



# UNION INFO–November 2010

## National Union-Management Consultation Committee CSC and UCCO-SACC-CSN

On November 4, the members of the national executive and the CSN National Coordinator of Services met with the Commissioner, his management team and the Deputy Regional Commissioners, in Ottawa.

In his opening remarks, the National President commented on the numerous bulletins concerning the interpretation of the Global Agreement that the union receives for consultation purposes. He expressed his surprise at receiving so many consultation invitations, given that negotiations are now getting under way and he wonders where the leeway exists to make changes and to negotiate the Global Agreement. He gives the example of the transfer request dossier. The employer is proposing to make distinctions between certain types of institutions with a checklist that he wants to create. We view this as a new interpretation of the Global Agreement.

Here is a summary of the subjects that were discussed.

### **National deployment standards**

#### *Unresponsive inmates*

We're still waiting for the new formulas that will be used to allocate FTE positions. A working paper is being prepared and a meeting should be taking place on this subject.

Furthermore, pursuant to a refusal to work as recognized under Article 128 of the Canada Labour Code, Part II, at the Leclerc Institution, we asked the employer whether it was possible to revise the resource allocation formula. The Head of deployment at the CSC told us that we would be getting additional resources in connection with double bunking. The employer indicated to us that the committee mandated to apply Bill C-25 is responsible for these formulas and will be examining the whole matter.

#### *Sub relief positions*

The major problem with the memo sent out to the Institutional Wardens last month was that it gave the latter complete freedom to draw up the work schedules. The employer told us that its purpose was simply to indicate to the latter what leeway and authority they enjoyed in terms of the replacement position schedules. However, they are still required to work with the local work schedule committees when building the schedules and accordingly, to properly target operational needs. A meeting is planned on this subject November 23 to clarify the situation.

#### *Admission and discharge positions*

The Québec Regional President described the non-stop growing workload of correctional officers working in these positions, due to the double bunking situation. The La Macaza local has made representations for the formula to be revised. We received a letter saying that the formula was being reviewed, but we would like to know when it will be completed. The employer told us that the C-25 committee would be taking care of this.



### **Uniforms**

The union person responsible for this dossier indicated that there's been a change in the fabric used to make the uniforms, which has resulted in them being very wrinkled. The employer said that he wasn't aware of any such change in fabric. Verifications will be made.



### **Management of the population**

A joint committee mandated to analyze the new buildings and future management of the inmate population will be created. This committee will notably have to examine the different documents that we have produced over the past few years, for example, the report of the joint committee that visited four medium-security institutions across the country. This document is brimming with relevant information concerning the management of the inmate populations. We asked to receive a copy of this committee's mandate. The employer should be providing us with one shortly.



### **Bulletin on fire response**

The Prairies Regional President explained the problems regarding the second writing of this bulletin. The Commissioner agreed with the union and has agreed to either comeback with new wording or to rescind it altogether.



### **Searching fecal matter**

The video that was sent to the national executive at the last meeting does not deal with all the aspects pertaining to the search of fecal matter. The employer indicated to us that it was a first draft and that others will be forthcoming in response to our comments.



### **Commissionaires**

The employer sent us a document on this subject, but it wasn't what we had asked for. We wanted to know if it was possible to include limitations on comings and goings. At the meeting, the employer finally responded to us in the affirmative, it was possible to include specific demands in the contract. With regard to training, we received the first module, but the question still remains regarding who will give the training to the commissionaires. We reiterated our belief that these people must be competent, because they have access to all kinds of security equipment and can enter into several units in the institution. It's a security and safety matter. The Commissioner proposed that a guided tour of the institution be conducted before the contract begins, so as to familiarize them with the environment, which could resolve a substantial part of the problem. A follow-up will be carried out with corporate services.





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### Access to the SDS

We are still waiting for an answer. The employer told us that in view of the information that we are asking for, he will check to see if it's possible to access such information without requiring correctional officers signing the waiver.



### Firearms training

The union was pleased to be informed that EXCOM has now approved the new recertification training on the 9-mm handgun and that the re-certification training can recommence.

With regard to the shotgun training and recertification, CSC has announced its position. They believe that the firearms instructor will be capable of judging if a correctional officer who originally received the two day orientation training, but has not been recertified for as long as 10 years, needs to take the two day initial training again. Those who never received the two day initial training will receive it. We disagree with this position.



### Dog handlers' schedule

The Union has tabled a detailed study that confirms that when dogs are trained appropriately, the time that the dog can work and their efficiency can be increased. CSC was supposed to hand over their study to us, which in fact was no more than a short e-mail from the Canada Border Services Agency and that responds only to the questions raised by CSC. It's clear in the union's mind that CSC is trying to avoid new work schedules for the dog handlers and this, for reasons other than the efficiency of the dog's work. We indicated to CSC that we were once again available to discuss the entire dog handler file. We are convinced that better work schedules would create a better pool of candidates for the job. We also mentioned certain difficulties encountered in the Pacific Region and certain anomalies that occurred during the last national competition. A file worth following closely.



### Hôpital Enfant-Jésus unit

It was confirmed to us that all that remained was to get the necessary funding from the Treasury Board. The security dimension is resolved. The Québec Regional President denounced the fact that this dossier has been crawling along since 2001.



### Tallott masks

The union had mandated the Prairies Regional President to transmit the union's comments following the employer's request for input from the union. Once again, here's a dossier that just drags on and on. At a meeting of the joint national occupational health and safety committee, a representative from the company Tallott indicated that the masks should be modified to respond

to our needs and that until such modifications were done, they should be regularly inspected. The changes were never made, but the masks are still being used and we're being told we are not to remove them from the packages to inspect them. The problem is that the one-way valve could fail. The employer will check into this whole matter and indicated to us that if this information is indeed accurate, the masks will be replaced.



### Exchanging shifts

The SDS is to be reprogrammed and CSC has agreed that correctional officers can do shift exchanges on designated paid holidays (DPH), as long as there is no cost to the employer as stipulated in the collective agreement. The union also asked that the bulletin 2006-12-(2) be respected in allowing correctional officers who wish a shift exchange between workers that work 8h and 12h or other variable schedules. We understand they cannot be facilitated on the same day as they exceed the two hour overlap but we maintain they can occur when one of the correctional officers is on a rest day. The CSC has stated they will come back to us on this part.



### Residential units with CX1s

We are still waiting for the norm regarding the number of inmates that a CO2 is responsible for. The formula stipulates between 8 and 12 inmates per CO2 (this is however an average, and the number may vary). We called the employer's attention to the fact that in some cases, we have seen up to 25 inmates under one CO2's responsibility, namely, at the Mountain Institution and up to 30 in the Québec Region, to mention only these two examples. The numbers increase when CO2s are replaced by CO1s. The deployment lowered the number of CO2s in the units, which increases the number of cases managed by the latter. Double bunking will surely not help to resolve this problem.



### Interregional transfers

It's already been a year that we have been trying to discuss emergency measures following several incidents that have occurred during interregional transfers. Our efforts have finally paid off, seeing as there have been consultations with the union on drafting a directive. However, the union has asked whether the National Head of Interregional Transfers was still working in this position, because we haven't received any answers from the latter notwithstanding several e-mails sent to him. It's imperative that we be able to evaluate the difficulties and review the security measures employed during these kinds of transfers. The assistant of operations and correctional programs has confirmed to us that a meeting will be scheduled soon.