



# NLMC

## NATIONAL LABOUR-MANAGEMENT COMMITTEE REPORT

FEBRUARY 2026

### IS CONSULTATION DEAD?

During the February 5, 2026, National Labour Management Committee meeting in Ottawa, and bilateral meetings prior, your National Executive raised alarm over the apparent death of meaningful consultation with the Union within CSC. To underscore that concern, and as an initial signal to put the Employer on notice, members of the Executive wore black armbands to symbolize what has been a clear breakdown in respectful consultation, a legally protected process intended to allow the Union to bring the perspectives and interests of its members to bear on the Employer's decision-making.

At these meetings, the Correctional Service of Canada (CSC) further outlined its approach to the Government's Comprehensive Expenditure Review (CER), which will result in \$132.2 million in reductions as confirmed in Budget 2025. While the employer has described its initiative as modernization and improved efficiency, the reality is that decisions were developed, and proposals were submitted to government decision-makers without prior meaningful engagement with bargaining agents.

### Timeline and process

As early as July 7, 2025, CSC began preparing its response to the government's directive to refocus spending. Although the union sought clarity on the employer's plans, we were repeatedly told that

the information was protected by cabinet confidence and could not be shared. Proposals were due by August 28 and were initially expected to account for up to 15 percent, or approximately \$430 million, of CSC's operating budget. By December, we learned that the required reductions would total \$132.2 million.

### Lack of Meaningful Consultation

Following the release of CSC's CER plan, the union raised significant concerns regarding the absence of clear cost analysis and the failure to assess impacts on our members. We questioned whether the Employer had considered the mental health consequences, operational pressures, and health and safety implications of its proposals. To date, we have not received satisfactory answers.

Meaningful consultation is not a briefing after decisions have already been made. It is a collaborative process intended to improve decision-making by incorporating the perspectives of those who work on the front lines. That collaboration did not occur, and though the Employer reiterates its commitment to consultation, its actions, and its choices in this latest budget reduction exercise, were taken absent any input from the perspective of UCCO-SACC-CSN's and the correctional officers we represent. Further, the Employer's choices signal a desire to reduce its support for meaningful input from our members through your legally mandated representative, UCCO-SACC-CSN.

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## Operational Impacts and Uncertainty

CSC has signaled plans to reduce positions notably by eliminating second mobile patrols on day and evening shifts, removing funding for throw-over posts, ending SIU escort funding, and reducing overall SIU staffing levels. These proposals were developed before any discussion with the Union or the National Health and Safety Policy Committee. Only after its plan was formulated did the employer indicate a desire to engage in discussions.

These reductions come at a time when our institutions are experiencing significant increases in drugs and drug-induced violence. Reducing front-line resources in this environment raises serious safety concerns. Similarly, the proposed reconfiguration of Grierson Institution into a women's facility has been presented as addressing population pressures. However, it remains unclear how such a transformation, which will require additional expenditures, can be characterized as a cost-saving measure.

During our first meeting with National CSC representatives since it has announced what cuts it intended to proceed with, CSC backtracked on its earlier proposal to implement a one-workforce model at co-located maximum and medium sites. However, plans to move toward a one-workforce model for clustered institutions remain. The Union has questioned how this approach is expected to generate savings and highlighted the mental health impacts on generally more senior members working in minimum environments who may face redeployment pressures. Following our representations, CSC representatives committed to engaging in meaningful dialogue on this issue, and we subsequently scheduled a brief initial meeting to begin this discussion on Friday, February 20, 2026.

Decisions were made without the insight of front-line professionals' risk undermining

morale, safety, and operational effectiveness. This is precisely why consultation exists—to ensure informed and balanced decision-making.

## Training and Modernization

While CSC has stated that training will not be cut, their language has shifted toward achieving efficiencies and returning to basics and plans to reduce time allocated to training CXs. At a time when UCCO-SACC-CSN has advocated enhanced training and support for officers, any reduction or restructuring must be carefully scrutinized. The National Executive will continue to challenge changes that compromise safety or professional standards.

## Moving Forward

UCCO-SACC-CSN supports safe institutions and responsible fiscal management. However, we will not accept consultation in name only. Operational changes must be grounded in transparent cost analysis, respect for collective agreements, and genuine engagement with the union.

We will continue to demand full disclosure regarding the impacts of CER, staffing implications, and workforce deployment models, and will vigorously defend the interests and the health and safety of our officers. Members will be kept informed as developments occur.

*In Solidarity,*

*Your National Executive*