

**3.1 COMMITTEE MEETING
December 9, 2010
BCGEU Office – Victoria BC
MINUTES**

Management Attendance:

Pete Coulson, A/Provincial Director / Co-Chair
 Debbie Hawboldt, A/Deputy Provincial Director
 Lisa Anderson, Warden - ACCW
 Gord Davis, Warden - SPSC
 Dina Green, Warden - VIRCC
 Rick Hodgson, A/Warden - NCC
 Evan Vike, Warden - KRCC
 Joanne Hawkins, Warden - PGRCC
 John Pastorek, Warden - NFPC
 Steve DiCastrì, Warden – FRCC/FMCC
 Steve Dix, Director - Policy and Programs
 Paula Lutz, A/Director – Recruitment and Employee Engagement
 Colin Bulmer, Resource Manager
 Elenore Clark – Deputy Provincial Director
 Erin Gunnarson, Analyst / Recorder

Union Attendance:

Dean Purdy, Chair - Component Executive / Co-Chair
 Ron McCabe, 1st Vice-Chair - Component Executive
 Tony Tessari, 2nd Vice-Chair - Component Executive
 Derrick Goodwin, Treasurer - Component Executive
 Mike Scott, Recording Secretary - Component Executive
 Rob Lajeunesse, Member at Large - Component Executive
 Peter Clegg, Member at Large - Component Executive
 Brian Gardiner, Communications Officer - Component Executive

ITEM	ACTION
<p>Introductory Remarks - Pete and Dean</p> <ul style="list-style-type: none"> • Meetings can be once per year, with a “mini” 3.1 in between. • Next meeting planned for September 2011. 	
<p>A. Budget & facilities – Pete</p> <ul style="list-style-type: none"> • This is the second year of budget restrictions. Started with 8 million dollar deficit but were still able to continue without layoffs. Federal government compensation from the migrants has assisted with the deficit. • Adult Custody is committed to continuing with the service plan and mandate. Next year will include the same budget in the service plan which will result in an 8 million dollar deficit at the beginning of the fiscal year. 	

<p>A. Budget & facilities (cont.)</p> <ul style="list-style-type: none"> • The ACCW new secure unit will open during the next fiscal year. An additional 50 FTE's were assigned to the ACCW project. • Ministry changes: Rich Coleman is the new minister and Lori Wanamaker is the new deputy minister. The DSG plans to tour the centres starting early next year. • Brent Merchant has been confirmed as the ADM. The provincial director position has been posted, and impacted acting positions at HQ and in the centres will be filled as quickly as possible. • In early January, Jim Reilly will move to ACCW as the ADW-staffing. Rob Davies will be the new health care contract manager. • PGRCC female unit should be open soon. Final deficiencies are being addressed. • SPSC expansion: Proponent meetings have occurred, and the evaluation process will commence shortly. New build will be built to LEED standard. Minister Coleman has invited communities in the Okanagan to provide commentary on the idea of having a new centre in their community. New projects are subject to Treasury Board approval. • Long term capital project planning for the Division is on-going. 	
<p>B. PSSG Minister meeting with BCGEU – Dean</p> <ul style="list-style-type: none"> • Discussed four agenda items: overcrowding/staff ratios/staff assaults, wages, CAR, and federal legislation. • BCGEU has asked for two new jails. In addition to the expansion at Surrey Pre-Trial and the new jail in the Okanagan. • C-25 impacts – Minister's office has provided a document stating that counts will increase by 271 inmates over a two year period. Dean pointed out that Federal calculations suggest an increase of 600. This is based on the calculations the Federal Corrections used when calculating the impacts of Bill C-25. • Wages – BC is currently in 7th place when compared to other jurisdictions with the TMA (temporary market adjustment) and 11th without the TMA. Dean pointed out that from a National bargaining stand point that BC should be on par with Federal Corrections and in 2nd Place Nationally. • CAR – Prior to the introduction of the CAR, staff could lock inmates up for 23 hours without supervisor approval. Now, staff need supervisor approval for 7 hours. COs feel power is being taken away, and BCGEU feels that 7 hour holds are not being used consistently. Dean requested that Corrections take another look at this. • Pete advised that the CAR reflects consistency with administrative and charter fairness. Some legislation changes to CAR are being contemplated in order to match legislation to practice. • BCGEU requests a review of CO lock up abilities and a jurisdictional review. • BCGEU asked the Minister to re-open one of the closed centres. 	<p>Pete will arrange for a cross-jurisdictional review of lock up procedures</p>

<p>B. PSSG Minister meeting with BCGEU (cont.)</p> <ul style="list-style-type: none"> • BCGEU supports the proposed centre in the Okanagan. • Bill S-10 (regarding sentencing of marijuana-related offences) is in the Senate, and several more bills that have potential impacts provincially are proposed. Corrections is analyzing the potential impact of changes to CSO legislation. • The Okanagan jail will take 3 to 5 years to build after receiving government approval. The BCGEU would like to see two staff in the living units pending the completion of a new jail. 	
<p>C. Overcrowding pressures - Dean</p> <ul style="list-style-type: none"> • NFPC – BCGEU would like to know if split-tier lockdowns are an option. This has occurred at some centres in the past. • Pete stated that this is already occurring in the MDO unit at NFPC. This arrangement is based on classification and will not occur at any other location or centre. The count has been down for over a year at NFPC. ESP on some units is already being managed on a rotational lockdown. Average NFPC count is 600.–Has averaged more than 600 inmates over the last year. • Dean advised that BCGEU is concerned about potential staffing ratios at the SPSC expansion. • Pete stated that future jails will be based on the NFPC model. Units will be 36 cells. If all 36 are double-bunked, additional staffing would be provided but not to a double staffing ratio. Units have ongoing additional staff assigned (programs, prowl) to provide staff support and reduce the ratio. BCGEU wants two staff on every unit. • Pete stated that trailers have been added at FRCC to assist with migrant pressure and acknowledges overcrowding and need of beds • BCGEU reports that staff in float positions are not always used on the units (e.g. away on an escort) leaving staff often alone in units. Dean pointed out that the new positions that the branch received were through money from Deputy Premier Jessica MacDonald. These positions, primarily in programs and float were intended to address staff isolation, a top priority brought up at staff forums. The intent was for these extra officers to spend the majority of their time in the Living Units. • Pete stated that the expectation is that the staff positions that were added for CO support are to be used on the living unit except where exceptionally needed elsewhere. • Pete stated that direct supervision is the best way to manage the inmate population and we have set a positive example for the country. • Dean stated that BCGEU feels that direct supervision was designed for lower counts and that counts will increase. • Pete stated that there is no correlation between the increase in counts and an increase in violence. • Dean stated that BCGEU feels that the statistics are not being collected properly and that the current inmate profile includes 	<p>Wardens will look at where float staff are used.</p> <p>Management to look at historical records, including single bunk records, to determine rates of violence.</p> <p>Pete and Dean to discuss best approach for union to look at BI data</p> <p>Dean has committed to</p>

<p>more violent inmates than in previous years.</p> <ul style="list-style-type: none"> • Pete provided clarification regarding how statistics are collected and offered Dean an opportunity to look at the BI (Business Intelligence) system and if he continues to have concerns that he is welcome to provide suggestions on how to improve the reporting of violent incidents. • 	<p>reviewing the Branch's statistics on violence</p>
<p>D. Uniform Committee update – Dean and Steve DiCastrì</p> <ul style="list-style-type: none"> • BCGEU met at PDC with Steve DiCastrì. • BCGEU would like new options on shirts and pants. • Pete stated that the quality and colour of shirts is being reviewed. The cost of changing the colour of shirts is being investigated. The BCGEU has been requesting a darker shirt for the past several years, and now with the expiration of the current contract this was made possible. Surplus parkas are being moved between centres as need arises. Gore-Tex jackets have been changed. Tony and Ron are BCGEU representatives, and Lisa and Gord are the CDMC representatives on the uniform committee. • Steve DiCastrì was recognized for his contributions to the uniform committee over recent years. 	
<p>E. Labour relations / WES scores - Dean</p> <ul style="list-style-type: none"> • To keep centres operating smoothly, Dean suggests there should be good lines of communication between the union and management and the appearance of working together. • Pete confirmed that CDMC is committed to ensuring that the wardens are communicating with the local chairs about significant LR issues. Pete encouraged the local chairs to connect with the wardens on an ongoing basis as a means to clarify situations or bring a situation to the warden's attention. • Dean stated that the Warden's must also make an effort to connect with the Local Chairs. 	
<p>F Staff Forums – Dean</p> <ul style="list-style-type: none"> • Dean stated the BCGEU would like to see more consistency regarding staff forums at all centres. • Pete advised that each centre is operating the individual forums differently in order to accommodate the needs of each centre. A spreadsheet of solutions was developed after the first forums. Most solutions have been addressed and reported back to staff at the centres. Subsequent forums have not generated many issues. Staff are encouraged to come forward with concerns and/ or solutions on an ongoing basis. • Dean pointed out that at some Centres staff didn't feel comfortable speaking out in front of their own management. • Dean asked if the WES was going to a two year cycle. • Pete advised that moving the WES to a two year cycle is only a consideration at this time. • Both BCGEU and CDMC feel that increasing WES scores is 	

important.	
<p>G. Tamil Migrants VIRCC/FRCC – Dean and Pete</p> <ul style="list-style-type: none"> • Dean stated that he has heard strong rumours that more migrants are coming • Pete advised that there is constant communication with CBSA, who has not confirmed the possible arrival of more boats. Current count of Sri Lankan migrants is 190 males and 9 females. • Pete distributed the exposure control plan. Prior to the most recent migrant boat landing, an exposure control plan and risk assessment of health issues was conducted and shared with staff. 	Pete to send electronic copy of the exposure control plan to Dean
<p>H. Communications and media – Dean and Pete</p> <ul style="list-style-type: none"> • Deferred to meeting with Pete, Marnie Mayhew and Dean early next year. 	
<p>I. Seniority calculation - Dean</p> <ul style="list-style-type: none"> • Pete advised that NCC has recently updated their seniority calculations to be consistent with the rest of the Division. • Dean stated that the seniority date should never change for PTRs or regular full time employee's unless due to reasons under article 11. • Debbie stated some differences may be due to suspensions which do not require longer than 30 days leave to affect seniority. The seniority rules have not changed, and NCC is aligning calculations to match the process used by the other centres. NCC staff have been asked to speak with the ADW-Staffing if they have concerns. 	
<p>J. OHS terms of reference - Dean</p> <ul style="list-style-type: none"> • The terms of reference is near completion. Dean advised that one more group needs to review the TOR. Previous draft copies should not be applied to current OHS committees. Final draft will be sent from Dean to Pete shortly. 	Dean to arrange for Wiho to send an electronic copy to Pete.
<p>K. Joint safety training – Dean</p> <ul style="list-style-type: none"> • BCGEU is interested in participating in additional joint safety training. Local OHS committees have autonomy to make their own arrangements. This training would be in addition to the training already in place for the OHS committee members Cost can be split. 	Planning for training can take place among OHS chairs once OHS TOR signed
<p>L.13. Hours of work SPSC/ACCW – Dean</p> <ul style="list-style-type: none"> • BCGEU proposes extending work week to 37.5 or 40 hours without any layoffs at ACCW and SPSC when new builds are opened. The issue was explored at component bargaining, and ACD committed to looking at this issue. 	Sub-committee to be struck to explore this

<ul style="list-style-type: none"> • Pete would like to explore what this arrangement could look like. 	<p>issue. Pete and Dean to discuss.</p>
<p>M. Exemplary Service Medal – Ron</p> <ul style="list-style-type: none"> • Ron advised that more COs should receive ESMs. In 2010, 21 awards were given: 10 to managers, 8 to CSs, and 3 to COs. • Pete advised that the nomination process is bound by criteria set by the Governor General. PSA provides a yearly list of eligible staff. Each centre reviews the list of who meets the criteria. 	<p>Management to provide a list of numbers of eligible Cos to the Component Executive at each Centre</p>
<p>N. Provincial rotation agreement – All</p> <ul style="list-style-type: none"> • The rotation process was discussed at component bargaining as well as at every centre. Component bargaining reached an agreement that a union representative should be present at rotation meetings. A provincial process that ensures fairness and consistency at all centres, and which is defined in local SOPs should be established. <p>N. Provincial rotation agreement (cont.)</p> <ul style="list-style-type: none"> • Pete proposed that a joint committee be formed to discuss this matter and recommend a solution. Tony Porter and Lisa Anderson will attend on behalf of CDMC. Wiho Papenbrock and a yet to be named person will attend on behalf of BCGEU. 	<p>Dean to confirm names of the union member to be on this committee.</p>
<p>O. FRCC hiring process - Pete</p> <ul style="list-style-type: none"> • Discussion concerning hiring full-time regulars instead of part-time regulars. • The practice has been in place at FRCC for some time and has worked well. • Because of the potential for overages, there is a reliance on efficient scheduling practices. • Harder to do at remand and smaller centres. • NFPC is planning to appoint 30 PTRs to regular status. 8 will remain on PTR status, and new hires will remain as PTRs. As processed is refined, more will be appointed to regular status. • Dean stated that staff have appreciated the changes at FRCC and NFPC but would like to see this implemented at all centres. • Pete stated that other centres are looking at how they might adapt this model. 	
<p>P. H1N1 update – Pete</p> <ul style="list-style-type: none"> • Issue is not as pressing as it was last year. Flu clinics have been occurring around the province, and the H1N1 vaccine is included in the current flu vaccine. Dr. Beckett (medical director) has advised there is limited flu activity in BC at present and that most flus of concern are covered by this year's vaccine. • Staff and inmate uptake is less this year than in years past. • A general exposure control plan is in place if needed and it was agreed that it must be made readily and easily available to all 	

staff.	
<p>Q. Double staff escorts - Dean</p> <ul style="list-style-type: none"> • Issue was originally brought up at component bargaining, and it was suggested that 3.1 is the most appropriate place for discussion. • Union would like to see all remand inmates double-staffed on escorts. • Pete stated that policy defaults to single escort unless the inmate meets the classification criteria for more staff. If staff are unhappy with the classification process, Pete would like to hear why. From September 2009 to August 2010, in remand populations, most escorts are double-staffed; however staffing levels are determined through a risk assessment process. 	<p>Pete to share the escort numbers with the union.</p>
<p>Next Meeting</p> <ul style="list-style-type: none"> • Tentatively scheduled for the morning of November 3, 2011. • To be hosted by CDMC in the Lower Mainland. 	