



UNION INFO—Dec. 2013

National Labour-Management Meeting December 5, 2013

National President Kevin Grabowsky informed the Commissioner that meetings around the interpretation bulletins and implementation of the new global and collective agreements are going well with national and regional managers, labour relations personnel, wardens and union representatives. These meetings have taken place in the Atlantic and Ontario regions so far and will continue until all regions are complete. The Commissioner is supportive of this process and was pleased with the feedback.

We expressed our opposition to comments made in the Office of the Correctional Investigator's annual report, unsubstantiated statements of discrimination towards inmates which amount to attacks on the integrity of correctional officers. CSC also refuted these allegations earlier in the week, at a parliamentary Public Safety Committee meeting, due to the lack of any evidence whatsoever.

We discussed the steps we have undertaken towards the production of a video which we intend to create in collaboration with CSC. The video will be used as a training tool on the importance of principal entrance security in keeping contraband out of institutions.

We raised the issue of a recent CSC initiative to offload on our members the bulk of the work pertaining to the treatment of a multitude of requests being filed by inmates for reductions or waivers of food and accommodation deductions (CD 860). The employer will come back to us on this issue.

CSC budget – The Commissioner informed us that all departmental operational budgets have now been frozen by the Harper government until 2016 and explained how some of the impacts. For example, according to the Commissioner, any compensation increases negotiated during the next round of bargaining

will have to be funded from within CSC's frozen departmental budget, forcing him to make cuts elsewhere.

Population Management – The Commissioner expects that double-bunking numbers should fall below 10% end of fiscal year 2014 as a result of the new units opening up. We are sceptical as the government, having closed 1,000 cells, continues to introduce legislation that continues to add inmates to our system. Based on much research that links a rise in inmate populations to increased institutional violence, the union does not accept double bunking as an acceptable practice.

Security Cameras in MCCP (OSH appeal) – The Union successfully argued to keep security camera feed to MCCP at Kent in the context of an OSH appeal in the Pacific Region on our Institution. The Commissioner indicated he was aware of the decision and would get back to us on how CSC plans to manage following the Tribunal's decision.

Employee Assistance Program – We re-emphasized our concern regarding EAP services (please see recent flyer) reduction as a result of the CSC decision to choose Health Canada as service provider. We questioned the contract award process, which excluded all other providers, regardless of cost or service efficiency. We informed the employer that we had written to the Public Safety Minister with our concerns following an excellent presentation from one provider on its ability to deliver good service to our members. We asked the employer if he could assure us that Health Canada would provide members with the same service as before and with the same quality. The employer said the Health Canada service would meet Treasury Board guidelines. However, the employer also acknowledged that the Quebec region had received superior service with the previous service provider.



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Clustering of sites – We spoke at great length on this issue at the last NLMCC and of the many concerns we have, with no concrete answers to the issues we have raised. The Commissioner asked that we send to him our concerns in writing directly and he will follow up with us at a bilateral meeting. He emphasized that he was aware of our many issues and encouraged us to contact him when rumours are heard in the field as no final decisions have been taken on many subjects.

Sheriffs conducting CSC Escorts – The Commissioner promised to conclude this subject with us soon. In our initial discussions the employer agreed that correctional officers should be conducting security escorts with inmates in our custody unless other security measures need to be taken, i.e. high-risk inmates with support of police.

Ballistic/Projectile Threats (lockdowns to search) – We reminded the employer of a previous discussion on this issue, at which point we requested to have a lockdown protocol on the management of searches in cases of suspected munitions/threats within our institutions. Although each case is specific, a proper protocol would provide guidance and may reduce the likelihood of having to resort to the *Canada Labour Code* by default. There are now three decisions in favour of the Union and the employer recently withdrew its appeal attempt on a decision in the Prairies. The employer agreed with our point of view and indicated its willingness to co-develop this file through the Joint National Safety and Security Committee (NSSC).

The employer also informed us that the ion scanner at Nova Institution had finally been repaired.

In addition to this the employer informed us that last week there had been four assaults on officers (bodily fluids) thrown at officers in Atlantic Institution. We will most certainly table this next week at NHSPC, with a view to developing ideas on what can be done stop this sudden trend, as it is certainly concerning for us.



**Your UCCO-SACC-CSN National Executive
Committee wishes you a happy Holiday Season!**