



JULY 2016

LABOUR-MANAGEMENT MEETING AND BILAT, JUNE 2016

In lieu of our NLMC that was cancelled on June 2nd 2016 due to scheduling issues we met with senior management at NHQ including the assistant Commissioner of Operations and Assistant Commissioner of Human Resources to discuss numerous issues on June 6th. Another follow up bilat was held on June 28th.

Population Management Issues (Bowden) – We requested that CSC act on alleviating double-bunking pressure at Bowden (130 double bunked cells) by moving some inmates to Drumheller with virtually no double bunks. CSC has suggested that they plan on opening up an intake unit at Drumheller to take some pressure off Bowden but not for another year. This timeframe is not acceptable to us. Regionally the Union and management from the Prairies will meet again to discuss a population plan moving forward. We made a business case as per CD 004 on the number of FTE's required based on the institutional population. CSC has agreed to our obvious request which is already in policy. The parties continue to explore options.

Undercover Segregation issues (Edmonton Inst.) – This issue has been momentarily resolved but more details continue to be worked on at the site level with regional representatives monitoring this issue.

Phoenix Pay System – We once again reminded the employer of the numerous problems our members are facing with pay delays and mistakes all across Canada. CSC asked to send our specific issues/cases to them and said they will contact the associate Deputy Minister with our issues. We agreed to forward our files. We informed CSC that our patience has thinned out and we will take additional measures on our own to ensure someone hears us on this issue. CSC shared with us emergency pay procedures (available on Phoenix website) once the regional pay office personnel are no longer available at the end of June. CSC also informed us that 2 NHQ pay specialists will be working within the next 2 weeks at the new satellite pay office in Phoenix to work strictly on CSC pay files. CSC will also be soliciting other pay specialists from within to volunteer to work at the satellite office.

CX Allowance Union Leave/Recoveries – CSC has refused to allow us to amend our policy grievance on the issue of the payment of the CX allowance in relation to shift exchanges. Despite our collective agreement in 21.05 (b) which reads: "On an approved exchange of shifts between employees, the Employer shall administer the shift schedule as if no exchange had occurred". CSC claims that shift exchanges may impact on paying the allowance and claim Treasury Board has given that interpretation. We pointed out to CSC that the interpretation sent to us does not take into account the issue of shift exchanges and requested that Treasury Board & CSC provide a proper interpretation on this, although it seems clear to us there should be no impact on paying the allowance. CSC agreed to go back to Treasury Board. In the meantime, the Union will file appropriate grievances to any future cases that occur. We also asked CSC to clarify the repayment schedule for Union officials affected by the CX allowance claw back. This issue has been rectified and a repayment schedule is underway.

WCB letters (Atlantic) – We promised to provide feedback on a letter of clarity/guideline sent by CSC to the Atlantic Region on what should be included from CSC when sending a letter to WCB with respect to a claim. We argued that only factual informations should be sent and personal opinions should be omitted as was a case in Atlantic Canada. We also demanded the employer omit a section that refers to labour relations climate in the document, completely unrelated to a WCB claim. The employer agreed. We also talked about setting up some joint training with Union and management on this matter to clarify expectations around these letters. We discussed our continued collaboration on this file to facilitate joint training to commence sometime in the fall.

Circumventing the Deployment List

Official Languages – CSC circumvented our global agreement once again with respect to deployments in Atlantic by exceeding the Language Act itself on the percentages of francophone members required to work at institutions in the Region. To add further insult to the Union, we were never consulted on the deployment offers as CSC has repeatedly promised we would be. We questioned CSC on how they would fix this problem which could potentially involve global agreement complaints. This issue continues to be discussed in the region in hope of a resolution.

Family Status Accommodation (Atlantic) – We presented a solid case and provided numerous examples of why the Union must be engaged in family status accommodation issues just like the current RTW committees in place now. CSC listened to us and we agreed to leave it on the agenda for further discussion. We presented more examples (jurisprudence) and arguments as to why the Union needs to be included on these files.

Gun Clubs – Although things were moving forward on this issue in June, CSC decided, on a conference call in July, to back up on the possibility for the CX to use the range. We will discuss this with Commissioner this fall.

CX1 Access to OMS – CSC provided us with the memo that affirms access for CX1s to OMS, read only. CSC is still working on access for acting CX2's.

Sight and Sound definitions for escorts – We are still waiting on CSC to provide us written definitions on this matter for us to comment. We reminded CSC of our concerns with this policy and are seeking further clarity to alleviate our questions i.e. what does reasonable precautions mean, short periods of time etc. We gave examples of this open ended policy being used against us in investigations.

Rounds & Counts (Pacific Institution) – We requested that CSC speak with managers at Pacific Institution to put a stop to management's intent to institute a 50 minute walk. The Union is adamantly opposed to managers operating outside the national policy which states that rounds will be done within 60 minutes. We also told CSC that micromanaging officers on where they begin their rounds (range) is not digestible for us either. Officers should have discretion as to where they start and end for numerous reasons. We continue to ask CSC to intervene on this file nationally as it appears the RDC is following right along with the ridiculous direction the Warden is heading on this. We will have one final discussion regionally and depending on the outcome insist CSC nationally take action.

40mm Gas Gun – CSC will get back to us with a timeframe for shipping to the RCMP depot for final approval and when we can expect them to come back to the institutions for implementation. In addition, CSC mentioned they want to add a precision laser on the weapon. Waiting for a confirmation on this issue.

CD 004 Committee – We are still waiting on CSC to come back to us for a meeting time & date to resume discussions on this committee. We continue to wait for a final report and several decision points. We asked CSC to provide us with the most current copy of this policy as there seems to be other variations. We insisted CSC respond to issues we raised at Millhaven & Archambault as it's been dragging on far too long.

Cumulative Overtime postings – CSC agreed in principle to post these on the w-drive by site and will now seek a method to do so. We also pointed out that CSC cumulative totals are not being posted in Ontario and we maintain that hard copy postings need to continue.

OT Grievances Agreement/MOU – CSC asked us if we could provide our final overtime grievances list to be sent to mediation/arbitration to the board. We informed CSC that we have an advisor currently working on this and will come back to them.

