

3.1 COMMITTEE MEETING
December 5, 2011
BCGEU – Headquarters, Burnaby

Management Attendance:

Pete Coulson, Provincial Director / Co-Chair
 Debbie Hawboldt, A/Deputy Provincial Director
 Elenore Clark, Deputy Provincial Director
 Lisa Anderson, Warden - ACCW
 Gord Davis, Warden - SPSC
 Steve DiCastrì, Warden – FRCC/FMCC
 Dina Green, Warden - VIRCC
 Rick Hodgson, A/Warden - NCC
 Joanne Hawkins, Warden - PGRCC
 John Pastorek, Warden - NFPC
 Steve Dix, Director - Policy and Programs
 Cindy Hoffmann, Analyst / Recorder

Union Attendance:

Dean Purdy, Chair – Component Executive / Co-Chair
 Tony Tessari, 1st Vice-Chair – Component Executive
 Mike Sing, 2nd Vice-Chair – Component Executive
 Derrick Goodwin, Vice Chair & Treasurer – Component Executive
 Peter Gremer, Communications Officer – Component Executive
 G. Bolina, Member at Large – Component Executive
 Rob Lajeunesse, Member at Large – Component Executive
 Mike Scott, Recording Secretary – Component Executive
 Wiho Papenbrock, Staff Representative

Regrets:

Evan Vike, Warden - KRCC

ITEM	ACTION
<p>Introductory Remarks – Pete and Dean</p> <ul style="list-style-type: none"> • Pete noted that the most recent WES resulted in ACD having five top work units • Dean noted that the August mini 3.1 meeting went well, and suggested that an annual 3.1 meeting with an interim mini 3.1 meeting, if necessary, is a good arrangement 	
<p>A. Budget & Facilities – Pete</p> <ul style="list-style-type: none"> • This is the third year of budget restrictions. The current deficit is \$8.5M. • There continues to be significant budget restrictions and no changes are forecast for the near future 	

<p>B. Facilities and Okanagan Jail – Pete and Dean</p> <ul style="list-style-type: none"> • An announcement is expected in the near future regarding a new facility in the Okanagan. Dean pointed out that most Provinces are expecting a 15% increase in capacity. • Discussion about the anticipated impact of new federal “Tough on Crime” legislation – Bill C-10 analysis is ongoing, is estimated to result in an increase of inmates; thus far, Bill C-25 has not resulted in the projected increase of 70 to 271 inmates • Dean indicated union concern that the numbers will be higher and there will be significant impact on staff. • There is continued concern about inmate capacities and Heads of Corrections are looking at numbers. They will meet again in the spring of 2012 and discuss concerns for all impacted by Bill C-10 • Breaking ground in January 2012 on the expansion at SPSC with a completion date scheduled for spring 2014 • Construction has been completed on the ACCW secure build; the installation of the ESCS building security has been delayed; forecasted completion will now be in the next fiscal year; plans are for an additional staff of 60 with 50 new FTE’s and 10 staff transferring in from SPSC 	<p>Pete to provide the union with updates regarding the impact of federal legislation</p>
<p>C. Uniform Committee Update – Dean and Lisa</p> <ul style="list-style-type: none"> • 70% of the new dark blue shirts have been distributed to centres; new name tags need to be attached; and, an implementation date will be discussed by CDMC • A new colour of epaulet and tie has been chosen to complement the shirt • An RFP has been issued for a supplier to provide pants • White shirts are available for order to wear with dress tunics as needed for ceremonies such as exemplary service awards 	
<p>D. Labour Relations/Staff Forums – Dean</p> <ul style="list-style-type: none"> • Dean wants to continue with staff forums and does not want any changes. Pete confirmed that a staff forum with the provincial director will take place in the spring and two others will occur with the warden during the rest of the year • Dean expressed that communication is the number one priority for union, staff and employer, and specifically that wardens communicate with the local chairs. • Dean expressed that he needs to get timely, accurate communication to put out fires with media and avoid being in reaction mode. • It was noted that centres need to know who to contact. Pete requested an updated contact list. 	<p>Dean to provide an updated contact list</p>
<p>E. COLD Program – Debbie</p> <ul style="list-style-type: none"> • The union was concerned about staff getting held up by training in the growth series at FRCC • The growth series is attached to the Security Officer Training Program (SOTP) not the Correctional Officer Learning and Development (COLD) program. All training associated with the SOTP is completed on the employer’s time. As long as the employee attends training as required there should not be any delays in pay. 	<p>Debbie will provide the union with information about, and links to, the COLD program</p>

<p>E. COLD Program (cont.)</p> <ul style="list-style-type: none"> • Debbie provided a brief overview of the Correctional Officer Learning Development (COLD) model which is available on the Adult Custody Training Site (ACTS) • The second chevron is linked to the COLD program and is delayed only if all training requirements (25 hours) are not met • There is more onus on staff to manage their own development and initiate their own training in ACTS 	
<p>F. Exemplary Service Medals – Pete</p> <ul style="list-style-type: none"> • There have been 379 medals awarded since inception to adult and youth custody staff; 14 were awarded to ACD staff in 2011 • As of October 12, 2011, 492 Corrections Branch staff (326 custody; 166 community) have at least 20 years service and are eligible to be considered for the medal. • Pete reviewed the nomination process and advised the union that going forward all staff are eligible to submit nominations for review and consideration by CDMC. • Local communities have been announcing nominations using local media. 	
<p>G. PSSG Leadership Conference “Finding a Common Goal” – Dean</p> <ul style="list-style-type: none"> • Dean raised the question of how people were chosen to attend • Pete explained that there were two processes used – expressions of interest and selection. • Expressions of interest were used to select persons interested in being a facilitator or note-taker • Selection of participants was undertaken at the centre level because of the limited number of available seats; there were 30 seats available Ministry-wide 	
<p>H. Lower Mainland Hospital Escorts – Wiho</p> <ul style="list-style-type: none"> • The question was raised as to why ACCW female staff are escorting male inmates • Pete explained that employees are hired to be correctional officers, not because of the gender of the inmate, and that using female staff for these escorts mitigates the impact of overtime and spreads work around • Wiho pointed out that there is concern, as COs are being called to do work outside of their seniority block and this could be a violation of the contract. 	<p>Wiho is researching this matter and will confer further with Pete</p>
<p>I. Simon Fraser - Professor Boyd Report – Wiho</p> <ul style="list-style-type: none"> • Wiho expressed concerns over the results of the union-commissioned Boyd report that indicates staff are exposed to abnormal working conditions. He noted that the report challenges the direct supervision model. Wiho would like more collaboration and discussion to follow up on the report's recommendations. • Pete noted that the methodology of the report is suspect – not all centres were included in the survey; the questions used have a negative slant; and, it seems that only select officers expressed their opinions. 	

<p>I. Simon Fraser - Professor Boyd Report (cont.)</p> <ul style="list-style-type: none"> • Pete also noted that the Boyd statistics do not jive with the branch's statistics; working in a correctional environment is unique and not comparable to police or others; practice and policies are developed to ensure the safety of officers and to manage risk; other provinces are moving to the direct supervision model, which is regarded as a safe and effective way of managing inmates. • Pete indicated that management is open to discussing the report and to work together to address safety issues • Pete also noted that staff to inmate ratios do have an effect on staff safety • Wiho indicated when the employer issued the Fisher report in 2007 that the same themes and issues came out of both reports. 	
<p>J. OHS Terms of Reference – Wiho</p> <ul style="list-style-type: none"> • TOR nearly complete; it is just missing two pieces that are being worked on prior to distribution • It will be reviewed on an annual basis 	
<p>K. Joint Safety Training – Wiho Deferred</p>	
<p>L. Hours of Work SPSC/ACCW – Dean</p> <ul style="list-style-type: none"> • The hours of work are tied into the upcoming bargaining and all agreed to strike a committee prior to bargaining to look at this issue 	
<p>M. Corrections Staff Working as Sheriffs – Dean</p> <ul style="list-style-type: none"> • Corrections staff had been working as sheriffs to fill service gaps upon the request of Sheriff Services • This is unlikely to occur again as Sheriff Services are hiring and training new staff • BCGEU has passed a resolution opposing this practice as it creates problems due to pay differential and the perception of preferred treatment for COs 	
<p>N. In-Custody Gang Intel – Dean</p> <ul style="list-style-type: none"> • Union wants knowledge of more gang intelligence to manage issues • Pete advised that the Corrections Branch has an assistant deputy warden who has a seat at the Provincial Intelligence Centre (PIC), along with members of the RCMP and other law enforcement agencies, who has access to intelligence information which can be shared among correctional centres • Steve Dicastrì oversees this portfolio; information is shared with deputy wardens of operations who share it in turn with staff who need to know • It has taken 6 months to prepare and establish the PIC relationship; the development of relationships with other agencies and the sharing of information will improve with time • There are several identified factors, including high profile offenders' organized crime activities, which could impact operations (e.g. lead to corruption). Issues change daily; there are no statistics kept, but updates are given on any ongoing issues. 	

<p>N. In-Custody Gang Intel (cont.)</p> <ul style="list-style-type: none"> • Security levels are set for all involved staff to ensure information is protected 	
<p>O. Staff Assaults/Trends - Feces and Urine – Dean and Pete</p> <ul style="list-style-type: none"> • Dean expressed concern over the number of incidents of staff assaults in and specifically where inmates used feces and urine • Pete advised that inmates who engage in this behaviour are being charged and centre staff are working closely with Crown Counsel to promote strong punitive measures through the court • CSC is also working closely with Crown to seek stiffer sentences • Pete noted that the number of incidents of such staff assaults has been over-reported. 	
<p>P. Provincial Rotation Agreement – All</p> <ul style="list-style-type: none"> • It was reported that good progress is being made in developing this agreement • The issue of using the attendance record as a factor in the rotation guidelines is in dispute • The union suggests that legitimate leaves/ non-culpable absences under the collective agreement shouldn't be considered • Other outstanding issues concern language, the use of union observers, and rank levels • The committee will reconvene to resolve these issues. 	<p>Tony Porter to schedule meetings</p>
<p>Q. Living Unit Support Staff – Dean</p> <ul style="list-style-type: none"> • Dean reiterated the importance of maintaining living unit support staff positions • Pete noted that the importance of making these priority positions and backfilling them as necessary has been stressed with the wardens • A working group led by Rick and Joanne has been established to focus on living units, living unit program delivery, and living unit support 	<p>Pete to update Dean on group's work</p>
<p>R. Egress Routes – Dean</p> <ul style="list-style-type: none"> • Dean expressed concern that not all centres have living unit egress routes • This is a priority for management and these projects will be completed as funding becomes available 	
<p>S. Inmate Escorts – Dean</p> <ul style="list-style-type: none"> • Not every centre compensates COs the same for missed meal/ coffee breaks • The union would like each jail to provide meal breaks and pay missed breaks • Tony Porter is collecting information to inform discussion and establish a consistent practice 	<p>Tony Porter to follow-up with the Staffing Committee</p>

<p>T. Employee/ Union/ WorkSafeBC Tripartite Committee – Dean</p> <ul style="list-style-type: none"> • Union is having bi-lateral meetings with WorkSafeBC • Request for tripartite committee to address disparity in incidents statistics • Union and employer are agreeable to meeting to prepare terms of reference and mandate for the committee. 	<p>Wiho to call Tony Porter to schedule meeting</p>
<p>Next Meeting</p> <ul style="list-style-type: none"> • Tentatively scheduled for December 19, 2012 	