



UNION INFO – Sept 2011

National Labour-Management Meeting

On September 1, members of the National Executive Committee and the National Union Advisor met in Moncton with the Commissioner and his management team.

In his opening remarks the National President introduced Ryan Dewey, president of the local section at Fenbrook Institution, who attended the meeting as an observer and Ginette Gauvin, office employee from the Atlantic region. He began the meeting by informing the employer, that members who participated in the pilot project on resilience workshop greatly appreciated the experience. Feedback was unanimously positive and the president offered to share it with the Commissioner during a bilateral meeting. This program is important for UCCO-SACC-CSN members.

The National President also reiterated the importance of organizing a bilateral meeting with the Commissioner, to review certain issues that created friction during the summer. They include the directive from Mr. Erickson on schedules, mediation under the Global Agreement, the letter sent by the Commissioner to the deputy minister of Labour and our response to it. The Commissioner agreed to meet the following week.

Escorts at Nova institution

A threat risk assessment was made at Nova Institution, where a correctional officer was assigned to escort an inmate and her baby. Local management said the inmate signed a release form, absolving CSC of any liability in case of an incident during the escort. The region agreed with this approach. We do not believe this practice. The Commissioner told us this type of situation rarely occurs; he will check with legal services to see if this type of procedure is legal and contact the union.

Complaints under the Global Agreement

We submitted three complaints concerning deployment requests under the Global Agreement originating from Westmorland Institution .

Inmate visitors at Atlantic institution

Given poor labour relations in the Atlantic Region, a security problem keeps arising and is now taken to national. The National President does not understand why this subject had to be brought up to the national table, as it should be dealt with at the regional level. The Commissioner agrees that this should normally be handled at the regional or local level and that one possibility would be to buy another machine that could be used in cases like this.

Dog handlers

A long discussion was held on three points regarding dog handlers. First, identifying vehicles for dog handlers; CSC decided there would be no identification of vehicles. Second, uniforms. A bilateral meeting on this issue will take place. Finally, schedules. We were told some time ago that Mr. Head was the person who decided dog handler schedules. CSC has generated a lot of confusion about this, since February 7, 2011. We were told that a 10-hour schedule for dog handlers was possible. Then we learned that the person who informed us of this, had no authority to make this type of decision. That is why we believe it is time to make a presentation to the Commissioner on this subject.

Vests in FSWs

We ask that every correctional officer working in women offender's institutions be issued a protective vest, and not be offered one from among a pool of vests when they work in a maximum-security unit. After clarification with the employer, the latter will make the necessary verification.

CTP Trainees Mont-Laurier – La Macaza

The Regional President is worried about security checks conducted on trainees at the Cégep de Mont-Laurier, while they take their CTP over a three-year period. The employer replied that a security check will be carried out as soon as they begin their training and it will be renewed once a year from that point on. A written response will follow.



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Annual four-hour firearms qualification

The union noted that the wardens of some institutions consider travel time to the firing range, to be included in the four-hour period devoted to qualification. The employer will review the bulletin as it seems a logical problem exists. It will be rewritten, if necessary.

Classification and placement of a suicidal inmate (Commissioner's Directive 843)

At Fenbrook Institution, an inmate exhibiting suicidal behaviour was placed under constant surveillance, but remained in the range. We are a bit surprised by some of the initiatives taken by CSC in relation to CD 843, especially since we submitted a document to the employer on this directive in August 2010. We also have another question: when a link is made between directives, and one or the other is modified, is an adjustment made between the directives? The Commissioner mentioned that this responsibility lies with the policies department. When there is a new directive, certain management interpretations must be rectified. We believe that suicide prevention does not consist in more frequently rounds by correctional officers, alone.

Another point discussed was an inmate's initial assessment. We believe a nurse, not a correctional officer, should perform this task. The Commissioner wants to see collaboration between nursing staff and correctional officers, to gather information on the mental state of an inmate.

We also talked about the initial assessment for double bunking. The Ontario Regional President deplored the fact that correctional officers conduct this evaluation and referred to point 15 of CD 550, where it states that correctional managers carry out this duty.

The Commissioner will look into how this directive is implemented in institutions and will ensure its correct application.

Correctional officers rounds

The Prairies Regional President provided some examples of our questions on a new surveillance system for correctional officer rounds, called Guard Tour . It was supposed to be a pilot project, but is now being installed in four Prairies institutions. The Commissioner was very surprised and needed to be brought up to speed on the project, as the Regional President had more information than he did. He will look into the matter and get back to us. The union is very concerned with this system and its capabilities.

Absences for medical appointments

Once again, UCCO-SACC-CSN denounced the various interpretations being made regarding Treasury Board policy on medical and dental appointments. The definition of a half-day and the reoccurrence of this type of leave, are once again in question. The employer will give us an answer this week.

Pay, benefits and receiving pension cheques

We again mentioned to the Commissioner, that our recently retired members have had difficulty receiving their pension cheques, experiencing delays of up to six months. The Commissioner is powerless in this regard; he asked us to provide him with the names and that a phone call to the pension service might help. The Prairies Regional President expressed concern about overtime, shift, temporary and statutory holiday pay that all of which not always paid on time. The scheduled payment date is the 20th of each month, but it seems difficult to receive payment by the 30th of each month. The Commissioner asked us to share specific cases with him, as he did not have the same statistics. A meeting will be held to verify information.