



Parliament Hill,
September 29, 2011



Employer to correctional officers: you're worth 1.5% a year

One-point-five per cent. That figure, essentially, is what Treasury Board proposes that federal correctional officers accept as salary increases for each of the years 2010-2014. That's right: the same federal employees who are being asked to shoulder the bulk of the government's ambitious law-and-order agenda, with all the stress, danger and extra work it entails, are being asked to accept raises far below the increase in the cost of living in recent years. In other words, a wage cut.

This was the message we received from the employer during negotiations January 24 and 25. But there's more: for the employer, our severance pay is still on the table, for which we are being offered an additional 0.75% over the proposed four years of the collective agreement... plus two days per year of bereavement leave, if needed. And that's it.

The Treasury Board negotiators offered a justification for this insulting offer by throwing a little salt on the wound: they are comparing our work and compensation needs with those of provincial correctional officers rather than the RCMP.

Finally, they requested a meeting on February 16 to hear UCCO-SACC-CSN's response to this offer. They won't have to wait that long.

With understatement, we replied that we are disappointed. We patiently explained the reasoning behind our salary demands, which are to maintain the difference in salary relative to compensation for members of the RCMP that was established when we signed our last collective agreement in 2006. The current offer would see the growing salary gap between federal correctional officers and RCMP officers widen even more.

On other topics, we settled Articles 29.12, 13 and 14 concerning the possibility for certain members to cash out annual leave not taken, on the basis of seniority.

We also discussed access to part-time status. However, these discussions failed. For the moment, the employer stated that it is not open to discussing our demand relative to organizational change, at Article 36.

The union's national executive committee is currently in reflection following this week's developments. It is safe to say, however, that the union will need the participation of all its members in the mobilization activities to support our contract demands in the coming weeks. There will be more information forthcoming on the stakes in these negotiations, and a plan for all members to help UCCO-SACC-CSN achieve its goals. Stay tuned.

Global Agreement negotiations, January 23 and 24

Settled Global Agreement issues:

- Global Agreement Preamble
- Labour-Relations Committees operating principles
- Annual Leave allotment
- Block training
- Relative seniority between staff with identical date of hire
- Financial penalty rate adjustment

Global Agreement subjects discussed:

Isolated Posts (Grande Cache and Port-Cartier), armed escorts for medium security inmates, and deployment between institutions.