



UNION INFO—Jan. 2013

National Labour-Management Meetings November 8 and December 6, 2012

In his opening remarks, the National President mentioned a meeting held November 7 to discuss the 11 minimum-security institutions that will be annexed to 11 neighbouring institutions. CSC expects to begin with pilot projects at Frontenac and Collins Bay institutions, as well as at Saskatchewan and Riverbend institutions, in the spring of 2013. The CSC management committee has not yet adopted a management plan and we have many questions about the working conditions of people in these future institutions. We told the Commissioner that important discussions on this issue need to take place, given the impact this major project will have on the Global Agreement and our members, among others. Rest assured that UCCO-SACC-CSN will protect its members' interests during this period of rapid change.

For his part, the Commissioner agreed that big changes are coming and a high level of cooperation is required to ensure a smooth transition. He also talked about videos showing interventions with inmate Ashley Smith that have recently surfaced in the media and the energy put into restoring the Service's image. A long-term solution definitely needs to be found to handle this type of inmate.

The parties agreed to make our national labour-management meetings more efficient by devoting more time to direction issues and less to dealing with local issues. Of course, to help pave the way, the employer will provide timely answers to issues raised by the union.

Commissioner Directives

Over the last several months, CSC has often consulted the union on proposed changes to several Commissioner Directives. However, CSC does not often take the union's contribution into account. For example, around 95% of recommendations we made during CD 004 consultations were rejected. We need to understand why there was such a

high rejection rate and want a meeting to discuss this issue. The employer agreed to meet, but stressed that CD 004 must be issued quickly. The Commissioner also stated he will ensure that wardens receive a clarified interpretation of CD 550 on double bunking evaluations. Some are currently asking COs to do it, which should not be the case.

Human Resources

The grievances reduction project is proceeding well. Regarding institutions closures, the Quebec Regional President asked where the laundry presently located at Leclerc Institution would be moved. CSC said that regular meetings take place and a decision will be taken in the coming months.

Razors

A joint committee met on November 14 to identify possible solutions to the growing phenomenon of the use of razors in the manufacture of weapons. Work is ongoing.

Opening Doors

There are different interpretations in each region. We think the text needs to take double bunking into account. A memo will be sent out and the directive will be rewritten.

Commuting Allowance

Details of the methodology will be finalized within two weeks. CSC will begin its evaluations in the West and then move on to Dorchester and Westmorland institutions. CSC denies rumours, for now, that relocation in the Kingston corridor will not be paid, and said it is reviewing every place now entitled to this allowance.

External Selection Process – Women's Institutions

In the Atlantic region, COs assigned to a position have to go through all the external selection process if they apply for a new position. The union asked that they only go through an internal competition. The employer will have an answer at the next meeting.



UNION INFO—Jan. 2013

National Labour-Management Meetings November 8 and December 6, 2012

Construction Position at Nova Institution

Funds for a CO construction position are budgeted, but the institution has not used them because management says it is up to the warden to decide when to fill the position. The employer said that the post must be filled as soon as funds are granted.

Problematic Inmates

By highlighting the case of a difficult inmate at Nova Institution, a discussion took place on the management of problematic inmates, and not only women. A long-term solution is required, because the situation is presently handled on a case-by-case basis and resources are often lacking. It is essential that frontline workers be involved and consulted about how to manage these inmates.

Substitute Shift Posts

This is an issue mainly in the Prairie region. The employer moves officers into other shifts when he or she is not in a substitute shift

position. The National Joint Scheduling Committee has verbally agreed to wording on when an officer can be moved; however work continues in order to finalize this wording in writing.

Security Maintenance Officers (SMO)

We have been waiting for an answer since the beginning of October following the hearing to reclassify SMOs. Following numerous delays from the employer, we were informed of the employer's decision on December 21, 2012. The person in charge of classification for CSC recommends to reject the conclusion to re-classify arrived at by the panel who heard the grievances. The union will meet with the employer on January 15 to discuss this topic.

Training on Mobile Patrols

Once the CD on this issue is complete, the employer will modify the training accordingly. We noted that work was already carried out in 2010, so we will likely have comments to make about the training.

REMINDER - 2013 NGA - REMINDER

February 1st, 2013 is the deadline if you wish to run for a National or Regional position. Please send your completed form with a resume to Catherine Quintal, elections' secretary, by fax at 514 598-2493 or by mail to the following address: 1601, De Lorimier avenue, Montreal, Quebec H2K 4M5.

The form is available on UCCO-SACC-CSN Website:

<http://www.ucco-sacc.csn.qc.ca/ScriptorWeb/scripto.asp?resultat=872205>