



UNION INFO-February 2010

NATIONAL UNION-MANAGEMENT MEETING CSC & UCCO-SACC-CSN

On February 4, 2010, the members of the National Executive and the CSN National Coordinator of Services met with the Commissioner and his management team in Ottawa.

In his opening remarks, the National President reported on the February 3 joint meeting. This day was a unique opportunity for exchanging thoughts and ideas on leadership and teamwork. The President praised the participation of the members, but expressed disappointment that the Wardens did not speak up very much.

In his opening remarks, the Commissioner talked about Haiti and indicated that he will provide us with regular updates on the situation and that he is awaiting instructions from the Government regarding the deployment of correctional officers who are ready to help out.

Here is a brief summary of the subjects that were discussed.

DEPLOYMENT

No standards have yet been determined with regard to the multi-level institutions. Mr. Dan Erickson indicated that a draft would be available shortly, with the exception of the Québec Region where consultations must first be organized towards the end of April. Meanwhile, we were told that the directive dealing with national deployment standards (CD 004) will be revised and that we will be asked to participate in the review process.

We also drew attention to the bulletin written by Mr. Hyppolite dealing with shift starting times and ending times that has created some confusion and was such that some Wardens have interpreted it as giving them the authority to unilaterally modify these times. We reminded everyone that the collective agreement stipulates a consultation and approval mechanism regarding these schedules. The Commissioner indicated his agreement and a meeting will have to take place between Mr. Erickson, Mr. Hyppolite and Mr. Jason Godin, Ontario Regional President, to resolve the problems that may have been caused by this bulletin.

UNIFORMS

The CSC finally accepted our request regarding the footwear for the ceremonial uniform. The latter will be similar to those worn by the military. Other discussions must however be engaged to finalize this matter.

VIDEO SURVEILLANCE

The CSC has randomly watched a number of videotape recordings that apparently indicate several problems with regard to how work is being performed, as well as compliance with various safety and security directives and policies. On more than one occasion, the Commissioner repeated that the CSC's intention was not to target particular individuals nor to discipline anybody, but rather to ensure that the work was being done professionally.

The Union agrees that it is necessary that everyone comply with safety and security regulations, as well as the importance of doing a professional job, but objects strenuously to video surveillance as a means to investigate what's going on, by stressing that this method can lead to exaggerated incidents, such as what took place in certain institutions in the Québec and Prairies Regions. The President also talked about the note sent out by Mr. Chris Price to the Institutional Wardens regarding the use of cameras, which could have left the impression that henceforth they can be used however the Warden sees fit to use them. A clear message must be sent out to correct this impression and re-establish trust between employees and managers.

The CSC will send out a memo reminding everyone about

the role of managers and specifying that the surveillance cameras are not to be used to keep an eye on the work being done by CSC employees.

UNION REPRESENTATIVES ACCESS TO EIFW

In December, the Prairies Regional Vice-President was refused access to the Edmonton Institution for Women in order to conduct an occupational health and safety-related investigation. Management of the institution used the pretext that the latter's presence could have hindered the work being done by the employees and the smooth functioning of the institution. This problematic situation was vigorously denounced at the regional level, but without any resolution. A complaint and grievance regarding this interference and obstruction of the union's legitimate activities have been filed.

The CSC undertakes to look into this matter rapidly and will report back to us on the situation.

EMPLOYEES ON LEAVE FOR STATUTORY HOLIDAYS

A strange practice appears to be developing at the Bowden and Stony Mountain Institutions. Indeed, these institutions are putting all their employees on leave for statutory holidays and then calling them back into work, probably so as to simplify their job of managing schedules during statutory holidays!

The CSC agrees that these institutions have poorly understood the CSC's policies and the collective agreement. Mr. Erickson was given the task to get these managers to make the appropriate adjustments.

STAFFING OF THE RETURN TO WORK AND OCCUPATIONAL HEALTH & SAFETY POSITIONS – PRAIRIE

We received confirmation that a budget has been approved to staff the positions of regional representative with regard to returning to work and the one regarding occupational health and safety, in each of the five regions. Mr. Ménard explains that these positions must be the subject of a national posting competition.

The Union indicates that one of the two positions is already filled in the Prairies Region, but that the incumbent has to do the work of both positions and is not authorized to go to visit the institutions.

The CSC responds that the budget that was approved would suffice to fill both positions and that it includes the funds necessary for the incumbent to visit the institutions. The CSC will check out the situation.

UCCO-SACC-CSN'S INVOLVEMENT IN EXCOM COMMITTEE CONSULTATIONS

The National President indicated that he would like the Union to be able to participate in EXCOM discussions when reports from the different advisory committees are being presented there. This is a decision-making body where the union's voice is indispensable.

SEARCH FOR FECES

All the equipment should be delivered and installed in each of the institutions between now and mid-March.

LIVING UNITS AND STAFFING WITH CX1S

The CSC wishes to standardize the Donnacona Institution's practice where a list of CX1s was created and used to fill CX2 positions temporarily (acting) in the living units. A presentation on this subject was made by Ms. Karol Prévost, Regional Deputy Commissioner for the Québec Region, to all the Regional Deputy Commissioners. The Union asked to be given a written copy of this presentation.