



UNION INFO—Sept. 2012

National Labour-Management Meeting

In her opening remarks, the National Vice-President explained the absence of the National President, who is currently on tour of institutions across the country. Subjects of interest included the failure by local wardens to respect decisions taken at the national level, and suspensions without pay during a investigations.

The Commissioner, who is back after a lengthy absence, expressed displeasure at managers who do not respect decisions. He mentioned that communication must improve so decisions are transmitted and implemented quickly. Another subject of interest for CSC is the introduction of the federal budget and the resulting cuts, double bunking and disinformation that can circulate about it, numerous Section 127 and 128 complaints, and consultations.

Razors

We agreed to form a joint committee with a mandate to review the approach to take regarding razors in institutions following the incident at Kent Institution, and several health and safety recourses on this issue. We asked Occupational Health and Safety Tribunal Canada to suspend hearings on files on this issue to allow us time to find a common solution to serious health and safety issues posed by the current policy on razors.

Human resources

We pointed out that we are still waiting on a plan for mental health institutions, minimum-security institutions and annexes. A few pilot projects will be initiated and we were told it would happen soon. We asked the employer to fill positions in Westmorland and Nova institutions. The employer committed to proceeding quickly.

Population management

Prison populations continue to grow in the Ontario and Prairie regions. We asked the employer to explain the measures they will take to manage the population. The Quebec Regional President expressed concerns about English-speaking inmates, interpersonal communication and access to programs, for example, at Port-Cartier Institution. In response, the employer spoke of inter-regional transfers, and told us of a moratorium on the transfer of maximum-security inmates to Ontario. They are ready to discuss management of the prison population in detail with the union at another meeting. A file to follow.

Commissioner directives

We have not received any follow up since the union submitted its comments on CD 004 several months ago. We should receive a draft by the end of September, as well as a grid outlining the points that were selected, those not selected and why.

There has been complete silence regarding CD 705-3 since last January's meeting. There is a problem with the definition of double bunking, the corresponding tracking list and the immediate needs evaluation. However, we will receive all documents taking our feedback into account. The Commissioner should sign the directive by the end of September.

Finally, we expressed our disagreement with paragraph 10 of CD 577, *Staff Protocol in Women Offender Institutions*. We will pursue our complaint with the Human Rights Commission.

International and inter-regional escorts

An international escort took place recently in the Quebec region that did not comply with guidelines contained in a 2005-2006 agreement. The agreement stipulates that the Employer must call on correctional officers to perform international inmate escort duties. In this case, two correctional managers carried out the transfer. The employer is playing with words by saying that one or more correctional managers can complete the escort if it is for training purposes.

In addition, we indicated that we are satisfied with changes made to the process during the last inter-regional transfer last month. The employer confirmed that it intends to continue in this direction.

Opening doors

On an issue that was already raised in the spring by the Pacific Regional President, the directive has not been clarified and is causing problems. A member from this region was disciplined and another suspended without pay for hesitating to open a cell door without being accompanied by another correctional officer. The Commissioner said he too is not comfortable with the wording of this directive. He will review the policy and give us an answer within two weeks.

Firearms

There are difficulties with the inventory and maintenance of firearms, particularly in the Quebec region. The employer is working on an agreement with the RCMP to improve the rotation and maintenance of firearms.



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Searches

Two 128 complaints were filed in the Prairies region at Grande Cache and Stony Mountain concerning the threat of possible firearm in the institutions. We asked for a clear jointly developed national policy on how to conduct searches when this type of threat is present. The commissioner received the idea enthusiastically and work should begin in October or November.

Approval of annual leave

The union indicated that some managers wait until the morning of the day of the requested vacation leave to inform correctional officers whether or not their leave has been approved. The Commissioner is of the opinion that our members should receive at least 24 hours' notice.

GPS for single person escorts of medium and minimum security inmates on non-security escorts

The union asked to have an update on this file. The employer indicated that the Prairies region is free to develop this file, that NHQ is monitoring the file and that it will be at least a year before a national policy on the use of GPS during escorts is finalized.

Miscellaneous and follow ups from previous meetings

Interventions in case of fire – According to the Employer, the table-top exercises are completed, comments it has received are positive, and the employer agreed to provide all documentation to the union. The report will be presented to the ADCIOs during the September meeting. In our opinion, the exercise has not tested the current reduced size of the fire response team.

Dog handlers – The pilot project on schedules will be presented to ADCIOs. We believe there is no reason for this presentation as schedules are covered by Appendix K of the collective agreement.

Haiti – CSC says it has no authority in this file, and it has been impossible to get a meeting with the Treasury Board. Grievances will therefore go to adjudication.

Main entrances – The memo on authorized objects sent August 8 is final. We raised that correctional managers are still present at the principal entrance at certain institutions. The employer informed us that these manager positions were eliminated on August 22, 2012.

Commuting assistance – We deplored the fact that the employer is dragging its heels on a file that affects Kent, Mountain and Dorchester institutions. This file has been inching along for the last two years and, suddenly, at the finish line, the employer decided to revise the criteria. The Commissioner has to resolve this matter. This is another file to follow.

Mobile patrols – We noted that the employer is not fulfilling its commitment to install light bars on the perimeter motor patrols vehicles. The commissioner reiterated his commitment. We also reminded the employer that it must provide appropriate training for members on mobile patrols. The employer will verify the status of this file and get back to us.

The employer asked us to comment on the quality of training for C-10 and C-25. We started a discussion on employees who are victims of criminal acts, and this discussion will be continued.

2013 National General Assembly

You have until **October 12, 2012** to register to the NGA and/or send your proposed change(s) to the UCCO-SACC-CSN Constitution.

Put the date in your agenda!