



FEBRUARY 2016

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NLMC SUMMARY, FEBRUARY 4TH 2016

Lieu Hour Payout – We expressed our concern over the announcement that the pay centre would be late with lieu hour payouts for the entire Atlantic region and some sites in the Pacific region. It is unacceptable that these payouts are not on time. The employer needs to fix its issues with its pay system prior to it coming online for everyone in April. CSC will inquire and come back to us on the lieu hour payout issue.

CD 566-15 (closed circuit monitors) – A draft CD on closed circuit TV monitors was sent out. Its proposed wording makes us question CSC's commitment to do away from Big Brother style management. We have also provided our concerns back to CSC in the policy consultation document.

CD 567 (Management of Security incidents) – We expressed concern over the proposed changes to CD 567 in relation to the SMM (Situation management model). We see these changes as increasing confusion and ambiguity when responding to an incident. The changes would place our members at additional risk of unfair repercussions during the scrutiny following an incident. We will follow this file closely.

Medication Delivery on Morning Shift (Quebec) – We once again raised the unacceptable practice of medication delivery in envelopes on the morning shift in Quebec. The Commissioner stated that this practice will cease immediately and alternatives will be implemented for the delivery of medication on mornings.

Decline of EAP Services – As we had predicted, we have seen a major decline in quality of EAP services since Health Canada has become the provider. For example, in the Kingston area, officers used have access to 4 psychologists who were familiar with the challenges of our work. Since the imposition of Health Canada as service provider, officers are now directed to 1 remote psychologist, in Toronto. The employer states that our concerns are shared with the service provider. A study of the issue is being conducted with the regional Assistant Deputy Commissioners.

Segregation Issues – We took issue with the difficulty in keeping dangerous inmates in segregation and the cumbersome paperwork to do so. We expressed our concerns about the emergence of what increasingly looks like undercover segregations as a substitute for segregation as framed by policy. We gave an example from the Atlantic region. This file is ongoing.

Summary of Bilateral meeting held on Feb 3rd

Mobile Patrol Training – We stated that building a mobile patrol training around the current policy would not produce intended results. The DG of agreed and will clarify with L&D.

Compensation Web Access (CWA) – In response to UCCO-SACC-CSN's expressed concern regarding the unavailability of CWA from 1800 on Saturdays to 1000 on Sundays, CSC stated that once Phoenix replaces CWA in April, SDS will automatically feed data into the system. It remains to be seen whether or not the systems perform as intended in April. Based on experience so far, we have every reason to be pessimistic relative to the employer's pay solutions. The pay file

is at the forefront of the union's current priorities.

SMO Duties – In the ongoing file of SMO workload, CSC is leaning towards transferring the responsibility of cleaning training weapons to instructors. CSC continues to work towards having an in-house master armourer to support the SMO function. On April 1st, ammunition ordering will be centralized at NHQ.

National Safety & Security Committee (NSSC) – Following our last meeting in January we named 2 committee members who will sit for UCCO-SACC-CSN on an ERT sub-committee to standardize ERT kits.

New escort equipment & procedures in Atlantic Region – CSC's Atlantic region has unilaterally invented equipment and procedures for security escorts. We insisted the employer work with us to standardize equipment across Canada. CSC agreed to work with us on any changes within the NSSC.

Rounds & Counts – CSC has declared the rounds & counts pilot project a failure as it did not result in 100% compliance. We disagree and pointed out that the number of "late" walks was substantially reduced. CSC has sought the intervention of an innovation hub attached to the Privy Council Office (described as an external think-tank). We asked to be consulted as we believe we are talking about common sense and we are familiar with the realities of rounds and counts. CSC confirmed our participation.

NJC meal allowances on escorts (Atlantic region) – We are still having problems with this issue after new direction was sent out to clarify. CSC will re-visit this issue again to clarify with the region.

Petty Cash for Escorts – CSC says it cannot introduce prepaid cards and will have to remain with cash for now. We repeated that some sites are not providing cash prior to the escorts as clearly outlined in the Collective Agreement. We asked the employer if it wanted us to start submitting grievances on this matter. CSC asked us to bring problem sites to their attention before filing grievances.

Letters to Work Safe New Brunswick – We expressed disgust with the terms employed by a manager from Atlantic Institution in a letter to Work Safe New Brunswick regarding an officer who responded diligently to a traumatic incident. CSC will review the situation.

Algonquin Fur Program – We raised health & safety alarm around a program proposed in Ontario to teach inmates how to trap and kill animals and prepare their fur for sale. CSC agreed to cancel the program immediately.

Miscellaneous

Issues also discussed: Escort distances in the Prairies, offence report form error, overtime reports to be provided, privacy breach issues in the Prairies and Pacific regions, infrastructure at RPC and gun clubs.

