



# UNION INFO—APRIL 2010

## NATIONAL UNION-MANAGEMENT MEETING CSC & UCCO-SACC-CSN

On April 8, 2010, the members of the National Executive and the CSN National Coordinator of Services met with the Commissioner and his management team in Ottawa.

In his opening remarks, the National President made a point of thanking Doug Hayhurst and Paul Harrigan, who were attending their last National Union-Management meeting.

The National President also described the recent problems related to the interpretation of the collective agreement. For several months now, various people from CSC National Headquarters are interpreting the collective agreement without taking into account the interpretation bulletins and protocols agreed upon between the parties, thereby creating instability, uncertainty and frustration. The National President reminded the Commissioner that doing things like this would be prone to poisoning labour relations and forcing the Union to restore things back to normal in the regions. Energy, time and money being spent to pick up all the pieces being broken by CSC National Headquarters!

The National President also reminded the Commissioner that the new management system called "SDS" should be renamed "Hal" in honour of the notorious computer in Stanley Kubrick's landmark movie *2001 Space Odyssey*. This new system exercises such influence on the schedules and management of overtime that it has come to replace the managers and the collective agreement!

Finally, the National President mentioned the recent decision of the Occupational Health and Safety Tribunal, which decided in favour of pepper spray (OC spray) being carried on the correctional officer's person.

Meanwhile, the Commissioner warmly thanked Paul and Doug. He also mentioned that the recent Federal budget should not have a significant impact upon operations or upon the transformation program. The CSC should be able to assume its obligations without making any cutbacks or taking any other draconian action. He did however remind everyone that the implementation of Bill C-25 could increase the prison population and that he would have to pressure the Treasury Board to ensure that CSC is equipped to deal with this reality.

The Commissioner indicated that he was very concerned about the problems regarding the interpretation of the collective agreement. He used an expression to sum up his thoughts: "We must act and get the horses back into the stable!" The Commissioner said he was aware of the situation and proposes that we take stock of the different interpretations, assemble all the bulletins together and if needed, travel to the regions and provide training to the different managers.

He also indicated that an analysis was under way regarding the Occupational Health and Safety Tribunal's decision, and that he would see to it that we are informed in the near future of his intentions whether to appeal the decision or not.

Here is a summary of the subjects that were discussed.

### **DEPLOYMENT - MENTAL HEALTH INSTITUTIONS**

The National President proposed that a committee be mandated to analyze and examine the standards regarding deployment in these institutions. The current consultation process leaves little place for thinking things through and it would be risky to make changes to these standards without thinking more carefully about the possible impact upon work organization and the collective agreement.

This proposal was greeted favourably.

### **UNIFORMS**

The company that makes the uniforms has fallen a little behind schedule such that the delivery is now scheduled for May. It was recalled that the alterations to the uniforms had been refused at Fenbrook Institution, even though in everybody's opinion all these alterations were necessary. We also asked for a greater number of raincoats to be provided and that the latter really do the job of keeping the rain out.

These proposals were greeted favourably.

### **MANAGEMENT OF THE POPULATION**

Work continues with regard to the new residential units and the double bunking cells. The CSC will inform us about the results when the work is completed.

### **THE CSC'S VALUES**

The CSC person responsible for ethics and values, Tim Leis, came to talk to us about the plan to renew the CSC's values. He asked that the Union participate in a study group regarding this matter. A meeting will take place towards the end April.

### **TRAINING**

#### **9mm**

The Regional Québec President described his concerns regarding National Training standards. Indeed, the distance required for these training sessions seems to vary from one place to the next; they vary from 19.5 metres to 25 metres. He reminded the Commissioner that there should be only one standard and that training should be the same everywhere all across the country. He indicated that this kind of initiative could not be tolerated. Seeing as the Union is a key player in this matter, a consultation should necessarily take place regarding a subject like this.

The Commissioner says he agrees with the Union.

#### **Other training sessions**

They are not being provided everywhere, because some managers are claiming that they don't have any money. The Commissioner indicates that if a training session is stipulated in the National Training Standards, it has to be provided. The lack of money is not an excuse.

The Commissioner will take the necessary action to ensure that the stipulated training sessions are indeed provided.

### **WORK SCHEDULES AT NOVA INSTITUTION AND SENIORITY**

There are divergences in the points of view between the parties on a good number of subjects related to seniority. In a lot of cases, according to the Union, changes are being made to longstanding practices.

- At Nova Institution, recruits are being assigned immediately to positions, and a blind eye is being turned to seniority.
- The CSC refuses to recognize time worked as a casual employee in the calculation of seniority.
- The CSC claims to still agree to apply seniority when building the correctional officers' schedules, but refuses to recognize or apply it when a line on the schedule becomes available somewhere along the way.

The Commissioner indicates that discussions regarding seniority will have to take place during the next round of bargaining.



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### SCREENING NEW EMPLOYEES

The Union finds the process to be very long and indicates its concerns regarding the fact that its recommendations do not appear to be getting a favourable response or being followed. According to the Commissioner, the origin of the problem is the Government and not the CSC.

### UCCO-SACC-CSN'S PARTICIPATION AT EXCOM MEETINGS

The Commissioner shows a certain opening with regard to the possibility that the Union participate in certain sessions of the CSC management committee (EXCOM). He does however indicate that a regular participation is out of the question.

### SEARCH OF FECAL MATTERS

Management agreed at the previous meeting that a memo that would clarify the situation regarding these searches and the conditions under which they would be done would be sent out across the country. The Union never received the memo in question and a problem did arise in the Pacific Region, in the interim.

The position of the Union is that it's not a correctional officer's job to search an inmate's fecal matter.

### STAFFING OF THE RESIDENTIAL UNITS WITH CX1s

The situation is becoming particularly dangerous in the Prairies Region where CX1s, on their second day on the job, are required to act as CX2s without in any way being trained to do so. The Union refers once again to the manpower shortage problem and the qualifications necessary to do the job.

Mr. Dan Erickson is aware of the situation and is working on a training plan similar to what exists at Donnacona Institution. We will be given news about developments in the dossier shortly.

### USE OF COMMISSIONNAIRES

We are still waiting for the CSC to ensure coherence in what is done in each region. We were told that the Institutional Wardens have been notified and that they were reminded about the existence of a bulletin that addresses this matter.

### VESTS

The CSC told us that they're waiting for the new supplier to deliver the new vests that, we are told, will be of better quality and whose upkeep will be easier. The CSC also added that certain vests would be replaced by dual protection vests.

All the same, the Union reminded the CSC that there were still not a sufficient number of vests available during the escorts. We're awaiting a quick reply.

### SECURITY PATROLS

We are still waiting for the memo from the DG of Security regarding the use of videotape. In the Pacific Region, a CX was criticized regarding the quality of his rounds, because he was 24 seconds late! The Commissioner is categorical: correctional managers should be on the floor, instead of watching videotapes of security patrols safety and criticizing the work of CXs. He recalls the time when he himself was a CX; managers spent more time on the floor, and not in their offices. In his opinion, it's the quality of the rounds that counts and not the quantity.

He will discuss the matter with the Deputy Regional Commissioners, because the situation has gone on long enough.

### SHIFTS

It appears that a labour relations advisor told the Institutional Wardens that, to make it easier to manage the schedules, they could put everybody on leave for statutory holidays and then call correctional officers back into work! The Commissioner feels that this implies a lot of unnecessary work and doesn't comply with neither the spirit nor the letter of the collective agreement.

The Commissioner will send out a note to clarify the whole matter, because he doesn't "find this very funny at all".

## PUT IN YOUR CALENDAR

YOUR UNION'S NATIONAL GENERAL ASSEMBLY  
WILL BE HELD IN VANCOUVER, BRITISH COLUMBIA  
FROM MAY 3 TO 6, 2010

I'm On Board

negotiations 2010