sup> each year (12-week period), 9% of the total complement of staff at each classification level;</p> <p>and</p>	<p><del>3.</del> 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 1<sup>st</sup> and August 31<sup>st</sup> 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>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>

## Global Agreement Tentative Agreement – December 2024

CURRENT GLOBAL AGREEMENT	TENTATIVE AGREEMENT
(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.	(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.
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;	c) for all other periods of the vacation year not identified in 34. a) or 34. b), 4% of the total complement of staff at each classification level;
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: <ul style="list-style-type: none"> <li>(i) at least one person at each classification level from being on vacation at any time;</li> <li>or</li> <li>(ii) at least two people at each classification level from being on vacation at any time during peak season (9%).</li> </ul>	d) in all cases where the calculations for 34.a), 34.b), and 34.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: <ul style="list-style-type: none"> <li>(i) at least one person at each classification level from being on vacation at any time;</li> <li>or</li> <li>(ii) at least two people at each classification level from being on vacation at any time during peak season (9%).</li> </ul>
	e) In institutions with one hundred (100) or less Correctional Officers according to the Deployment Standards, when the calculation for 3(a) and 3(b) results in a fraction, the resulting factor of 0.5 or higher shall be rounded up. However, this method of calculating may not have the effect of preventing: <ul style="list-style-type: none"> <li>(i) at least one person at each classification level from being on vacation at any time;</li> <li>or</li> <li>(ii) at least two people at each classification level from being on vacation at any time during peak season (9%).</li> </ul>

# Global Agreement Tentative Agreement – December 2024

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<p>5. The parties agreed that where operational requirements permit, sites can consider requests from employees for annual leave even where Global Agreement annual leave commitments have been already authorized provided there is no overtime cost to CSC.</p> <p>Where such requests have been properly made, managers are responsible to ensure they provide a response to the employee no later than 24 hours prior to the day requested.</p>	<p>4. 5. The parties agreed that where operational requirements permit, sites can consider requests from employees for annual leave even where Global Agreement annual leave commitments <b>percentages</b> have been already authorized provided there is no overtime cost to CSC.</p> <p>Where such requests have been properly made, managers are responsible to ensure they provide a response to the employee no later than 24 hours prior to the day requested.</p>																
<p>6. Prior to the end of September each year, the parties shall meet to establish the additional periods of vacation granting pursuant to 4.b) above for the coming fiscal year. Notice of the agreed upon additional periods will be communicated to the site staff by way of bulletin board notice in order to permit employees to submit their requests for vacation for consideration in accordance with those periods specified in section 4 above. The deadlines to submit vacation requests are as follows:</p> <table> <tr> <th>Vacation Period</th><th>Request Deadline</th></tr> <tr> <td>June 1<sup>st</sup> to August 31<sup>st</sup></td><td>April 1<sup>st</sup></td></tr> <tr> <td>September 1<sup>st</sup> to December 31<sup>st</sup></td><td>July 1<sup>st</sup></td></tr> <tr> <td>January 1<sup>st</sup> to March 31<sup>st</sup></td><td>October 30<sup>th</sup></td></tr> </table> <p>The list of approved employee requests for the allotted vacation periods shall be posted one month in advance of the period so specified in section 4 in relation to the additional eight (8) weeks.</p>	Vacation Period	Request Deadline	June 1 <sup>st</sup> to August 31 <sup>st</sup>	April 1 <sup>st</sup>	September 1 <sup>st</sup> to December 31 <sup>st</sup>	July 1 <sup>st</sup>	January 1 <sup>st</sup> to March 31 <sup>st</sup>	October 30 <sup>th</sup>	<p>5. 6. Prior to the end of September each year, the parties shall meet to establish the additional periods of vacation granting pursuant to <b>43.b)</b> above for the coming fiscal year. Notice of the agreed upon additional periods will be communicated to the site staff by way of bulletin board notice in order to permit employees to submit their requests for vacation for consideration in accordance with those periods specified in section <b>43</b> above. The deadlines to submit vacation requests are as follows:</p> <table> <tr> <th>Vacation Period</th><th>Request Deadline</th></tr> <tr> <td>June 1<sup>st</sup> to August 31<sup>st</sup></td><td>April 1<sup>st</sup></td></tr> <tr> <td>September 1<sup>st</sup> to December 31<sup>st</sup></td><td>July 1<sup>st</sup></td></tr> <tr> <td>January 1<sup>st</sup> to March 31<sup>st</sup></td><td>October 30<sup>th</sup></td></tr> </table> <p>The list of approved employee requests for the allotted vacation periods shall be posted one month in advance of the period so specified in section <b>43</b> in relation to the additional eight (8) weeks.</p>	Vacation Period	Request Deadline	June 1 <sup>st</sup> to August 31 <sup>st</sup>	April 1 <sup>st</sup>	September 1 <sup>st</sup> to December 31 <sup>st</sup>	July 1 <sup>st</sup>	January 1 <sup>st</sup> to March 31 <sup>st</sup>	October 30 <sup>th</sup>
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<p>7. An employee who has not made his or her vacation choices by the stipulated dates may choose to take his or her vacation at any time during the year provided the identified allocations above have not been exceeded. However, such an employee may not use his or her years of service, where such a priority system is in place, to displace an employee who has already chosen his or her vacation period at the time stipulated for making vacation choices.</p>	<p>6. 7. An employee who has not made his or her vacation choices by the stipulated dates may choose to take his or her vacation at any time during the year provided the identified allocations above have not been exceeded. However, such an employee may not use his or her years of service, where such a priority system is in place, to displace an employee who has already chosen his or her vacation period at the time stipulated for making vacation</p>																



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	choices.
8. CSC shall notify the employee within a week of the end of the period for choosing vacations if his or her requested leave cannot be allowed. This notice shall be given in writing. The employee shall then be able to make another choice of dates for vacation leave.	7. <del>8.</del> CSC shall notify the employee within a week of the end of the period for choosing vacations if his or her requested leave cannot be allowed. This notice shall be given in writing. The employee shall then be able to make another choice of dates for vacation leave.
9. Recall from Vacation Leave with Pay <b>(REFERENCE: ARTICLE 29.15)</b>  CSC will make every reasonable effort not to recall an employee to duty after the employee has proceeded on vacation leave with pay. An employee who has left on paid vacation leave may only be called back to work by CSC in the event of a penitentiary emergency such as an escape or an escape attempt, a riot, hostage taking, a major disturbance or crisis situation.	8. <del>9.</del> Recall from Vacation Leave with Pay <b>(REFERENCE: ARTICLE 29.15<del>4</del>)</b>  CSC will make every reasonable effort not to recall an employee to duty after the employee has proceeded on vacation leave with pay. An employee who has left on paid vacation leave may only be called back to work by CSC in the event of a penitentiary emergency such as an escape or an escape attempt, a riot, hostage taking, a major disturbance or crisis situation.
10. Acting Employees  a) Correctional Officers who are acting in higher Correctional Officer levels shall sign up for their annual vacation leave on the list pertaining to their acting position.  b) Correctional Officers who are assigned to other functions (acting, on assignment or other) shall sign up for their annual vacation leave on the list pertaining to their assigned position.  c) Correctional Officers who occupy a Correctional Manager position shall sign up for their annual vacation leave on the list pertaining to Correctional Managers.  d) Correctional Officers who become acting Correctional Managers after having chosen their vacation leave, shall have their choice of vacation	9. <del>10.</del> Acting Employees  a) Correctional Officers who are acting in higher Correctional Officer levels shall sign up for their annual vacation leave on the list pertaining to their acting position.  b) Correctional Officers who are assigned to other functions (acting, on assignment or other) shall sign up for their annual vacation leave on the list pertaining to their assigned position.  c) Correctional Officers who occupy a Correctional Manager position shall sign up for their annual vacation leave on the list pertaining to Correctional Managers.  d) Correctional Officers who become acting Correctional Managers after having chosen their vacation leave, shall have their choice of vacation

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<p>leave transferred to the list pertaining to Correctional Managers. The foregoing weeks of vacation leave that are thus freed up shall then become available.</p> <p>e) Correctional Officers who occupy a Correctional Manager position and who return to their position as a Correctional Officer shall keep the vacation leave dates chosen at the time they were in the Correctional Manager position.</p>	<p>leave transferred to the list pertaining to Correctional Managers. The foregoing weeks of vacation leave that are thus freed up shall then become available.</p> <p>e) Correctional Officers who occupy a Correctional Manager position and who return to their position as a Correctional Officer shall keep the vacation leave dates chosen at the time they were in the Correctional Manager position.</p>
	<p><b>10. Extra leave spot for use of Lieu hours or Compensatory Leave in non-peak leave periods</b></p> <p>CSC agrees to grant one (1) additional spot for compensatory leave or lieu hours per calendar day to one (1) Correctional Officer per institution. This leave will be granted during non-peak leave periods (i.e. periods of the vacation year not identified in I-B - 4. a) or 4. b) of the Global Agreement), even where Global Agreement annual leave commitments have already been authorized.</p>
	<p>This added leave spot is available to each site including the minimum unit of clustered sites. For greater clarity, those sites which under I-B of the Global Agreement have a stand-alone vacation leave quota will be granted one (1) extra spot during non-peak calendar days for the purpose of using Lieu hours or Compensatory leave.</p>
	<p>Only Lieu hours, or Compensatory leave may be used for this additional leave spot. The parties agree that the memorandum of understanding (MOU) “Hierarchy of leave” applies and that Lieu hours take precedence over compensatory leave.</p>

## Global Agreement Tentative Agreement – December 2024

CURRENT GLOBAL AGREEMENT	TENTATIVE AGREEMENT										
	<p>The calendar year will be broken down into 4 quarters beginning on June 1st. There will be 3 quarters in which members may apply in advance for leave spots.</p> <table> <tr> <td>Leave Period</td><td>Request Deadline</td></tr> <tr> <td>June 1<sup>st</sup> – August 31<sup>st</sup></td><td>No spots during peak leave</td></tr> <tr> <td>Sept 1<sup>st</sup> – November 30<sup>th</sup></td><td>July 1<sup>st</sup></td></tr> <tr> <td>December 1<sup>st</sup> – February 28/29<sup>th</sup></td><td>October 30<sup>th</sup></td></tr> <tr> <td>March 1<sup>st</sup> – May 31<sup>st</sup></td><td>January 30<sup>th</sup></td></tr> </table>	Leave Period	Request Deadline	June 1 <sup>st</sup> – August 31 <sup>st</sup>	No spots during peak leave	Sept 1 <sup>st</sup> – November 30 <sup>th</sup>	July 1 <sup>st</sup>	December 1 <sup>st</sup> – February 28/29 <sup>th</sup>	October 30 <sup>th</sup>	March 1 <sup>st</sup> – May 31 <sup>st</sup>	January 30 <sup>th</sup>
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	<p>Lieu and compensatory leave dates will be chosen by the same system as agreed to at the local level for vacation dates (ref. I-B-3 of the Global Agreement) or if no agreement is in place, the default process will be based on seniority the years of service from the time an employee initially became a correctional officer, as defined in the <b>MOU on Seniority and Years of Service</b>. However, officer seniority does not supersede the hierarchy of leave.</p>										
	<p>Employees may only make advanced requests for the next available quarter. For example, on or before July 1st, employees may only request to use their earned compensatory leave or Lieu time for the Sept 1st-November 30th quarter. If two or more employees apply for the same day, Lieu time will take precedence over compensatory leave, otherwise the principles in the local agreement or the default seniority principles will apply. Once leave has been approved based on these principles, there will be no bumping of leave, regardless of the hierarchy of leave.</p>										
	<p>An employee who has not made his or her Lieu or Compensatory leave requests by the stipulated dates may request to use these leaves at any time in the quarter for non-peak leave provided the allocation for the day is available. This request must be made to the employer with at least 48 hours notice of the leave day being requested. If the request for a leave spot is made without 48 hours notice, approval will be subject to operational</p>										

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CURRENT GLOBAL AGREEMENT	TENTATIVE AGREEMENT
	<p>requirements. Any request made after the request deadline will be approved on a first come first served basis. Once a leave has been applied for and authorized there will be no bumping based on the hierarchy of leave.</p>
	<p>Employees may only book Compensatory leave with hours that they currently have banked; an employee may not request future compensatory leave without having the hours in their leave bank. As the employees' remaining credits of Lieu will be cashed out after December 31st of any given year, employees may book for the Dec 1st – Feb 28th/29th quarter using "known future credits" of Lieu time for the October 30th request deadline.</p>
<b>I-C- OTHER LEAVE WITH OR WITHOUT PAY (REFERENCE: CLAUSE 30.14)</b>	
<p>For the purpose of these provisions, CSC will apply the following:</p> <p><b>Court Leave</b></p> <p>As stated in the Correctional Officers (CX) Collective Agreement "The Employer shall grant leave with pay to an employee for the period of time he or she is required:</p> <ul style="list-style-type: none"> <li>a) to be available for jury selection;</li> <li>b) to serve on a jury;</li> <li>c) by subpoena or summons to attend as a witness in any proceeding held: <ul style="list-style-type: none"> <li>(i) in or under the authority of a court of justice,</li> <li>(ii) before a court, judge, justice, magistrate or coroner,</li> <li>(iii) before the Senate or House of Commons of Canada or a committee of the Senate or House of Commons otherwise than in the</li> </ul> </li> </ul>	<p><del>For the purpose of these provisions, CSC will apply the following:</del></p> <p><del><b>Court Leave</b></del></p> <p><del>As stated in the Correctional Officers (CX) Collective Agreement "The Employer shall grant leave with pay to an employee for the period of time he or she is required:</del></p> <ul style="list-style-type: none"> <li><del>a) to be available for jury selection;</del></li> <li><del>b) to serve on a jury;</del></li> <li><del>c) by subpoena or summons to attend as a witness in any proceeding held:</del> <ul style="list-style-type: none"> <li><del>(i) in or under the authority of a court of justice,</del></li> <li><del>(ii) before a court, judge, justice, magistrate or coroner,</del></li> <li><del>(iii) before the Senate or House of Commons of Canada or a committee of the Senate or House of Commons otherwise than in the</del></li> </ul> </li> </ul>

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<p>performance of the duties of the employee's position, (iv) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it, or (v) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it."</p>	<p><del>performance of the duties of the employee's position, (iv) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it, or (v) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it."</del></p>
<p>d) In situations covered by clause 30.14, an employee who is assigned to the evening or midnight shift on the day he or she is required shall be considered to be on the day shift.</p>	<p><b>a)</b> <del>d)</del> In situations covered by clause 30.14, an employee who is assigned to the evening or midnight shift on the day he or she is required shall be considered to be on the day shift.</p>
<p>e) In such a case as described in paragraph d) above, CSC will ensure that the employee receives at least twelve (12) hours of rest either before the start of the day required or following completion of the day. The employee will indicate to CSC his or her preference for the period of at least twelve (12) hours of rest.</p>	<p><b>b)</b> <del>e)</del> In such a case as described in paragraph d) above, CSC will ensure that the employee receives at least twelve (12) hours of rest either before the start of the day required or following completion of the day. The employee will indicate to CSC his or her preference for the period of at least twelve (12) hours of rest.</p>
<p>f) To facilitate the replacement of an employee summoned as per clause 30.14, the employee will normally advise CSC of the appearance ten (10) days in advance.</p>	<p><b>c)</b> <del>f)</del> To facilitate the replacement of an employee summoned as per clause 30.14, the employee will normally advise CSC of the appearance ten (10) days in advance.</p>
<p><b>I-D- INJURY-ON-DUTY LEAVE (REFERENCE: CLAUSE 30.15)</b></p>	
<p>[...] 3. For the purposes of managing return to work employees who are injured on duty, minimally: 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;</p>	<p>[...] <del>3. For the purposes of managing return to work employees who are injured on duty, minimally: 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;</del></p>

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<p>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;</p> <p>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.</p> <p><b>** Transitional Application:</b> Where employees are on IODL as of the date of signing of the Global Agreement, a special case review will be undertaken. Where transfer to WCB direct pay is deemed appropriate, the employee will be provided with 2 weeks' notice prior to the transfer being effected.</p>	<p><del>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;</del></p> <p><del>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.</del></p> <p><b>** Transitional Application:</b> <del>Where employees are on IODL as of the date of signing of the Global Agreement, a special case review will be undertaken. Where transfer to WCB direct pay is deemed appropriate, the employee will be provided with 2 weeks' notice prior to the transfer being effected.</del></p>
<b>PART 2 – WORKING CONDITIONS</b>	
<b>II-C- DEPLOYMENT AT THE EMPLOYEE'S REQUEST</b>	
<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, <del>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</del> <b>where consideration is being given to filling a vacancy with a CTP recruit or by way of promotion/ demotion or any other way that does not respect the seniority principles, the Assistant Deputy Commissioner Correctional Operations shall discuss with the Regional President. If the region decides to fill a position as considered above, the Assistant Deputy Commissioner Correctional Operations shall provide the employees who requested deployment to the site with written reasons for the decision, subject to the privacy protections of other employees.</b></p>

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	Deployment dates may be delayed to ensure the outgoing site can maintain suitable staffing levels required to ensure effective and safe operations.
5. The Regional President may request that the Regional Deputy Commissioner review the decision, if the employee who requested deployment to the site is not satisfied with the reasons provided by the Warden.	5. The Regional President may request that the Regional <b>Assistant</b> Deputy Commissioner <b>Correctional Operations</b> review the decision, if the employee who requested deployment to the site is not satisfied with the reasons provided by the Warden.
<del>II-D DEPLOYMENT AT THE EMPLOYEE'S REQUEST</del>	
For the purpose of these provisions, CSC will apply the following:  Acting appointments and assignments will be made in accordance with CSC's Human Resource Management Guidelines on Acting Appointments, as amended from time to time.	For the purpose of these provisions, CSC will apply the following:  <del>Acting appointments and assignments will be made in accordance with CSC's Human Resource Management Guidelines on Acting Appointments, as amended from time to time.</del>
<b>II-ED- HEALTH AND SAFETY (REFERENCE: ARTICLE 18)</b>	
6. For the purposes of this article, the local union health and safety representative is defined as a Correctional Officers' union representative.	6. For the purposes of this article, the local union health and safety representative is defined as a Correctional Officers' union representative.
a) The local union health and safety representative* participates in any workplace accident investigation into injury or material damage as well as any situation or incident that could result in injury, illness or material damage as it relates to Correctional Officers;	a) The local union health and safety representative* participates in any <del>workplace accident investigation into injury or material damage as well as any situation or incident that could result in injury, illness or material damage as it relates to Correctional Officers</del> <b>hazardous occurrence investigation, as defined under Part XV of the Canada Occupational Health &amp; Safety Regulations, as it relates to Correctional Officers. Management will endeavour to ensure that a UCCO-SACC-CSN Workplace Health &amp; Safety Committee member participates in the</b>

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	<b>investigation in accordance with the legislated timeframes under Part XV of the Canada Occupational Health &amp; Safety Regulations;</b>
<p>*Note: Investigations in the clustered sites must be handled by the local union health and safety representative identified from the unit where the incident took place unless this representative is not available within a reasonable period, in which case a local union health and safety representative from the broader site may be called upon.</p>	<p>*Note: Investigations in the clustered sites must be handled by the local union health and safety representative identified from the unit where the incident took place unless this representative is not available within a reasonable period, in which case a local union health and safety representative from the broader site may be called upon.</p>
<p>b) The local union health and safety representative may request to the local OSH Committee or the Warden of the institution that workplaces be investigated or propose recommendations with a view to preventing accidents and reducing hazards and risk factors;</p>	<p>b) The local union health and safety representative <del>may request to the local OSH Committee or the Warden of the institution that workplaces be investigated or propose recommendations with a view to preventing accidents and reducing hazards and risk factors</del> <b>* participates in any workplace accident investigation into injury or material damage as well as any situation or incident that could result in injury, illness or material damage as it relates to Correctional Officers. In the event of a work refusal, management will endeavour to ensure that a UCCO-SACC-CSN Workplace Health &amp; Safety Committee member participates in the investigation and that the local union health and safety representative is made aware of the results of the investigation. If no UCCO-SACC-CSN Workplace Health &amp; Safety Committee member is on site or not available for callback, to ensure that the requirement to immediately investigate under s.128 (10) is respected, another employee Workplace Health &amp; Safety Committee member will participate in the investigation and the local union health and safety representative will be made aware of the results of the investigation;</b></p>
<p>c) The local union health and safety representative receives all reports on all the investigations completed, as well as all documents</p>	<p>c) The local union health and safety representative receives all reports on all the investigations completed, as well as all documents pertaining to health</p>



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<p>pertaining to health and safety given to the CSC that relate to Correctional Officers, while respecting legislation governing access to information.</p>	<p>and safety given to the CSC that relate to Correctional Officers, while respecting legislation governing access to information.</p>
<p>7. It is agreed that the following subjects will be part of the agenda of the Local Joint Occupational Health and Safety Committee:</p> <ul style="list-style-type: none"> <li>a) The list of hospitals that are to be used under the protocol for management of infectious diseases (managing exposure to blood and/or bodily fluids);</li> <li>b) The ability of identified hospitals to continue to provide treatment to employees exposed to blood or body fluids;</li> <li>c) The condition and maintenance of the institution's ventilation system;</li> <li>d) Identification of sources of potential hazards;</li> <li>e) The availability, good working condition and appropriateness of protective equipment for employees.</li> </ul>	<p><del>7. It is agreed that the following subjects will be part of the agenda of the Local Joint Occupational Health and Safety Committee:</del></p> <ul style="list-style-type: none"> <li><del>a) The list of hospitals that are to be used under the protocol for management of infectious diseases (managing exposure to blood and/or bodily fluids);</del></li> <li><del>b) The ability of identified hospitals to continue to provide treatment to employees exposed to blood or body fluids;</del></li> <li><del>c) The condition and maintenance of the institution's ventilation system;</del></li> <li><del>d) Identification of sources of potential hazards;</del></li> <li><del>e) The availability, good working condition and appropriateness of protective equipment for employees.</del></li> </ul>
<p>8. The Local Joint Health and Safety Committee may request from CSC any information that the Committee considers necessary to identify existing or potential hazards with respect to materials, processes, equipment or activities. The Committee shall participate in any consultation that may be necessary with persons who are professionally or technically qualified to advise the Committee on Health and Safety matters.</p>	<p><del>8. The Local Joint Health and Safety Committee may request from CSC any information that the Committee considers necessary to identify existing or potential hazards with respect to materials, processes, equipment or activities. The Committee shall participate in any consultation that may be necessary with persons who are professionally or technically qualified to advise the Committee on Health and Safety matters.</del></p>
<p>9. Provided notice is given in advance to the co-chairs of the Local Joint Occupational Health and Safety Committee, an outside advisor who is not an employee of the workplace may participate in the committee meeting.</p>	<p><del>9. Provided notice is given in advance to the co-chairs of the Local Joint Occupational Health and Safety Committee, an outside advisor who is not an employee of the workplace may participate in the committee meeting.</del></p>
<p>10. The CSC must forward an employee's claim and all relevant documentation to the Workers' Compensation authority within the legally defined period by the respective provincial/territorial authorities (see table).</p>	<p><del>10. The CSC must forward an employee's claim and all relevant documentation to the Workers' Compensation authority within the legally defined period by the respective provincial/territorial authorities (see table).</del></p>

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**Table - Workers' Compensation Provincial/territorial authorities**

Province	Commission	Time limit to report an accident
New Brunswick	WHSCC	3 days
Nova Scotia	WCB	5 days
Prince Edward Island	WCB	3 days
Newfoundland and Labrador	WHSCC	3 days
Quebec	CNESST	24 hours
Ontario	WSIB	3 days
Manitoba	WCB	5 days
Saskatchewan	WCB	5 days
Alberta	WCB	72 hours
British Columbia	WCB	3 days
Northwest Territories/Nunavut	WCB	3 days
Yukon	WCHSB	3 days

11. The CSC shall keep an up-to-date log of work accidents. This log shall be made available to Union members of the Health and Safety Committee.
12. Provided that it has the employee's informed and written consent, the Union must have access to medical records in the CSC's possession, including any expert medical opinion.
13. If an employee informs the CSC that he or she has been bitten, scratched, pricked or been in contact with an inmate's body fluids, the CSC will seek the informed and written inmate's consent to disclose any information about infectious or contagious diseases to the physician of the employee.
14. Regional Joint Occupational Safety and Health Committee

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**Table—Workers' Compensation Provincial/territorial authorities**

Province	Commission	Time limit to report an accident
New Brunswick	WHSCC	3 days
Nova Scotia	WCB	5 days
Prince Edward Island	WCB	3 days
Newfoundland and Labrador	WHSCC	3 days
Quebec	CNESST	24 hours
Ontario	WSIB	3 days
Manitoba	WCB	5 days
Saskatchewan	WCB	5 days
Alberta	WCB	72 hours
British Columbia	WCB	3 days
Northwest Territories/Nunavut	WCB	3 days
Yukon	WCHSB	3 days

- ~~11. The CSC shall keep an up-to-date log of work accidents. This log shall be made available to Union members of the Health and Safety Committee.~~
- ~~12. Provided that it has the employee's informed and written consent, the Union must have access to medical records in the CSC's possession, including any expert medical opinion.~~
- ~~13. If an employee informs the CSC that he or she has been bitten, scratched, pricked or been in contact with an inmate's body fluids, the CSC will seek the informed and written inmate's consent to disclose any information about infectious or contagious diseases to the physician of the employee.~~
- ~~14. Regional Joint Occupational Safety and Health Committee~~

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<p>The Union appoints official regional representatives to the Regional Joint Occupational Safety and Health Committee as follows:</p> <ul style="list-style-type: none"> <li>a) Atlantic Region - one (1) representative;</li> <li>b) Quebec Region - two (2) representatives;</li> <li>c) Ontario Region - two (2) representatives;</li> <li>d) Prairie Region - two (2) representatives;</li> <li>e) Pacific Region - one (1) representative.</li> </ul>	<p><del>The Union appoints official regional representatives to the Regional Joint Occupational Safety and Health Committee as follows:</del></p> <ul style="list-style-type: none"> <li><del>a) Atlantic Region — one (1) representative;</del></li> <li><del>b) Quebec Region — two (2) representatives;</del></li> <li><del>c) Ontario Region — two (2) representatives;</del></li> <li><del>d) Prairie Region — two (2) representatives;</del></li> <li><del>e) Pacific Region — one (1) representative.</del></li> </ul>
<p>15. National Safety and Security Committee</p> <ul style="list-style-type: none"> <li>a) In addition to the National Health and Safety Policy Committee (NHSPC), where all unions are represented, the CSC and the Union agree to set up a National Safety and Security Committee for Correctional Officers.</li> <li>b) The committee shall be composed of CSC managerial representatives and six (6) union representatives. Committee members may be replaced by alternates.</li> <li>c) The committee shall be chaired by two (2) co-chairpersons, one (1) representing the CSC and one (1) representing the Union.</li> <li>d) The co-chairs shall be responsible for giving notice of meetings and preparation of the agenda.</li> <li>e) The committee shall meet during regular working hours every six (6) months, or at any other time agreed upon by the parties.</li> <li>f) The union representatives attending these meetings shall be deemed to be present at work.</li> <li>g) The mandate of the National Safety and Security Committee is to discuss and identify solutions to any specific issues affecting the safety and security of Correctional Officers. The National Safety and Security Committee may also create subcommittees as it deems fit.</li> <li>h) The National Safety and Security Committee will formally in writing provide the National Health and Safety Policy Committee (NHSPC) a record of all decisions taken and bring any relevant safety and security</li> </ul>	<p><del>15. — National Safety and Security Committee</del></p> <ul style="list-style-type: none"> <li><del>a) In addition to the National Health and Safety Policy Committee (NHSPC), where all unions are represented, the CSC and the Union agree to set up a National Safety and Security Committee for Correctional Officers.</del></li> <li><del>b) The committee shall be composed of CSC managerial representatives and six (6) union representatives. Committee members may be replaced by alternates.</del></li> <li><del>c) The committee shall be chaired by two (2) co chairpersons, one (1) representing the CSC and one (1) representing the Union.</del></li> <li><del>d) The co chairs shall be responsible for giving notice of meetings and preparation of the agenda.</del></li> <li><del>e) The committee shall meet during regular working hours every six (6) months, or at any other time agreed upon by the parties.</del></li> <li><del>f) The union representatives attending these meetings shall be deemed to be present at work.</del></li> <li><del>g) The mandate of the National Safety and Security Committee is to discuss and identify solutions to any specific issues affecting the safety and security of Correctional Officers. The National Safety and Security Committee may also create subcommittees as it deems fit.</del></li> <li><del>h) The National Safety and Security Committee will formally in writing provide the National Health and Safety Policy Committee (NHSPC) a record of all decisions taken and bring any relevant safety and security</del></li> </ul>

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issues to its attention.	<del>issues to its attention.</del>
<b><del>II-F- TRAVELLING TIME</del></b> <b><del>(REFERENCE: ARTICLE 27)</del></b>	
For the purpose of these provisions, CSC will apply the following:	<del>For the purpose of these provisions, CSC will apply the following:</del>
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: <ul style="list-style-type: none"> <li>a) sensitivity training regarding cultural differences;</li> <li>b) computer courses;</li> <li>c) training for members of the emergency team;</li> <li>d) training to become an instructor;</li> <li>e) training pertaining to organized crime;</li> <li>f) case management training;</li> <li>g) employee assistance program (EAP) and Critical Incident Stress Management (CISM) training;</li> <li>h) informal conflict management training;</li> <li>i) harassment policy training;</li> <li>j) dog handler training;</li> <li>k) all training that is part of the “National Training Standards”;</li> <li>l) pre-retirement course.</li> </ul>	<del>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:</del> <ul style="list-style-type: none"> <li><del>a) sensitivity training regarding cultural differences;</del></li> <li><del>b) computer courses;</del></li> <li><del>c) training for members of the emergency team;</del></li> <li><del>d) training to become an instructor;</del></li> <li><del>e) training pertaining to organized crime;</del></li> <li><del>f) case management training;</del></li> <li><del>g) employee assistance program (EAP) and Critical Incident Stress Management (CISM) training;</del></li> <li><del>h) informal conflict management training;</del></li> <li><del>i) harassment policy training;</del></li> <li><del>j) dog handler training;</del></li> <li><del>k) all training that is part of the “National Training Standards”;</del></li> <li><del>l) pre-retirement course.</del></li> </ul>
2. The present list is amended by the National Training Committee as required. It is understood that participation to these courses and training sessions must be previously authorized by CSC.	<del>2. The present list is amended by the National Training Committee as required. It is understood that participation to these courses and training sessions must be previously authorized by CSC.</del>
<b><del>II-KI- OVERTIME AVERAGING FOR NEW RECRUITS</del></b>	
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'	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' <b>s</b>

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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.	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.
	<b>The same principle shall apply to correctional officers who have been acting outside the bargaining unit, during the current fiscal year. This change in practice shall be contingent on the programming of the electronic scheduling system to manage such situations.</b>
<b>PART III – DISCIPLINARY MEASURES</b>	
<b>III-A- DISCIPLINE (REFERENCE: ARTICLE 17)</b>	
Effective on the date of signing the global agreement, Part III-A – Discipline of the Global Agreement ceases to apply. The Correctional Service of Canada agrees that as of this date, the Employer will no longer impose financial penalties as disciplinary measures to members of the bargaining unit. Financial penalties imposed prior to the date of signing the global agreement, will be processed accordingly.	<del>Effective on the date of signing the global agreement, Part III A – Discipline of the Global Agreement ceases to apply. The Correctional Service of Canada agrees that as of this date, the Employer will no longer impose financial penalties as disciplinary measures to members of the bargaining unit. Financial penalties imposed prior to the date of signing the global agreement, will be processed accordingly.</del>
	<b>Effective on January 5, 2021, the Correctional Service of Canada will no longer impose financial penalties as disciplinary measures to members of the bargaining unit</b>
<b>PART IV – JOINT LABOUR MANAGEMENT COMMITTEES</b>	
<b>IV-A- LABOUR RELATIONS COMMITTEES (REFERENCE: ARTICLE 19)</b>	
For the purpose of these provisions, CSC will apply the following: 1. Preamble	<del>For the purpose of these provisions, CSC will apply the following: 1. Preamble</del>

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The CSC and the Union consider that it is in their interest for labour relations committees to meet at the local, regional and national levels to discuss and consult on any matter of mutual interest.	<del>The CSC and the Union consider that it is in their interest for labour relations committees to meet at the local, regional and national levels to discuss and consult on any matter of mutual interest.</del>
[...]	<b><i>All the text is deleted and replaced with:</i></b>
	<p>a. The following committee terms of reference found in the Global Agreement signed on January 5, 2021, as well as Return to work and Duty to Accommodate Committee Terms of Reference signed on July 31<sup>st</sup>, 2023, will continue to form part of the Global Agreement and will be incorporated in the Terms of reference of each committee:</p> <p><i>Return to Work and Duty to Accommodate Committee</i>  <i>Local Joint Occupational Health and Safety Committees</i>  <i>Regional Joint Occupational Safety and Health Committees</i>  <i>National Safety and Health Committees</i>  <i>Labour Relations Committees</i>  <i>Grievance Committees</i>  <i>Uniform Committee</i>  <i>Training Committee</i>  <i>Work Description Committee</i></p> <p>b. Dispute resolution process in regard to the above committee terms of reference shall be done in accordance with Part V – Dispute resolution in this agreement.</p>

*The parties agree on proofreading the document and making all necessary grammar corrections.*

