



UNION INFO—JUNE 2010

National Labour-Management Meeting SCC and UCCO-SACC-CSN

On June 10, 2010, the members of the National Executive and the CSN National Coordinator of Services met with the Commissioner, his management team and the Regional Deputy Commissioners, in Ottawa.

In his opening remarks, the National President introduced the new members of the National Executive, namely, Amanda McQuaid, National Vice-President and Doug White, Atlantic Regional President.

The National President referred to numerous recent problems that are perceived as provocation on the part of the CSC, namely: union representatives whose schedules are being modified without receiving any prior notice, and this, notwithstanding the existence of local agreements, the transmission of interpretation bulletins into the regions while they are still the subject of consultations, in addition to all the SDS system-related problems. The President pointed to one specific example of provocation, where an interpretation bulletin was transmitted to the Unions the very day before our meeting with the CSC. This interpretation bulletin dealt with the CSC's electronic system used with regard to union business, without taking into account the particularities of the UCCO-SACC-CSN collective agreement!

The National Coordinator of Services reminded everyone that the collective agreement expired last May 31 and that the Union is ready to negotiate, but that is still waiting for dates to be put forward from the CSC and the Treasury Board. He also indicated that the collective agreement was being "pushed aside" by numerous interpretation bulletins over the past few months. Is this a provocation or fortuitous? He did however reassure the Commissioner that the Union remained open and was more than available to discuss any ongoing interpretation problems and to resolve the difficulties in applying the agreement. However, he invited the Commissioner and the CSC to negotiate the renewal of the collective agreement.

Meanwhile, the Commissioner stated that he is exercising extreme caution with regard to all new interpretations, because we are in the midst of negotiations. He referred to the employer's management rights, but also stated his openness to settling any problems that contravened the collective agreement. He likewise mentioned that a response should be provided soon regarding the beginning of negotiations, given that the Treasury Board is the one who manages the agenda.

On the other hand, the CSC transformation project is moving along nicely. The budget is projecting an increase in personnel, new equipment, etc. Details will be coming out soon with regard to the construction of new units. According to the Commissioner, historic levels of recruitment will be attained.

Here is a summary of the subjects that were discussed.

SDS SYSTEM

We presented the Commissioner with a list of problems related to the SDS system. The employer informed us that it is still possible to make modifications to the program, which can be implemented rather quickly.

The Union reiterated that the system had created many futile problems and that time and energy was being wasted to settle them. We proposed organizing a meeting where the parameters of the program could be revised and agreed upon between the parties in order that there be no more misunderstandings. This meeting should take place in July.

UNIFORMS

Gord Robertson, Pacific Regional President, is taking over this file. He indicated that the raincoat issue was dragging on and on. There is still a shortage of raincoats and the latter are inadequate in view of the correctional officer's job. He also

pointed out that the T-shirts worn under the protective vests absorb the correctional officer's sweat and thus make the officer uncomfortable.

MANAGEMENT OF THE POPULATION

The Union asked the CSC if it had a plan regarding overcrowding and double bunking. According to the Union, double bunking can jeopardize security. Meanwhile, the Commissioner was reminded that "caseloads" vary considerably from one penitentiary to the next and that it would be wise to examine and deal with the issue of correctional officer workloads.

The Commissioner told us that details would be coming soon regarding the construction of new units and the hiring of new resources. A meeting with the Union is also scheduled to discuss these matters. The workload and caseload issues will also be put on the agenda.

DEPLOYMENTS REQUESTED BY EMPLOYEES

Recently, several compassion-motivated deployment requests have been refused on the grounds that the employees had not yet finished their probationary period. The employer, pointed to the bulletin on compassion transfers, and indicated that such transfers cannot be refused on the grounds that an employee has not completed their probationary period, however, written reasons have to be provided to justify all refusals.

FECAL MATTER SEARCHES

Several questions are still pending. The Union pointed out that the CSC memo, dated May 14, 2010 regarding fecal matter searches is incomplete, because it doesn't really lay down any clear rules. The employer indicated that he will provide the operational procedures for searching feces (taking into account the health and safety aspects of handling bio-hazardous material) by July 2010.

CSC committed to having the drug loos at the sites by August 2010. Discussions are still ongoing in regards to FSWs receiving drug loos.

USE OF COMMISSIONAIRES

Everyone agrees that the commissionaires have to be trained. CSC committed to having this package sent to the union by September 1st 2010.

SECURITY PATROLS

A few problems still persist in the Prairies and in Ontario. The memo underlining the importance of these patrols and the means that have to be employed to ensure their effectiveness appears to have been poorly understood by local management. In the case of the Prairies, some institutions have decided to go well beyond the memo and undertake video verifications every week. In the case of Ontario, reports are being required even if the patrol is only one minute late! A meeting is being planned with the Institutional Wardens and Assistant Wardens in the near future. The Commissioner will take advantage of the opportunity to discuss the problem and remind them that the goal is to ensure the effectiveness of the patrols and to involve all the front line personnel and not to carry out video surveillance.

FEMALE INMATES ON MALE RANGES

Female inmates are currently mingling with men in the Pacific Institution, which is causing a lot of problems, because the personnel is not used to handling this kind of situation. An agreement is being worked out, but we have to find a long-term solution to this matter. The Commissioner agrees that the situation has to be resolved quickly and that it must be a permanent solution. He does not exclude the possibility of building a new institution.