



National Labour Management Committee Fall 2016

On October 6th & November 3rd 2016, the Union met with the Commissioner and his management team (including the Regional Deputy Commissioners at the November meeting) to discuss several items. Here is a summary of those discussions:

CD 004 Deployment Standards

We expressed our disappointment with the joint committee report and lack of progress made on areas of concern we highlighted during this joint committee review. Other than some progress made at RPC on deployment numbers and a push on construction projects at this site, there is little gain for the Union in this report.

We clarified that we are currently operating with deployment numbers from 2009 with an interim protocol from 2011 pertaining to double-bunking numbers. CSC will send a memo to clarify with managers what deployment is to be utilized and copy the union on this direction. We are still waiting on CSC to do this. CSC has also sent us a preview of a 2016 draft on CD 004, which we will begin working on for the upcoming consultation on this CD.

Atlantic Region

We are awaiting a response from CSC with respect to Dorchester minimum where the management team is not staffing up to the identified deployment levels and operational adjustment has become the norm to save money as well as to fund driver positions. CSC came back to us and this issue has now been resolved.

Population Management (Segregation)

We pointed out to CSC that Quebec has closed the Archambault segregation and is now using the CRR segregation unit in place of Archambault. This has created some concerns for us, mainly the hesitation of managers to segregate inmates outside their institution and tie up resources to escort the inmate (s). That being said, CSC insisted it is business as usual; in other words, inmates should be segregated when required and they also confirmed that no funding has been cut from Archambault with respect to the segregation unit there. We will watch this situation closely and raise any concerns that may arise.

Phoenix Nightmare

We once again pointed out to CSC the numerous operational/processing problems, particularly in Quebec, with the Phoenix pay system. We provided an example at La Macaza where the lack of timeliness around an ESA (emergency salary advancement) to an employee was unacceptable.

We again suggested that CSC commit resources to have Regional/local “go to people” be able to fix pay issues and answer concerns. PSPC had suggested a WEBEX training session to reach local managers.

We also asked if CSC had heard anything about pay recovery procedures, as PSPC had indicated something was coming from Treasury Board that would allow members options for recovery. We pointed out some recovery issues already commencing in Ontario without warning or explanation. CSC stated they were meeting with PSPC and would come back to us on the points we rose. They also asked for details on the specific case we cited.

We agreed with CSC that tracking individual pay cases and discussing nationally has been productive, resulting in numerous cases being resolved. We indicated our willingness to continue working on pay problem files this way. Again, we encourage our members to notify the employer immediately when they experience a payroll problem and consult their local executive so we can assure a follow up on the problem. Finally, we proposed to CSC our position on a consistent approach to Phoenix with all the RDC’s present:

- check Monday to see if there are pay problems prior to Wednesday payday and be prepared to issue an ESA (Emergency salary advance) by payday;
- acting pay for us is considered regular pay and ESA should be used to top up as is done in most regions;
- identify and train a consistent resource person at the institutional level to ensure pay processes are followed - i.e. ensure ESA are issued and PAR (Pay action requests) are followed up on to correct issue.

In principle, CSC appeared to be in agreement. We also agreed to sit down on November 17th to follow-up on our discussions and agree on a communique around this approach.

Minors on CSC Reserves (Prairies)

The Commissioner indicated he had clarified with the region his expectations on what he is looking for in the report and will share with us once it is finalized. We are still awaiting the final copy of this report.

Edmonton Institution

We thanked the Commissioner for his willingness to come and speak with us at Edmonton Institution to discuss numerous concerns preoccupying the membership at this site. The Commissioner indicated that he will be unveiling a plan to move forward at this site. The Union and CSC agreed on a plan to move things forward at this site which is now in motion. We will continue to monitor the progress of this plan and have pointed out to CSC a few problem areas along the way.

Gun Clubs

The Commissioner indicated that following his visit to Edmonton that he is hopeful that they will be able to set a framework for the use of gun clubs by our members which could be used as a

model in Quebec as well. As a follow-up to his discussions at Edmonton institution on this issue the Commissioner indicated he would be finalizing framework details around gun clubs by the following week that would set the parameters for across the country.

Fentanyl

We thanked the Commissioner and his team for their swift collaboration with us to implement NARCAN, as an immediate safety measure, to protect our members from Fentanyl exposures. We highlighted some minor areas of concern for discussion at the subcommittee meeting, which CSC agreed we should be able to work through quickly. Both sides agreed on the need to communicate factual information around this new threat to alleviate concerns for all staff. We will continue our talks at the NHSPC subcommittee to finalize a protocol for this.

Family Status Accommodations

As we spoke of previously with the Commissioner, both sides agree there is a need to revitalize and establish robust RTW (Return to work) committees. We also insisted that family status cases be included in these committees to ensure proper consultation is done. CSC provided us with two proposals for consultation. We rejected CSC's proposals which were regressive in nature. We spoke directly to the Commissioner on this matter and made several compelling arguments along with a legal opinion on the issue. We pointed out that policy already safeguards the privacy of these cases. Clearly understanding our points the Commissioner committed to come back to us on this issue.

Occupational Injuries Report tabled in Parliament

We again thanked the Commissioner for his testimony in the committee and his willingness to get behind R2RM (Road to Mental readiness program). We are hopeful that some of the recommendations will be adopted by the government and we will raise these recommendations in the most appropriate place. To read more visit:

http://www.parl.gc.ca/Content/HOC/Committee/421/SECU/Reports/RP8457704/421_SECU_Rpt05_PDF/421_SECU_Rpt05-e.pdf

DNR orders (do not resuscitate) - The Deputy Commissioner of health care, Ms. Wheatley, confirmed that Correctional officers are not liable if they respond to an inmate who is under a DNR order and should respond. If there is a Healthcare professional on the scene, he or she can direct our members to stop the response if they have knowledge that there is indeed a DNR order. Ms. Wheatley will share a draft direction with us in order to clarify this issue nationally.

Fire Brigades & New Fire Manual

In May, CSC released the new fire manual calling for the abolishment of fire brigades in institutions citing they were no longer necessary. We demanded CSC consult with us on this important health & safety issue as per the Canada Labour Code and demanded an explanation as to how they could circumvent the National Health & Safety Policy Committee table on such an important national policy. We told CSC if they did not correct this situation we would take matters into our own hands. So, CSC agreed to maintain fire brigades at institutions where they currently exist and

agreed to consult us through a subcommittee on the new policy where two UCCO-SACC-CSN representatives will sit. More to come on this file.

Rounds & Counts

There is still no information from the innovation hub that is to examine this issue and make some suggestions. We asked CSC to reconsider the pilot project that was in place at Collins Bay, Stony Mountain & Cowansville which in CSC claimed these pilots were complete failures. We pointed out that these pilots were not complete failures and that it would be useful to share the reports with us so we can discuss where and why there may have been a few issues. CSC agreed to share the reports and the Commissioner said he would also read these reports as he actually had not seen them himself. He also promised to come back to us with some ideas to discuss with us. i.e technology that tracks the numerous times we are on ranges interacting with offenders. We will wait for CSC to come back to us.

CSC intervened on the foolish actions by managers in the Pacific region who were attaching late walks to performance appraisals sometimes for seconds late, even after the officer had submitted an OSOR justifying a late walk.

Bilat

Also discussed in our bilat meetings were the following subjects; update on 40 mm gas gun, DDH vehicles & Security Manual consultation, Rounds & Counts issues (Pacific), Grievances, CAT III referrals (Quebec), calculation of casual seniority time for deployments (Ontario), Official languages affecting deployments in the Atlantic, Fire Brigades and self-scheduling committee.

For more details speak with your local President.

National Executive

