

**Group 2**

**Case Workers, Corrections Officers and Youth Officers**

1. (a) Clauses 22.02, 22.03(a), 22.03(b) and 22.04 do not apply to Corrections Officers and **Case Workers**.

(b) Clauses 22.02, 22.03(a), 22.03(b) and 22.04 do not apply to Youth Officers

**2. Work Hours and Work Schedule**

The employer shall set up a master shift work schedule and post it one (1) calendar month in advance. This schedule will cover the normal shift requirements of the work area.

**(a) Hours of Work**

**The employer will develop a shift schedule for Case Workers, Corrections Officers and Youth Officers in consultation with the Union.**

**The shift schedule shall not add any additional costs to the operational needs of the work place.**

**Case Workers, Corrections Officers and Youth Officers will not work more than 16 hours within a twenty-four hour period.**

**The scheduled hours of work for Case Workers, Corrections Officers and Youth Officers will be 2080 hours per annum.**

The hourly rates of pay of **Case Workers, Corrections Officers and Youth Officers** will be based on the above.

#### 4. Schedule Shifts

**Case Workers, Corrections Officers and Youth Officers** shall be assigned to a shift in accordance with the operational requirements of the service; the Employer shall make every reasonable effort to schedule shifts so that employees rotate between shifts on an equitable basis.

#### 5. Shift Rotation

The shift rotation may be changed for a particular facility through mutual agreement between the employees and the Employer if the majority (50% +1) of employees are in agreement, provided that the annual hours of work do not exceed **2080 hours**.

#### 6. Shift Exchange

**The Employer may permit mutual exchanges of shifts that the employee was originally scheduled to work subject to operational requirements with the following requirements:**

- a. There shall be no financial penalty to the Employer;
- b. Both employees must signify their mutual agreement by notifying the Employer not less than forty-eight (48) hours in advance of each requested change;
- c. **The shift exchange is fully completed within a two (2) week period and;**
- d. No employee shall work in excess of **twelve (12) consecutive hours**.

**The Employer will not approve a shift exchange between a supervisor and employee when the employee is not a supervisor or designated supervisor.**

## **7. Meals**

The employer agrees to provide a meal to Case Workers, Corrections Officers and Youth Officers during their working shift.

During their meal period the Case Workers, Corrections Officers and Youth Officers may be away from their place of duty, but not off the premises.

The facility will supply a meal to the Case Workers, Corrections Officers and Youth Officers required to work after the implementation of any contingency plan for that specific facility,

## **8. Work Assignment(s)**

Case Workers, Corrections Officers and Youth Officers assigned to provide 24 hour continuous supervision for inmates outside the facility shall receive, in addition to their regular pay, pay for six (6) additional hours at the rate of time and one-half (1.5) for each twenty-four (24) period of such assignments.

## **9. Dry-Cleaning Allowance**

Employees who are issued uniforms that require dry-cleaning shall be paid an allowance of \$125.00. An employee will receive this allowance on initial appointment and after every twelve (12) months of employment.

## **10. Corrections Nurse – Hours of Work**

The normal hours of work of the Corrections Nurse shall be thirty-seven and one-half (37 ½) hours per week.

## **11. Training Program**

**Case Workers, Corrections Officers and Youth Officers will receive the basic training program approved by the Employer for their specific job function within six months of their initial hire.**

## **12. The hiring of casual Case Workers, Corrections Officers and Youth Officers will be subject to the Memorandum of Understanding between the Nunavut Employees Union and the Government of Nunavut.**

Except in the case of emergencies, casual employees will be required to take the training set out in paragraph 11.

## **13. Case Workers and Youth Officers will not be required to wear uniforms but the Employer may make reasonable rules with respect to dress. Before implementing new or revised rules the Employer will consult with the Union.**