



UNION INFO—DEC. 2010

National Union-Management Meeting SCC and UCCO-SACC-CSN

On December 2, the members of the national executive and the CSN National Services Coordinator met with the Commissioner and his management team, in Ottawa.

In his opening remarks, the National President thanked the Commissioner for attending the solidarity event that took place at RPC, following the story that was broadcast on *The Fifth Estate*. He also asked the Commissioner if it would be possible to make public the figures regarding the numerous interventions with a positive outcome for members and inmates, instead of constantly reacting to the negative publicity that the media gives us. For example, over the past year, more than 1,800 interventions to save an inmate's life have occurred, without a peep from anyone.

The Commissioner stated he was happy to see that RPC personnel appreciated his visit and warmly thanked the Union for all the good work it has done in this file. He indicated that he regularly makes presentations before several forums, such as parliamentary committees, on the number of interventions that are carried out successfully. Nonetheless, it remains difficult to publicize positive news with the media. Perhaps, it would be worthwhile to openly reveal all the interventions that are carried out daily to save lives, for all to see. The Commissioner as well, would like to see a change in the public's perception of correctional officers.

Here is a summary of the subjects that were discussed.



National deployment standards

A deployment norm audit committee is currently touring the country. We asked why the Union had not been consulted and why the Union wasn't asked for comments on this development, given that several items on the agenda concerned deployment. The Commissioner assured us that this committee is an independent group, mandated by the Government, and for now, all that it was doing was collecting data. He will however ask the person in charge of the committee to consult with the Union's representatives and include them in the process of gathering information.



Population Management

We're still waiting for the protocol of the committee being created to work on population management. The Commissioner told us that it would be sent out next week.



Security bulletin – Fire response

We are still wondering about the relevance of this bulletin. It is very frustrating that the version was distributed before we saw it. The Correctional Service continues to train correctional officers according to the "2-2-1" principle, while presently implementing a "2-1-1" policy, which the union disagrees with. The Commissioner proposes to organize a drill on midnight shifts to check the efficiency of this bulletin.



Searching feces

The Commissioner ensured us that the device at the Atlantic Institution will finally be installed in the health care unit, as we had asked. With regard to training, we had previously brought to the employer's attention the fact that the video clearly does not respond to every needs. Since there are several models, there will be a video for each type of device. All the regions will be involved in the process.



Commissionaires

The employer told us that they have no leverage on the contracts, since they are granted by the Federal Government, not by CSC. On the other hand, if they have special requests, it's always possible to submit them. The list of subjects that are discussed during the meetings with the commissionaires was sent to the Union and we will in turn provide our comment.



Access to SDS

CSC will be disclosing information on overtime in early January. The bulletin will be modified accordingly. This is good news for our members, because ever since SDS was implemented, it has been difficult to make sure that overtime was being distributed equitably to everyone.



Dog handlers

The employer undertakes to officialize the directive regarding dog handlers. A meeting is scheduled in January to review the entire file. (schedule – training – budget)



Respiratory masks

CSC wants to sample the masks and replace them, should they detect a problem, despite having told us at the last meeting, that they would systematically replace them all. The Talott company was to have made modifications to the masks, in accordance with our criteria, for about 3 years now. The employer finally undertakes to compel the company to make the required modifications and they will clarify the bulletin that was sent out.





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Exchanging shifts

Currently, management is only willing to approve shift exchanges with less than two hours difference between shifts. The union maintains that for differences of hours greater than two, there is no cost to the employer. Although different regions managed these hours differently in the past, they still permitted this type of shift exchange, before the implementation of SDS. The union maintains that employees are responsible for differences in hours for shift exchanges (for instance a shift exchange between an 8 hour shift and a 12 hour shift, or an 8 hour shift and a 16 hour shift) because employees have accepted that differences be paid back at a later date. Furthermore, the union contends that shift exchanges should also be approved for employees who want to shift exchange part of their shift (for instance 8 of their 16 hours) then have their accumulated leave cover for the remainder of these hours under the normal guidelines for requested leave. On December 7, a National Joint Scheduling Committee call took place on this matter.

Residential units with CX1s

We're still waiting for the standard on the number of inmates that ought to be on a CX1's workload. According to our research, it appears to be somewhere between 6 and 8. The employer will review its figures and will share them with us.

Statting Off on Statutory Holidays

In the bulletin that was sent out, it states that if the employer cannot contact the correctional officer who is on leave for a statutory holiday in person, it must leave a message on his home answering machine. We are against this practice which can give rise to all sorts of problems. The Commissioner has finally taken the decision to post the list of officers who will or will not work a statutory holiday, 14 days in advance and that correctional officers must check to see if they are

scheduled or stattd off. The union maintains the scheduling CMs will do a poor job of this and it will lead to problems. The Commissioner stated if the CMs don't meet the 14 day posting notification, then it is their responsibility to correct the problem.

Showers at Edmonton Max Institution

The technical services department has refused the project, despite the fact that union and management at the local and regional levels agree that this project needs to go ahead. After explaining our point of view to the employer, the Commissioner has instructed the Director General of Technical Services to review the project.

Plan for night shift in minimums

Given that additional checks are necessary, the employer has put the project on the back burner, for now. A meeting on this matter is scheduled on December 22.

Directives 805 and 843

The National President declared that he finds it very worrisome that new directives have been issued, providing that correctional officers can replace medical staff from time to time. We must be very prudent with directives that make us accountable for matters that are not part of our work. Additionally, the directives are always the point of reference whenever an incident occurs and during inquiries, and these are the very directives that create a responsibility that is not incumbent of a correctional officer's duties. The best example is the distribution of medication. This is a medical task, not our responsibility. The Commissioner agrees and we have to find solutions to clearly define the tasks incumbent on everyone. We also have to make sure that we avoid getting ourselves strapped in so tight as to be handcuffed each time an incident occurs.



*The UCCO-SACC-CSN
national executive
committee wishes you a
happy holiday season.*

