



## MESSAGE FROM THE CHAIR

# Union wins pay raise for corrections and sheriffs

**A**fter a long campaign by the BCGEU, I am pleased to announce that we have reached a mid-term agreement with the Public Service Agency on a "Memorandum of Agreement" for a temporary market adjustment to increase our wages and help with recruitment and retention issues in our workplaces.

It has taken two and a half years, but the last 30 days have been very productive. Through our solidarity, hard-work, persistence, communication, research and strong collective agreements we have earned what was owed to us.

As positive as this agreement is, we still have work to do. We will need to prepare a strong case for the next round of bargaining.

With our temporary market adjustment in place and the feeling that our wages are more competitive, we can shift our energy to improving safety for corrections officers and sheriffs. After all, our jobs are no less difficult or dangerous.

Thank you for sacrificing your breaks and lunches to protest our recruitment and retention issues. Management, government and the media noticed and helped get our message out.

I believe it's important for you all to know that we had help. Over the last two and a half years of this campaign there have been media interviews, rallies, lunchtime protests, 11 meetings with ministers and bargaining principals, meetings with the NDP caucus, and meetings with our members.

It takes a talented team to keep our issues front and centre and accomplish what we have. Thanks to the BCGEU's

David Vipond (Director of Negotiations), George Heyman (past BCGEU president) and current union president Darryl Walker. They were relentless in pushing the Public Service Agency at meetings. I also want to thank Wiho Papenbrock, the BCGEU staff assigned to our component. Wiho is a font of knowledge and experience.

We know that the pressure we put on the ministers was the main reason they finally came to the table with an agreement. We had over 60 stories in the media in 2008 alone. These news items are all posted on our website. I would like to especially thank our communications staff at BCGEU headquarters. Brian Gardiner, Stephen Howard, and Chris Bradshaw helped this campaign run smoothly. They make it happen, from our new newsletter, "Off the Cuff", the MLA lobby in May, alerts, e-mails to members, fax alerts, setting up media interviews, the web site management, and everything that happens behind the scenes.

Keep in touch by checking your component 1 web site for Corrections & Sheriffs ([http://www.bcgeu.ca/C1\\_Corrections](http://www.bcgeu.ca/C1_Corrections)) on a regular basis. Don't get too comfortable as Master Bargaining is just around the corner! In solidarity,

**Dean Purdy, Chair, Component 1,  
Correctional and Sheriff Services**



IN MAY OF THIS YEAR members of Component 1 were in Victoria lobbying MLAs on issues related to overcrowding of jails, safety in the courts and the recruitment and retention of workers. In the photo (l-r): Back row: Dean Purdy (Component Chair), Derrick Goodwin (Component Secretary-Treasurer), Tony Tessari (Local 105), Ron McCabe (104). Front row: Larry Cadieux (111), Steve Lisik (103), Mike Scott (102).

## TEMPORARY MARKET ADJUSTMENT SEPTEMBER 2008

Title	Adjustment	Grid Adjustment	Old max. rate	New max. rate
<b>ADULT CUSTODY DIVISION</b>				
Security Officer	+1	G11 to G12	23.4659	24.1430
Security Officer	+1	G12 to G13	24.1430	24.8429
Security Officer	+1	G13 to G14	24.8429	25.5660
Correctional Officer	+3	R16 to R19	27.0854	29.5846
Correctional Supervisor	+1	R24 to R25	34.3853	35.4433
Instructor	+3	R18 to R21	28.7157	31.4109
Instructor	+3	R21 to R24	31.4109	34.3853
<b>YOUTH CUSTODY DIVISION</b>				
Youth Worker (CO)	+3	R16 to R19	27.0854	29.5846
Youth SCO 1	+1	R21 to R22	31.4109	32.3696
Youth SCO 2	+1	R24 to R25	34.3853	35.4433
Youth SCO 3	+1	R27 to R28	37.6670	38.8347
<b>SHERIFF SERVICES</b>				
Deputy Sheriff	+3	R15 to R18	26.3133	28.7157
Sergeant	+1	R21 to R22	31.4109	32.3696
Staff Sergeant	+1	R24 to R25	34.3853	35.4433
Instructor (Sheriff)	+3	R21 to R24	31.4109	34.3853
Senior Intel. Officer	+3	R21 to R24	31.4109	34.3853

## Persistence, Hard-work and Solidarity; A Timeline 2006

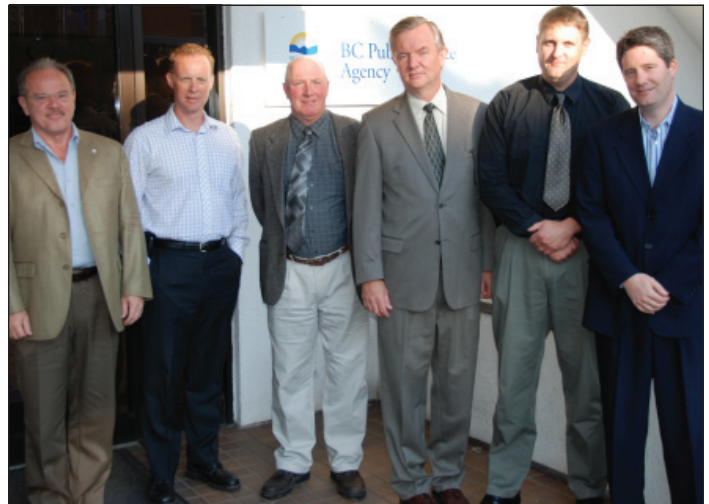
**September 27:** High turnover of corrections staff, excessive prisoner head counts attract media attention / **September 29:** 2006 meeting with Attorney General Wally Oppal / **October 2:** Deputy sheriffs' concerns raised in meeting with Oppal / Meeting with Solicitor General John Les / **December 5:** Recruitment and retention update / 2006 Bargaining Principals meeting / **December 13:** Solicitor General agrees to look at recruitment and retention, overcrowding issues in Corrections

## 2007

**January 25:** Bargaining Principals meeting / **January 26:** Employers table offer to address recruitment and retention issues / **May 16:** Bargaining Principals meeting / **May 25:** MOA brings changes for part-time and auxiliary workers / **November 23:** Bargaining Principals meeting / **November 28:** Union seeks wage increase to help recruitment and retention problems / **December 13:** Meeting with Wally Oppal / **December 14:** Correctional officers' concerns discussed with minister

## 2008

**February 18:** Bargaining Principals meeting / **February 20:** Pay adjustments for Corrections Officers and Deputy Sheriffs rejected, union vows to keep up the fight / **May 21:** Meeting with John van Dongen / **May 23:** Victoria lobby puts corrections and sheriff issues front and centre / **July 8:** Bargaining Principals meeting / Government rejects pay adjustment again; issue to be reviewed in the fall / **September 16:** Market Adjustment agreement reached



FOLLOWING THE SIGNING of the "market adjustment" agreement, representatives of the BCGEU gathered with government officials. In the photo (l-r) Dave Vipond (BCGEU Director of Negotiations), Doug Caul (Assistant Deputy Minister, Public Service Agency), Barry Lynden (Executive Director, Youth Custody Services, MCFD), Bert Phipps (Assistant Deputy Minister, PSA/SG), Dean Purdy (Component 1 Chair), Rob Wood (Assistant Deputy Minister, Sheriffs Court Services).

**FOR ALL ALERTS AND MEDIA COVERAGE, GO TO:**  
[http://www.bcgeu.ca/C1\\_Corrections](http://www.bcgeu.ca/C1_Corrections)