



UNION INFO—Oct. 2012

National Labour-Management Meeting

In his opening remarks, the National President introduced Chris Bucholtz, president of Millhaven local, who attended the meeting as an observer. On behalf of the National Executive, he expressed his satisfaction regarding a private member's bill on blood samples from inmates that was tabled in the House of Commons. This is an important issue for our union, our members, and CSC as well.

Concerning the issue of bilingualism, the National Executive came to the conclusion that distributing phonetic cards in institutions is not the best solution, because it gives the perception that the person reading it is bilingual, when this is not the case. In addition, we learned that correctional officers' performance evaluations would be based on their ability to provide services in both official languages. The Commissioner noted that the level of bilingualism among correctional staff is impressive, and there is usually always someone available to answer in the respondent's mother tongue. However, if there is a problem with the cards, we should look into it and he will study the issue of performance evaluations.

The National President informed the Commissioner that he had wrapped up a trans-Canadian tour and suggested a meeting with him to discuss what he observed during the tour. The Commissioner agreed.

In conclusion, the National President emphasized that correctional officers have been without a contract for two and a half years. He hopes that the Treasury Board is aware that correctional officers deserve respect, in the face of all the challenges imposed by the government. We must negotiate and find solutions to remaining disputes.

The Commissioner finished by talking about legislative changes still on his radar, as well as budget constraints.

Commissioner Directives

We are still waiting for a draft of CD 004, which was promised to the union by September 30, following our comments on June 27. The new Assistant Commissioner for Correctional Operations and Programs and the senior advisor on Commissioner's Directives will follow up.

Following feedback we provided, confusion surrounds CDs 705-3 and 550, even for the Commissioner. Drafts were sent into the field, sometimes they include no modifications that take our comments into account; at other times it is the old version. However, managers believe this is the final version and our members are being threatened with discipline if they do not comply. In short, it is puzzling.

CSC will follow up with the head of security and, at this time, the issue should be resolved. In connection with this discussion, the Commissioner stated that he asked a staff member to read every policy, in order to determine all the roles and responsibilities associated with each. The findings are enormous. The work is just beginning, but it could be a useful tool for the two parties. To provide us with an opportunity to discuss this document, we requested that CSC delay enacting CD 705-3 and 550. It will get back to us on this issue.

Uniforms

We asked which would be the best forum to discuss a revision of the compensation for boots, because there has been no update for several years. As this is a policy decision, the union representative on the committee will submit a proposal at the next uniform committee meeting.

Population management

CSC is still waiting for a gang-management strategy. All details were reviewed during a meeting held in the afternoon with the senior advisor on Commissioner's Directives.

The union was also invited to participate in research on gangs and their impact in institutions. We are waiting for more details on this project.

Granting annual leave

This issue will be discussed at the negotiation session on October 11, 2012.

Interventions in case of fire

Despite what was promised at the last meeting, we have still not received a summary of comments following the desktop exercise. The Commissioner will follow up, and assured us that we will receive it shortly.



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Training

We discussed Bill C-10 training that is provided to correctional officers. A bit of background: we first had a meeting where a project manager talked about a four-hour training session. We were then informed that the training would take one hour, and that we would be consulted in order to organize more detailed training. Finally, we learned that, in many cases, it only lasted 15 minutes. In response to our questions, we were told that we would be consulted.

Regarding training of security maintenance officers, a correctional officer from the Pacific region noted some safety issues and gaps in training content. The person responsible for human resources thanked this officer and will review the training content.

Searches

The two union representatives on the joint committee on ammunition and firearm searches will be James Bloomfield, president of Stony Mountain local, and René Howe, from Atlantic Institution.

Firearm maintenance

The Quebec Regional President sent his report to the CSC's DG for security and expressed surprise to learn that the union is invited to sit at a committee created with the RCMP. Before submitting names, we are waiting for the employer to get back to us regarding three issues it wants to discuss at this committee. A meeting with ADCIOs is planned on November 6, and we will discuss the matter then.

Commuting assistance

A meeting will be set up to discuss this issue.

Security patrols

At Stony Mountain, Bowden and Edmonton Max institutions, all from the Prairies region, COs are given a timer that goes off when it is time to carry out security patrols. Needless to say, this is quite insulting. And correctional managers across the country continue to monitor the quality of patrols from a television in their offices. The Commissioner reiterated for the umpteenth time that correctional managers should be on the floor as often as possible, making adjustments as needed, that this was the right way to do things. He even committed to work a shift in an institution in each region, in uniform. He will coordinate with the National President. As for the timers, he finds they are used poorly and that this issue needs to be discussed further.

Opening doors

The Commissioner is waiting for a change to the directive's wording before resolving the situation of a disciplined member.

Lights on motorized patrols

Again, the Commissioner had to again reaffirm his directions from the last NLMCC to his managers at the table; this issue is closed and a decision has been made that the mobiles will be equipped with proper light bars which will include, take down lights, siren, PA system, and the emergency lights will be the same colour those of the emergency vehicles of the province.

FTE at Westmorland Institution

The Atlantic Regional President was told it could take up to 12 months to fill three positions approved for this institution, as the funds are used elsewhere. CSC notes that funds approved for these positions must be used for these positions. It is unknown when these positions will actually be filled.