



NOVEMBER 2015

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## NATIONAL LABOUR-MANAGEMENT COMMITTEE

**On November 5<sup>th</sup> 2015, UCCO-SACC-CSN's National Executive met with the Commissioner and CSC's management team in Ottawa. The following is a brief summary of the discussions.**

UCCO-SACC-CSN National President, Kevin Grabowsky, expressed optimism relative to the election of a new federal government. The union has reached out to the new ministers. The negotiation of a contract that respects our working conditions is a priority for the union.

The Commissioner stated that there was nothing specific to corrections in the new government's platform. He was scheduled to meet the new Public Safety Minister on November 6<sup>th</sup> to discuss the challenges currently faced by CSC.

**Population Management** – The Union raised concerns with CSC's reduced reliance on segregation units to manage problematic inmates. We fear the eventual creation of sub-units to deal with inmates that should rightfully be placed in segregation. In light of the safety and security aspects intrinsically linked to segregation management, the Union will continue to monitor this file closely and to raise issues as they arise.

**Workplace Mental Health Training** – This initiative is a step in the right direction. However, we discussed some of the issues that have arisen in the early stages of the program. The issues raised should be resolved.

**National Attendance Management Program** – According to UCCO-SACC-CSN, CSC incorrectly administers its own attendance-management policy in Quebec. Local management teams impose the burden of the program's obligations on our members without bothering to speak with the employees first, thus eliminating the first step in the application of the policy. CSC agreed with the union. We expect CSC to conduct itself accordingly.

**Operational Adjustments** – Also in the Quebec region, the union raised that CSC operationally adjusts using "Threat Risk Assessments" that are not assessments of risk. Instead, some of the assessments simply state that the operational adjustment is done to avoid overtime. In other instances, security maintenance, visits and correspondence or admissions and discharge officers are post-changed by management to avoid the use of overtime on other posts. We asked for an end to these practices, in the interest of safety and security. The union reminded the employer of the regional Deputy Commissioner's commitment to comply with CD 004. The Commissioner agreed that avoiding overtime is not a threat risk factor, that SMOs should be performing SMO duties and activities to be stopped should be clearly identified in the operational adjustment plan. We identified Joliette, Archambault and Federal Training Centre as the most problematic institutions in this regard. CSC will examine the specifics we tabled more closely and get back to us.

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## **Meetings with Assistant Commissioner of Human Resources Management (ACHRM) & Assistant Commissioner of Correctional Operations & Programs (ACCOP)**

**Process for Primary Worker Deployments** –We maintain that no testing is required for a CX2 to primary worker deployment. CSC currently maintains that its tests, which are plagued with subjectivity and inconsistency, are necessary. The Global Agreement provides solely for Women’s centered training in such situations. We once again discussed the application of the employer’s testing requirement to a Security Maintenance Officer at FVI in the context of a move to a primary worker position within the same institution. On another issue, we insist that, following the exhaustion of the deployment list, CSC proceed with an internal process before resorting to an external competition to fill vacancies in the Federally Sentenced Women sector. This issue had been clarified at a previous bilateral meeting. CSC will provide us with a flow chart to map out the discussions that occurred and will come back to us on the specific issue we raised at FVI (Fraser Valley Institution).

**Self-Scheduling** –We are waiting for CSC to provide us with its proposed terms of reference for this committee and the names of its representatives.

**Veterans Hiring Act** –We believe we have clarity on this issue in terms of veterans being hired at entry level positions in accordance with the Act which respects both veterans and already employed Correctional Officers. CSC will go back and clarify the confusion around this issue in the Prairies.

**Meals for Escorts** – At some sites in the Atlantic region CSC is refusing to pay for a meal allowance for escorts or overtime escorts if less than 8 hours. CSC will go back and clarify with the Region on this issue.

**Inmate Escorts, Appendix D** – We insisted that CSC respect the collective agreement which is very precise on this point. It indicates that CSC must provide appropriate funds in advance of an escort for expenses. In the Pacific region CSC has unilaterally decided to do away with petty cash funds and has instituted nothing for escort expenses. CSC agreed with UCCO-SACC-CSN and will correct this situation in the Pacific by instituting a solution that respects the CA.

**40mm Gas launchers** –The deficiencies with the gun barrels, initially signalled by UCCO-SACC-CSN members, are being addressed by the manufacturer. Final testing with Lampard is expected in December with the union present. We will continue to work towards implementation of this interesting tool as soon as possible.

**Theat Risk Assessment for Escorts** –We insist that a TRA must be available for all escorts and be modified as necessary. We are in the final consultation phase with respect to CD 566-6 (Security Escorts).

**The hiring of CTP recruits before Deployments** – We discussed timeframes for the hiring of new recruits to fill vacancies. In the meantime we have been able to resolve some Global Agreement complaints around this issue and CSC will move to deploy from the list to correct some situations where CTP recruits were hired over deployments. We believe that the recent establishment of joint regional committees to manage the deployment requests should help prevent this from occurring again

**CD 004** – CSC will provide us with another draft report for the Union to comment on. There continues to be some outstanding issues, primarily with staffing of the new 96 bed maximum security control posts, work release posts in new WOS minimums and follow-up on infrastructure issues that were identified during the committees review. The committee will review health care issues at some sites. CSC has committed to providing an update to the regional president in the Prairies on all the infrastructure initiatives at Regional Psychiatric Centre.

**SMO workload** – In partial response to the conclusions drawn by a workload study group, CSC will eliminate the cleaning of training weapons from SMO duties.

**Ammunition** – CSC now has a short term solution for a munition shortage. In addition to this this, CSC is still seeking the idea to secure a long term contract for an armourer dedicated to CSC. This item will continue to be discussed at the NSSC (National Safety & Security Committee).

**Compassionate Transfers** – We tabled terms of reference for a joint committee to manage compassionate transfers. CSC welcomed our proposal and will get back to us in short order.

**C-8 Noise Testing** – This is tentatively scheduled for the 3<sup>rd</sup> week of November.

Stay tuned for the developments on these and other issues following the first week of December.

Your UCCO-SACC-CSN National Executive