



Changes Specific to the **Correctional Officers** Tentative Agreement **2022-26**

DISCLAIMER:

If there are any discrepancies between this document and the official tentative agreement or interpretation thereof, the latter shall prevail.

This document is meant for information purposes only. Members should read the entirety of their tentative agreement and ask questions, if necessary, before casting their vote.

The following is an overview of the changes contained in the Correctional Officers' tentative agreement.

Protective Clothing (NEW)

This letter confirms both the Employer and Union's understanding that language regarding Protective Clothing and Uniforms requires review and revision. The Parties agree to strike an oversight committee whose mandate is to review the language regarding these matters in Article 30, Schedule E, MOU regarding Uniform Committee, and any and all other relevant language and recommend changes.

As such, there will be two committees as follows:

1. Protective Clothing and Uniform Oversight Committee

A Committee to undertake such a review shall be established with equal representation from the Employer and Union, including a representative(s) from Treasury Board Secretariat within 6 months of signing the collective agreement. After such review has been completed, the Committee will make recommendations to both Parties for their consideration and approval.

2. Uniform Committee

Once the above-noted review has been undertaken, the Uniform Committee shall review and recommend quality items that meet the functional and operational requirements of Correctional Officers.

EXPLANATION: This has been an ongoing issue now for some time, with grievances filed relating to clothing and allowances for those items allotted in the contract. In the tentative agreement, the Employer has given us a Letter of Understanding (LOU) in which it agrees to strike 2 committees within 6 months of signing of the agreement. The purpose of these committees is to make recommendations for approval. This issue is something the union has made progress on. With this LOU in place, we can further improve on and resolve things. Correctional Officers will be part of the overall process and represented on the two committees.

As well, there is a negotiated increase in the clothing allowance in Schedule E – Clothing.

Letter of Understanding - Kelly Time (NEW)

This letter confirms the Parties understanding regarding the need to review the practices relating to scheduling and Kelly Time. As such, within 6 months of signing the agreement, the Parties agree to establish a committee with equal number of representatives from the Employer and Union.

The committee will review the viability of straight time compensation for all hours worked (84 hours bi-weekly where applicable). The committee will also review the operational requirements for scheduling based upon individual facilities core

staffing. Once finalized, it shall be presented to the parties.

Recommendations of the committee will be presented to the Employer and Union for consideration.

EXPLANATION: Correctional Officers are still unable to access their time as needed. In the tentative agreement, the Employer has given us a Letter of Understanding (LOU) in which it agrees to strike a committee within 6 months to discuss the issue. The negotiating team feels there is a solid commitment from the Employer to improve on members' ability to access their Kelly time. Correctional Officers will be directly involved in the process, and the union and management will have an equal number of representatives on the committee.

Still have questions about your collective agreement?

Call 1-833-414-1097 or 709-754-9062.

This hotline is staffed:

September 21-25 from 9 am to 8 pm NDT

September 26 from 9 am to noon NDT

NAPE