



Labour Management Update

May & June 2017

Over the past 2 months, your National Executive Committee has held several labour management & committee meetings with the employer. Here is a brief summary of those talks:

Negotiations

We expressed our concerns to CSC management over the state of negotiations with the Treasury Board. The Commissioner listed some of our issues and indicated he would inquire with the Treasury Board about our concerns.

Grievances

200 hours — We have completed a grievance list of grievors that was shared with CSC. Next step will be to agree on the final list with CSC. We are hoping to agree on a short list of corrective actions to begin dealing with the grievances. From there we may have to deal with some more individualized grievances separately.

Discussions about meal & overtime grievances continue. We also raised flags around settlement language agreements being too restrictive for mediation & grievances cases. CSC understands our concern and will come back to us.

Employee Rights & Privileges during an Investigation—CSC has responded to some of our concerns including that the manager conducting the investigation should not have been directly involved in the situation, which runs counter to the employer's position at the bargaining table. We will examine their proposal in detail and come back to them.

Consultation on CD's & Policy

CD 004—We held a meeting on CD 004 with the employer after having reviewed the new draft policy. We highlighted several outstanding concerns discussed in the previous CD 004 working group that remain unresolved (i.e. permanent second officer in maximum security control posts, work release post for minimum Women's facilities & numerous infrastructure issues). We pointed out some concerns with the new policy in which the employer agreed to correct some of our issues we raised, they sought additional clarity on others and agreed to meet as a subcommittee again to continue examining our issues.

We did a thorough review of **CD 709 (Administrative Segregation)** and **CD 843 (Management of Self-injurious behaviour & Suicidal behaviour)** and provided written comment back to CSC.

CSC has indicated that there are some additional funds to assist with an extra workload that is likely to come in terms of operating administrative segregation. We raised several operational concerns with the new policy and are awaiting on CSC to come back to us for further discussion on the issues.

Situation Management Module (SMM)—CSC has indicated that there will be changes to the SMM but emphasized there will still be only one policy. We met with CSC on July 5th and we are still consulting on their draft.

Self-scheduling report — We are waiting on the employer to sign off on the joint report. Once finalized, we will discuss some of the recommendations with CSC in a separate meeting which will include the Commissioner.

Demotion Bypassing the Deployment List (Atlantic) — The issue was resolved in the Atlantic region through the Regional Labour Relations committee.

Statement of Merritt Criteria for PW deployments — We disagree with the employer's position on additional criteria required to deploy as a CX2 from a male site to a female facility as a PW (same classification). There is nothing that supports the employer's position on this in the Global Agreement. We are examining the employer's response to decide what the next steps will be.

CD 710-3 (Temporary absences)—The employer agrees with our position that initial assessments for each category of TA should be done by a parole officer and subsequent assessments can be done by the CX2 following the initial. CSC will clarify this with the Pacific region.

RTW— CSC also confirmed that they had clarified with Pacific region that discussions on Return to work (RTW) cases in line with implied consent should include the union outside the formal meeting when an RTW case is being discussed.

40 mm Gas Gun — We have agreed with CSC that where there were 37 mm gas guns before they will remain where they were and replaced by the 40 mm gas gun. This will resolve an issue we encountered at Archambault on this matter.

Population Management—CSC agreed that Bowden's double-bunking numbers are too high and they are working on a plan to fix this. They will liaise with us regionally and come back to us on the matter.

Fentanyl Protocol—There is one outstanding issue in terms of the quantity and what level of risk it presents. We pointed out to CSC that our threshold level is inconsistent with other law enforcement agencies and we are questioning why. This is all that remains to finalize a policy on this matter to replace the temporary one. We again requested that the experts come and speak to us on this issue. CSC indicated, once again, that they had heard our request.

CSC indicated that they are doing a review of TRA consistencies and studying the use of the ION scan machine. They will prepare a report and share with us.

The Union demanded that CSC send out a memo the field that suspected fentanyl should not be ION scanned to prevent exposures. CSC agreed and actioned this.

Vests for CTP recruits — We flagged a concern with major delays around the issuing of vests for new recruits in the Prairies region. There is a backlog. CSC will inquire immediately and come back to us.

Protective Gloves — We agreed on a subcommittee with CSC to review protective gloves to address a health & safety complaint stemming from the Atlantic region.

Monitoring Cameras — We are waiting on CSC to consult with us on this matter. We reminded the employer that the clock has run out on this matter to consult on this policy based on a privacy complaint decision we won on this matter. The issue in the Pacific region has been temporarily resolved but will remain on the agenda following further clarity on technology that allows us to turn cameras on and off with a passcode.

We also discussed several other items including: continued problems with Phoenix, Phoenix affecting Union dues, French language requirements for positions in the Atlantic region, 2 appeals for CSC legal assistance for our members, Promulgation of CD 600 (ERT teams), SDS access for National Union scheduling committee members, petty cash for escorts in the Prairies, & severe discipline case in Cowansville.

For more information speak with your local President or Regional Representative
The next formal **NLMC meeting is scheduled for September 7, 2017.**

Your National Executive