



December 2013

## RATIFICATION BULLETIN

Your Union Component Negotiating Committee is strongly recommending acceptance of the new Component 1 Agreement. Below are some of the highlighted improvements and changes to your Master (all government employees) and Component 1 agreements (Corrections and Sheriffs).

### MASTER AGREEMENT IMPROVEMENTS:

1. **General wage increase:** an increase of 5.5% over five years plus an economic stability dividend starting on February 1, 2016. This is one year after the expiry of our current Master and Component agreements. The economic stability dividend will be calculated in years 2, 3, 4, and 5 of the agreement.
2. **Temporary Market Adjustments (TMAs):** Effective April 1, 2015 agreed to move Deputy Sheriff R15 to R18 and Correctional Officer R16 to R18 as well as a one grid TMA for Correctional Officers. Effective April 1, 2015 our TMAs will be included in all calculation involving base pay. This will include STIP and substitution as well as all other benefits the TMA did not previously apply to. This essentially means the TMAs now apply to all base pay calculations of the Master Agreement.
3. **Benchmark review:** A letter ensures that current benchmark reviews for both Deputy Sheriff R18 and Correctional Officer R18 will continue. Benchmark reviews can proceed to arbitration. Benchmark reviews and classification appeals for Correctional Supervisors, Sheriff Sergeants and Sheriff Staff Sergeants remain in effect.
4. **Extended Health Care Plan – Clause 25.2:** regarding paramedicals (physiotherapy, massage and chiropractic) starting April 1, 2016 and covering 80% of the total eligible paramedical expenses from the first visit by the fourth year of the agreement.
5. **Extended Health Care Plan - Clause 25.2:** the parties agree to increase the lifetime maximum of benefits from \$250,000 to \$500,000 effective January 1, 2016.
6. **Pension Improvement:** A recommendation to the Public Service Pension Board of Trustees to provide dual calculation for the Correctional Officers who currently receive the Normal Retirement Age 60 (NRA 60) benefit. This means a Corrections employee who leaves to work in another government job due to injury, rehab, placement through Article 13, or any other reason will retain their NRA 60 benefit for all years worked as a Corrections Officer.

7. **Hours of Work:** A renewal of the letter Clause 14.1 Hours of Work. It is agreed that the current committee will continue in force under the same mandate to increase the weekly hours of work until the opening of the new Okanagan Correctional Centre in Oliver, BC.
8. **Special Leave:** An increase from one to two days for the serious illness or hospitalization of a parent or stepparent of an employee. To cover this we changed the leave for the wedding of an employee from three days to two days. This change is effective April 1, 2015.
9. **Reimbursement/Allowances:** An increase in shift premiums, first aid allowances, vehicle allowance, meal allowances, personal property damage and lodging allowances.
10. **Recruitment and Retention:** A new letter on Recruitment and Retention regarding MOU 22 states that meetings will occur in the middle years of the agreement to review recruitment and retention concerns of the union. The parties may agree to improve wages in those cases where other initiatives have been attempted and where wages have been found to be the sole cause of the recruitment and retention issues.
11. Renewal of various MOAs and MOUs.

#### **COMPONENT 1 CORRECTIONS & SHERIFFS AGREEMENT IMPROVEMENTS:**

1. **Youth Custody:** letter regarding dress tunics. Agreed to meet and discuss the feasibility of having dress tunics made available for Youth Custody employees.
2. **Youth Custody, Staff Post Rotation Guidelines:** A letter agreeing that Youth Custody management will provide a draft post rotational guideline for both parties to review at the next joint union/ management 3.1 committee meeting.
3. **Youth Custody:** renewal of letter regarding conversion of auxiliary employees to regular status within Youth Custody.
4. **Youth Custody:** renewal of letter regarding surplus parkas made available upon request.
5. **Adult and Youth Custody:** New Maintenance of Work Apparel allowance for Correctional Officer provisions. Effective April 1, 2017 all Correctional Officer classifications will receive \$22 per month and effective April 1, 2018 \$29 per month.
6. **Adult Custody, Part-time Regular (PTR):** Agreement Letter of Understanding. PTR employee's shifts or daily hours of work will only be extended by mutual agreement between the affected employee and employer.
7. **Adult Custody:** renewal of Adult Custody PTR agreement.
8. **Adult Custody, Escorts & Rotational Lock-Ups:** A letter to agree to refer the issue of single staffed escorts and rotational lock-ups in Adult Custody Correctional Centres to the joint union/ management 3.1 committee.

9. **Adult Custody:** renewal of letter regarding training that falls on an employees workday and the length of their scheduled shift is longer than the training.
10. **Adult Custody:** renewal of letter regarding surplus parkas made available for Northern Regions.
11. **Sheriffs:** Maintenance of Work Apparel allowance for Deputy Sheriffs, effective April 1, 2016 \$28 per month; and effective April 1, 2018 \$29 per month.
12. **Sheriffs:** renewal of the regular part-time plus employees agreement Sheriff Services Division.
13. **Sheriff Services Division:** letter regarding others working in Sheriff Services.
14. **Sheriffs:** Sheriff Services soft body armour replacement letter. This confirms the commitment to research the current practice of BC and RCMP, and the National Institute of Justice regarding the soft body armour replacement procedure.
15. **Sheriffs:** Clause 3.5 Uniform improvements on language.
16. **Sheriffs:** renewal of letter regarding career development.

Please feel free to contact any member of your Component Negotiating Committee or Local Chair who can further clarify any questions you may have.

Your Component Executive fully endorses the recommendation of the Negotiating Committee to **vote in favour** of the Component and Master Agreements and to thank all members for their support during negotiations and believe we have achieved the best possible agreement at this time.

On behalf of your Component Executive Committee:

Dean Purdy, Component Chair, Local 101 Chairperson  
Mike Scott, Treasurer , Local 102 Chairperson  
Brian Campbell, 2<sup>nd</sup> Vice Chair , Local 103 Chairperson  
Barry Vaness, 2<sup>nd</sup> Delegate, Local 103  
Chris Jack, Member-at-Large and Local 104 Chairperson  
Drew Kingston, 2<sup>nd</sup> Delegate, Local 104  
Tony Tessari, 1<sup>st</sup> Vice Chair, Local 105 Chairperson  
Mike Clark, Recording Secretary, Local 111 Chairperson  
Mike Eso, Regional Coordinator