



NEM/NLMC

NATIONAL EXECUTIVE AND NATIONAL LABOUR-MANAGEMENT COMMITTEE REPORT

JULY 2024

The Summer holiday season is upon us and many will be taking time off with family and friends to recharge their batteries this summer. The National Executive wishes you all a great summer break. We'll need everyone's help come fall, which promises to be very busy, including negotiations with the Correctional Service and Treasury Board Canada. We would like to thank Kevin Machan of Bowden Institution for taking part in the Observer Program Week during our meetings. The National Executive greatly appreciated Kevin's input throughout the week.

Port-Cartier Update

The forest-fire situation in Québec's Côte-Nord region is improving significantly. Port-Cartier Institution and the Québec region have faced an enormous challenge in recent weeks. Following the rapid evacuation of the facility by correctional officers from all four corners of the Québec region, we are monitoring the situation closely now that the evacuation order is lifted. Once again, in the face of crisis, the members of UCCO-SACC-CSN answered the call and worked tirelessly to fulfil the requirements of public and staff safety. This unwavering solidarity once again demonstrates our uniqueness as public servants. Let's always be proud to be members of the UCCO-SACC-CSN family.

Negotiations

In this round of negotiations, only a few public-service groups have yet to sign their collective agreement. We have now submitted our formal financial monetary proposal and received the employer's demands. As stated in previous communications, the Treasury Board's offer is not acceptable. This bargaining round remains vital in recognizing the growing gaps in salary between various law-enforcement counterparts. Our longstanding wage gap, compared with that of the RCMP has increased over the last few years; consequently, it is critically important that we bring the wage gap back into its historical perspective. Over the course of the summer, at least one member of the bargaining and mobilization committees will be visiting each of our institutions to discuss both our demands and the employer's regressive monetary proposals. We invite you to consult our web site, specifically the bargaining tab, to view all the relevant documents.

Violence and Inmate Accountability

We are pursuing our discussions with the employer regarding inmate accountability and the surge of violence in our workplaces. Our representatives on the committee continue to impress upon the Correctional Service the need for effective and meaningful change to the existing disciplinary system. In addition, the CSN Research Department is conducting a parallel study of what is being done in several other countries and jurisdictions around the world. Institutional violence remains unacceptable and will never be considered a normal condition of employment by UCCO-SACC-CSN.

Bilateral Meeting with the Health Sector

On June 21, we met with the employer and the health sector. Though many worrisome conversations were held during this meeting, it seems the employer has finally recognized the operational nightmare of over prescribing methadone and suboxone. Last year, we had asked the employer to consider sublocade as a solution to help ensure a more effective inmate routine. Following many studies and meetings, the union was told that a recommendation will now be made to prescribing authorities to prescribe sublocade as the first line of defence for opioid substance abuse. Nevertheless, our bilateral meeting was very concerning as the employer has signalled that consultation will soon begin on CD 585 (The National Drug Strategy). It seems that the employer wants to shift away from zero tolerance on drugs. Our members' health and safety are paramount in any future consultation on this matter. History has shown us that decriminalizing certain drugs, as in British Columbia and Oregon in the United States, does not work and does far more harm than good. Once again, our leaders are demonstrating tunnel vision based on a flawed and dysfunctional model that runs counter to the mission of correctional service. There will be local, regional, and national consultations on this issue in the months ahead.

Symposium

This fall, all regions will hold a symposium in their respective regions to discuss bargaining, mobilization, union life, and other issues that we all face daily. All locals will have representatives at these meetings. These symposiums will set the stage for the next national general assembly, which will be held in Kelowna in May 2025.

Fleet

At the last National Labour-Management Committee meeting, we denounced the deplorable state of the departmental fleet. This is Correctional Service Canada's visual signature on escorts and patrols. We were told that the department was going to cut \$11 million from the fleet's original \$20 million budget. The reason for this cut? Apparently, the department went over-budget last year as a result of making significant investments to improve the fleet. In light of the fact that we still have many vehicles across the country that are in poor condition and in some cases not safe to drive, the union would like to know where these investments were made. We have informed the department that maintenance and cleaning are inadequate. Please be sure to raise the matter with your health and safety representative or a member of your local management.

Commuting Assistance in Atlantic region and at La Macaza

For several weeks now, certain sites in the Atlantic region as well as La Macaza in the Québec region have been experiencing abnormal delays regarding payment of their commuting assistance. Many of our members are waiting for large sums of money, and with the summer holidays already upon us, it's even more important that this payment be made expeditiously. Once again, the employer is hiding behind the Pay Centre and Phoenix instead of taking action and showing leadership. Our employer needs to find solutions to its employees' pay problems, quickly and efficiently.

Stay safe! And once again, thank you to all members for your continued professionalism in the face of very difficult working conditions – even if, too often, these contributions are not recognized by our employer.

In Solidarity,

Your National Executive