



# UNION INFO—Dec. 2011

## National Labour-Management Meeting

On December 1, members of the national executive committee and the national union advisor met in Ottawa with the commissioner and his management team.

In her opening remarks the union's National Vice-President explained that the National President was attending a national committee of independent chairpersons regarding inmate disciplinary courts. She introduced Derek Chin, President of the Local Union at Pacific Institution and Greg Krywulak, President of the Local Union at Riverbend Institution, who attended the meeting as observers. She also introduced the presidents of women's institutions across the country, who were present and due to meet with the Deputy Commissioner for Women in the afternoon.

For his part, the Commissioner noted that the federal government's busy legislative agenda includes several changes for us. The population increase following adoption of Bill C-25 continues to be a concern. The inmate population has grown by approximately 900 since March 2010. The Prairies and Ontario regions have experienced the highest population growth rates, resulting in double bunking situations. The rates of inmate population growth for the Atlantic and Pacific regions have been moderate, while Quebec has experienced an average increase.

In regard to Bill C-10, several amendments were proposed in the House of Commons, but none were adopted. The Correctional Service will need to amend certain policies following the adoption of the bill.

The Commissioner spoke of the CSC's participation in the government deficit reduction plans, and of the House of Commons drug and alcohol in prison subcommittees. We discussed future dates for the two-tier and Global Agreement negotiation process.

### **Deployment standards**

We are still waiting for a new text for CD 004. The person responsible for deployment assured us that we will have it in the New Year. He also mentioned that we would be included in the distribution list for threshold lists for deployment in institutions. (B-base formula)

On another note, the document we filed on mental health centres will be discussed at the next EXCOM meeting.

### **Deployment in women's institutions**

We have a concern about CD 004, which states that another position will be added when there are 25 or more inmates housed in the secure unit. Our concern is we are now being told that segregation is not included in the text or the threshold. We believe the threshold in the CD encompasses all of the secure unit, and does not exclude the segregation. The Deputy Commissioner for Women agrees that a simple solution must be quickly found. Problems may emerge in the near future. We reminded the senior deputy commissioner that we have not had a follow-up on the B-Base formula, despite our many concerns. This time, we are asking to be fully involved.

### **Uniforms**

The modified parka, with two zippers for sidearm access, was presented. It is expected to take five weeks for parkas to be modified.

The Union raised the issue with a memo issued in the Prairies region by the assistant commissioner of security on the lifespan of protective stab resistant vests. The employer wants to distinguish between the manufacturer's five year warranty on the vests and the lifespan of the vests. We have previously agreed and sent out direction on a protocol that there is a five year expiry on the stab resistant vest and a seven year expiry on the ballistic vest, we are adamant that it be respected. The Commissioner asked for a discussion on the issue as soon as possible.

### **Screening new employees**

The Employer indicated that it is piloting a new screening tool in the context of the recruitment process. We discussed recent recruitment posters.

### **Grievances**

We stressed the importance of our joint ongoing grievance resolution initiative with the Public Service Relations Labour Board. The Union favours resolution of these files via mediated agreement, in order to utilise resources most effectively. As for the Commissioner, time is of the essence in this file.



## UNION INFO—Dec. 2011

### National Labour-Management Meeting

#### Level of bilingualism

This topic is the subject of considerable confusion for us and the CSC. It has proven difficult to obtain and understand the level of bilingual positions established by the regions and institutions. Levels change every month and deployment process is affected. The CSC promised to get back to the Union on this issue.

#### National Training Standards

This was a three-part discussion.

ION scanner training: In response to the issue of refresher training raised by the Union at last NLMCC, the CSC has decided to compare its time-frames with other departments. We will be informed when a final decision is made by CSC.

Travel time to attend training : There is still a problem regarding travel time to attend firearm training at Millhaven and Fenbrook Institutions; the employer will talk to the warden in both institutions. We still believe that the memo needs to be changed as not to implicate the union and to avoid further confusion in the field. The employer will review this.

Finally, consultations on National Training Standards will begin shortly and the union should be involved.

#### Seniority in a voluntary demotion

This exceptional situation occurred in the Ontario region. The employer agreed with the Union and we will have a discussion within a week to correct the problem.



*Your National Executive wishes you a happy holiday season and a New Year filled with the mobilization and solidarity we need to win a collective agreement equal to our profession.*