



National Labour Relations Update April 2017

On **April 5, 2017**, we met with the Assistant Commissioner of Human Resources, and on April 6, the Assistant Commissioner of Operations & the Commissioner, to discuss several items. Here is a summary of those talks:

CD 004 (Deployment Standards) — We insisted the employer engage us in meaningful consultation on new deployment standards draft which we have several concerns & questions on. We have agreed to meet for a full day on this subject May 5, 2017.

Self-Scheduling report — We believe we have a report that is reflective of the committee's work; we are waiting for CSC to sign off on the final version.

Phoenix issues—Since the opening of the satellite office in Kingston to deal specifically with Phoenix issues for CSC employees—a good news story, some issues of concern remain. We are insisting that the office should manage all the multiple pay issues of members affected before moving on to other files. We are also insisting that we should be able to make direct contact with someone to fix our files. The Commissioner is of the same opinion and indicated that he will continue to-voice these issues at a subcommittee he sits on with other Deputy Ministers on Phoenix.

The union will also be meeting with Liberal Member of Parliament Mark Gerretsen to raise these issues as well.

We have reached an agreement with CSC to put Phoenix grievances in abeyance at the third level. This will ensure that these grievances continue to-comply with the timelines and that they will not get lost in the large volume of grievances currently at the Public Service Labour Relations and Employment Board level. The union will select lead cases for adjudication in order to have the files heard by the Board in a shorter timeframe. UCCO-SACC-CSN is seeking to send a few cases that represent the main problems to adjudication to speed up this process. See your local President or Regional President for more details. It is important that members continue to file grievances regarding any Phoenix issue that may arise.

CAT II & CAT III Health Evaluations—CSC will copy the Union on a memo to be sent to the regions clarifying once again that member can see their own doctor for these evaluations at the employer's expense. This is an issue that resurfaced in the Atlantic region recently.

Employer's rights & Privileges during an Investigation — A document surfaced from CSC that they are asking our members to sign before the start of an investigation/inquiry that violates our rights. The employer agrees with our concerns and will provide us a draft for our review. In the meantime, members should not sign the document.

Lessons Learned bulletin (What does a medical emergency look like?) — September 2016)—The employer modified this document so it is conducive to our training. If an inmate is intoxicated, it may require us to physically handle the inmate to gain compliance.

Family Status Accommodations — The employer has agreed to our position on this and will set up a bilat meeting to readjust Duty to accommodate (DTA)/Return to work (RTW) committee terms of reference to take this issue into account.

Statement of Merit Criteria affecting CX2 deployments into Women's Facilities —

The Commissioner understands our concerns with this matter and indicated that the Women's offender sector (WOS) will respond to the issues we raised.

Gun Clubs—This issue has been resolved. At Edmonton Institution, the Gun club is up and running. CSC national will signal to the Quebec region they can proceed to develop something for St-Anne-des-Plaines as well that takes into account site-specific issues.

Demotion affecting Deployment list (Atlantic) — We once again pointed out some issues surrounding this case. CSC will come back to us on this matter in light of the additional concerns we presented. CSC also mentioned it will remind regions to continue to have full comprehensive discussions on deployment lists within the regions.

MOA on Seniority—This Memorandum of agreement has been signed off for clarity purposes and is in effect as of March 31, 2017. See your local if you have any questions.

Security Bulletin on Fentanyl—CSC will send out a bulletin reemphasizing the importance of not lon scanning suspected Fentanyl. In the meantime, work continues at the NHSPC to finalize a policy on this matter to replace the interim safety policy currently in place.

Federal Budget — The Commissioner briefly touched on the federal budget and committed to providing us a briefing on the impacts of this budget on CSC and possible changes coming.

CD 568-8 Video Surveillance—We are waiting for CSC to send us a draft on this CD in order to consult on and ensure the privacy of members is respected in light of a recent decision we won which forces CSC to revisit their policy on this. More to come on this matter.

We also discussed several other issues including: the state of labour relations in each region, 40 mm gas gun, rounds & counts committee, fire safety manual, new escort vehicles, CD 710-3 (Temporary Absences), Security bulletin on arrest & control escorting, CD 567 (Management of security incidents) and petty cash issues in the Prairies.

For more details, speak with your local president.

The next NLMC is scheduled in Ottawa on May 4, 2017.