



UNION INFO – June 2014

National Labour-Management Meeting

June 5, 2014

National President Kevin Grabowsky expressed condolences from the union for the three fallen RCMP officers and families in Moncton, New Brunswick. He also mentioned the importance of Canadians who fought 70 years ago in Juno beach as part of the Allied advancement in World War II.

We were informed of the following:

- ⇒ On the legislative front, CSC will be implementing the recently passed Victims Bill of rights and there is nothing new in terms of life for life legislation;
- ⇒ CSC annual budget is set at 2.33 billion this year as part of the DRAP initiatives – (295 million dollar reduction over three years) announced in 2011– 10.1% reduction in overall budget;
- ⇒ A departmental freeze is still applicable and the employer repeated that all collective bargaining gains will be funded from existing departmental budgets. Thus the government places further strain on a system that is already stretched and does this at the expense of its employees;
- ⇒ New units – lots will be coming on line in the coming months, should reduce double-bunking numbers – national % is around 19.5% for a period of time. Inmate counts are constantly climbing;
- ⇒ The Commissioner was clear that they will not be decommissioning any psychiatric beds within CSC despite media reports saying something contrary;
- ⇒ The Commissioner highlighted positive and negatives he observed while working shifts at several institutions across the country including Pacific Institution and Collins Bay and the minimum unit.

Collective and Global Agreements Issues

The union relayed its complete dissatisfaction and frustration on behalf members around how poorly the provisions of the collective agreement have been implemented across the country with respect to the following issues:

- Late severance payouts;
- We are awaiting an answer on the calculation of continuous service for casuals (Broekaert decision) as it pertains to severance;
- Annual leave payouts (no documents prior to cashing to say what would be cashed out i.e. number of hours) – poor communication;
- CX allowance for National Executive – some not stopped and when will the recovery take place;
- CX allowance – 80 hour threshold to include overtime (awaiting an interpretation from Treasury Board to ensure that OT hours are included in the threshold hold totals).

We emphasized that our member's patience around many of these issues has worn competently thin and the communication has been terrible. The Commissioner committed to weekly updates from the ACHRM on the many issues we raised.

Boot Allowance

The employer confirmed that the boot allowance would be paid by the end of June. We raised the issue of it being paid later than normal along with all the other pay issues we are experiencing.

National Training Standards Committee (Block Training)

We committed to work with Ms. Blasko, the new Director General of Learning and Development, but pointed out that this file has been full of difficulties and poorly managed on all fronts. We are hopeful we can iron out some issues with Ms. Blasko at future meetings.



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Population Management & Security Sub classification Model Presentation

We received an in depth presentation of the inmate security sub classification model as part of the standing item on population management. However, CSC indicated that this initiative will have to be introduced into regulatory criteria under the law and this will take some time. In the meantime a working group will be formed to look at incentives around inmate sub classifications.

We promised the employer we would get back to them with any questions we had on the presentation and requested that we continue to be informed and in the traffic on this major change that will impact UCCO-SACC-CSN members.

Deployment Standards

The review of CD 004 (Joint Union & Management Committee) has been completed and we are awaiting a report back from CSC to start making comments.

We still must review the two minimum security forty bed units at Edmonton Institution for Women (EIFW) and Grand Valley Institution (GVI) when they are fully operational and housing inmates.

We highlighted some areas of concern with the varying routines of the new maximum security units and noted the notion of these being self-contained is not quite the reality.

The Commissioner agreed that routines were something he observed to be an issue also. He also went on to say that further work will likely need to be done around deployment standards as much has changed since the last review in 2009, in particular the movement of various inmate populations throughout the country.

We will keep you informed as this file evolves.

The union has adopted a new logo for the current round of negotiations. This logo will be used on all negotiation related communications.



We will have our first negotiation meeting with the employer July 3rd, where we will present our demands. Stay tuned for more information.

Over 130 local executive members (presidents, mobilization and communication officers) are back from 2-day mobilization training sessions that occurred in Montreal and Kingston. Do not hesitate to contact them for any information regarding mobilization, negotiation, and how you can be more involved in your union!