



UNION INFO—Nov. 2013

National Labour-Management Meeting November 7, 2013

The Global Agreement is signed!

On November 7, 2013, the Union met with the Commissioner for a national labour management meeting in Ottawa. The first order of business was the signing of the global agreement. National President Kevin Grabowsky informed the Commissioner that the membership will be pleased that this agreement is completed. He also thanked the Commissioner and his team for all the ongoing work to successfully implement the agreement. The Commissioner again reiterated his pride in negotiating the renewal of this agreement, “a first of its kind” in the history of the federal public service. He also committed to continue our discussions around interpretation issues to ensure the ongoing success of this agreement.

Other items discussed:

Deployment Standards Review - Terms of Reference (CD 004) – Both parties have agreed on terms of reference for this review and work will commence in mid-December. One institution per region along with all treatment centres and two minimum units in the WOS will be reviewed, which will include a focus on institutional routines on segregation, lock downs, and double bunking issues.

Population Management – The Commissioner informed us that inmate accountability will continue to be a focus of CSC as per the act implemented (Bill C-37) by the government. CSC will continue to monitor inmate protests (refusing to work) closely. He also informed us that there are 1,150 new inmates into the system since 2010. The Commissioner is confident that population pressures (double bunking) should see some relief with the opening of the new units. The Commissioner expects double bunk numbers to drop somewhat in April of 2014.

National President Kevin Grabowsky asked about possible plans being implemented for **inmates with severe mental illnesses** and if there would be shared service agreements with some provincial facilities. The Commissioner indicated that there may be some augmentation of existing agreements (i.e. Pinel, St Thomas). He was clear that recommendations from the Grand Valley inquest that would result in significant costs would not be implemented because of major reductions to the departmental budget as part of the deficit reduction plan.

The Union asked for a clear definition of “**life for life**” legislation and what that might mean for us operationally. The Commissioner indicated he had no details on this matter and was also seeking more clarity around this issue, i.e. does first degree murder equal a life sentence, will crimes of passion be treated differently, when programs should be offered, dynamic security impacts, etc. The Commissioner proposed to start some broad discussion on this subject in anticipation of some type of legislation on this matter and promised to inform us of any new developments on the subject. We will add it as an NLMC item called “impacts of pending legislation”.

We agreed to remove the item, “Closing of three institutions” from future NLMCC agendas. The Commissioner thanked the Union for its participation in the closing ceremonies while respecting our position that we did not agree with these closures.

O/C spray for Women Offender Sites – A long fought health & safety battle has finally resulted in officers carrying O/C spray in women’s facilities. The following is the direction that has been sent out on this matter:

“Primary Workers occupying Multi Function posts will carry OC spray on their person. Additionally, a review of all sites is underway to ensure that OC spray is readily available to staff within the institution if required. This review and necessary implementation plan will be completed November 15th 2013.”



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Cluster site pilot projects (20 co-located sites merging into 11) - The employer informed us of the following;

These sites will fall under one governance model (management model). The employer will provide us a flow chart on this. Minimums will no longer operate with a correctional manager (CM) on morning shift. We pointed out that this will have a significantly impact on certain minimums that have CMs on morning and that discussions would have to occur with the Union to transition to this notion. We had opposed this initiative some time ago but CSC implemented anyways.

There will be four types of clustered sites:

- All levels of security (maximum, medium, minimum, i.e. pilots at Sask Pen and Collins Bay)
- Medium/minimum with intake/temporary detention with a capacity over 800
- Medium/minimum with a capacity over 700 and/or temporary detention
- Medium/minimum

We were disappointed to learn that the employer apparently has not arrived at conclusive decisions around major issues we pointed out that will affect our members. We have on many occasions conveyed our position clearly and still await answers on the following:

- Labour management committees, OSH, etc. - we maintain that smaller sites (in particular minimums) should not lose their identity and these committees must continue to address issues and maintain successful labour relations;

- Rosters – we maintain that rosters should remain separate – i.e. spares from minimums should not be used to backfill vacancies in mediums/maximums, and it opens up numerous training issues. This also ties in with overtime hiring and we maintain this should remain separate for minimums for reasons already outlined at previous discussions;
- Deployments – we have re-emphasized that we are firmly committed to the provisions in the global agreement and that the right to deploy with seniority was introduced to benefit our members and CSC overall;
- Escorts – we still have no concrete answers on how escorts will be conducted and we have serious concerns regarding this;
- Casework/loads – we have many questions on how this element of our job will be managed when sites are amalgamated under one governance structure;
- Resources for A&D as well as SMO officers – we raised many issues here, the employer says there will be no changes to resourcing in these areas at this time.

There are many items that, according to the employer, on which EXCOM has not taken a final decision. We reminded the employer that April 1, 2104 is fast approaching and we do not want to be caught in a situation where decisions are made and last minute implementation becomes an issue. The SDC committed to regular bilateral meetings to update us on this important subject. The Union will continue to push hard on this file to get clear answers to our questions.

We requested that the employer come back to us with a list of proposed NLMC dates for 2014.

Your UCCO-SACC-CSN National Executive