



## UNION INFO—June 2013

### National Labour-Management Meeting June 6, 2013

On June 6, 2013 your National Executive met with the Commissioner and discussed some items of major importance.

First, **National President** Kevin Grabowsky stated that negotiations are priority number one for UCCO-SACC-CSN. Following the disappointing discussion with Treasury Board on June 4, the Commissioner needs to know that the temperature is rising inside the institutions: members firmly remain behind our demands.

The **Commissioner** replied that he also does not like to see negotiations drag on like this and can appreciate that they are indeed our priority. With respect to the recent tragedy in the Pacific region (an officer's suicide), the Commissioner indicated that he was also very concerned. He agreed that we must look at this issue (correctional officers' suicides) more closely.

#### **The Commissioner outlined the following issues:**

**Fencing Issues at Various Institutions** – The Commissioner indicated that the fencing issues we raised would be resolved with Mr. Somers, Director General of Technical Services.

**Shift Exchanges** – The Commissioner indicated that the bulletin dated September 2012 would remain in effect for the time being.

**Shift Exchanges for DPH** – We will receive the language which would allow officers to exchange shifts on a DPH (as we had discussed some time ago).

**Escort Mileage** – The Commissioner announced that anything exceeding 930 kilometres would require an overnight stay. Existing practices would remain status quo at this time.

**Committee Terms of Reference on CD 004** – The Commissioner promised that this would be shared with us shortly and suggested that we notify our institutional priorities to him as soon as possible.

**Meeting with Maximum Security Local Presidents and Wardens** – The Commissioner informed us that Senior Deputy Commissioner (SDC) Ms. Kelly would be taking the lead on this and contacting us very soon to propose dates.

**Proper Observation Windows on Secure Unit Doors/ Segregation Units** – These windows had a prototype tested with doors in February and it has been approved. They are ready to be installed (not only in female secure units but also in male facilities). Regions must get a request (form 162) in to DG of Technical Services to move things forward. We will follow up on this within regions.

**O/C Spray in Women Offender Institutions (WOS)** – This is still ongoing: the Commissioner raised serious concerns about placement and accessibility of O/C spray in these facilities. We outlined him our concerns. He will get back to us.

**Vests in WOS** – There still seems to be some difficulty around this subject. We believe that fitted vests are the only logical solution to this issue: we have proved our case - female vests can and must be custom fit.

The Commissioner will again come back to us on this subject. He indicated that he intended to call some sites directly to see what was happening. We have a bilat meeting set up for June 18 with the WOS. We hope we can solve this issue shortly.

**Change of Start and End Times for Escorts, etc to Nonexistent Shift Times** - The Commissioner looked into this problem and stated it is only happening on an occasional basis, and that it should not be occurring regularly. The Commissioner committed to a quarterly review of the occurrences with the National President to ensure this is the exception and not the norm. We would encourage members to make the local presidents aware of times when changes to scheduled hours occur so that we can track this carefully.



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#### **Improving Communications between Correctional Officers and Correctional Managers**

The two parties had a very candid discussion around this subject. The parties agreed that collectively engaging correctional managers in discussions would be the only way to work towards concrete solutions. The Commissioner offered to invite two correctional managers per region to have this discussion and move forward on improving things. We challenged the commissioner to shut down the TV monitors in the correctional managers' offices. This would signal his seriousness in getting the CMs out of their offices and engaging correctional officers in the units. The Commissioner said he would seriously consider our suggestion.

#### **Improving the Sharing of Intelligence Information with Correctional Officers**

Again we had another lengthy but productive discussion around this subject (primarily focusing on shift briefings). We presented the Commissioner with a template used for shift briefings in the Prairies region as a good practice (now implemented at every site). The Commissioner indicated that he wants consistency across the country on this matter. He tasked the Assistant Commissioner of Correctional Operations (ACCOP) Mr. Macaulay to achieve this goal. The Commissioner also liked the idea of SIOs attending one shift briefing a week (which is videotaped and shared to ensure that all officers and different shifts are covered).

#### **General Safety and Security Concerns**

We pointed out few of our preoccupations to improve things in this area:

- **Addressing 127 complaints in a timely manner;**
- **Addressing minor and major court (inmate discipline);**
- **Weapons / material management;**
- **Deployment standards as well as routines and post orders;**
- **Better communication tools (i.e. transmission of reports).**

The Commissioner indicated that this also was a priority for him. He preferred to use the term "back to basics security practices agenda". He outlined several concerns with respect to what he witnessed across the country and proposed to create a group to address this issue. He asked for two names from our side and wants to get things moving over the summer. He suggested that there are not gaps in policies but rather implementation of policies and area of focus for him.

We also requested that the ADCIOs take the opportunity to jointly tour a few institutions within their respective regions with local and regional presidents, like he has committed to do. We believe this will engage in more insightful discussions at the site level about our concerns. The Commissioner said he would consider our suggestion.

**Your UCCO-SACC-CSN representatives**