

3.1 COMMITTEE MEETING
November 23, 2017
Justice Institute (New Westminster)

Management Attendance:

Stephanie Macpherson – Provincial Director (Co-Chair)
 Dave Friesen – Deputy Provincial Director
 Dana Tadla - Deputy Provincial Director
 Don Tosh -Warden (FRCC/FMCC)
 Steve DiCastrì – Warden (OCC)
 Lisa Martin – Warden (ACCW)
 Teri DuTemple – Warden (NCC)
 Peter Fitzpatrick – Warden (VIRCC)
 Shane McGrath – a/Warden (KRCC)
 Matt Lang – Warden (SPSC)
 Elliott Smith – a/Warden (NFPC)
 John Pastorek – Warden (Capital Projects)
 Erin Gunnarson – Director, Policy and Programs

Union Attendance:

Dean Purdy –Component Chair & BCGEU Vice President
 Brian Campbell –Component 2nd Vice-Chair
 Ken Kay - Component Treasurer
 Brandon Cox – Component Recording Secretary
 Craig Tott – Component Member at Large
 Patty Schlafen – Component Women’s Representative
 Oliver Demuth – BCGEU Staff Rep.
 Luke Poelzer - FRCC
 Kristina Hayes - KRCC
 Andrew McLeod - OCC

ITEM	ACTION
<p>Introductory Remarks – Stephanie and Dean</p> <ul style="list-style-type: none"> • Welcome to all from Stephanie and Dean • Thank you to the wardens and local chairs for their commitment to work collaboratively on issues in a timely manner <p><u>Review of action items from October 12, 2016 meeting</u></p> <ul style="list-style-type: none"> • 2016 violence statistics have been provided to the union. • The uniform committee met at the Product Distribution Centre (PDC) but a tour did not occur. The next meeting will be at PDC so a tour may occur. • The HQ analyst is drafting a template for tracking staff discipline. The PSA is unable to provide past summary information on discipline or grievances. • Commitment to get minutes approved and released sooner. 	

ITEM	ACTION
<p><u>Stephanie HQ Update</u></p> <ul style="list-style-type: none"> • BC Corrections will be releasing a new strategic plan which is action-focused. • In late winter/early spring, region to region conferences will occur collaboratively with community corrections and will focus on: <ul style="list-style-type: none"> ○ Staff; ○ Advancing correctional programs; ○ Enhancing understanding of Indigenous clients/building cultural competency; and ○ Delivering services to a complex client population. • The division is working to reduce the use of segregation. International work supports limiting segregation. There is recognition that some inmates still require a segregation setting, but this can be supported through case management and health care. • Complex needs unit at ACCW has been successful to-date, including ensuring additional staff are provided to supervise highly complex cases. • Howard Sapers has visited our centres and is impressed by the work that has been undertaken with regards to complex cases. He continues to look to BC as a model of how to manage inmates. • Training supports staff to work with complex cases. The SPSC training for the complex needs unit is 10 days in length. • A disciplinary hearing pilot is occurring at four centres where video technology is used to have chairpersons from other centres hear disciplinary hearings. This approach is expected to ensure the process is consistent with the principles of administrative fairness. The pilot will be evaluated. • Three sessions for emotional survival training are planned. • There is an increased focus on trauma informed practice. • Indigenous cultural competency training is ongoing. • The division commits to continuing to deliver programs and have units open. Where this is not happening, it is due to issues with recruiting. • The division commits to full time employment for staff. Recent changes in approach to promoting a career as a correctional officer with BC Corrections has significantly increased the profile of correctional officers as professionals. Recruitment efforts have tripled applications. • The division continues to work on policies and training regarding transgender inmates to ensure staff have all tools available. • When staff have issues to bring forward we request tht they are brought through the appropriate channels. Anonymous complaints do not provide enough information to investigate or allow us to provide a response or closure. The division commits to respecting confidentiality and encourages staff to being issues forward. Bringing forward a concern does not put job security at risk. • Thank you to the union for participating in the high risk opioid risk assessment process. • Body scanners have been introduced and proving to be successful 	

ITEM	ACTION
<p>in mitigating or preventing contraband getting into the centre. The division recognizes that the introduction of body scanners may result in attempts to bring contraband in via other methods.</p> <ul style="list-style-type: none"> • Thank you to the union for support following the death of Kellie Shand and in the memorial for John Davidson (Abbotsford police). • Initial results from a police investigation into the off-duty assault of a KRCC correctional officer indicate this was not a targeted assault. The division requests that the investigation be left with the RCMP. <p><u>Update from Dean</u></p> <ul style="list-style-type: none"> • Fourth union conference will occur Nov. 27-28, for corrections, youth, and sheriffs. Ministers Farnworth and Eby have provided a video statement to be played at the conference. • Oliver Demuth has replaced Mike Eso as the staff representative assigned to the Component 1 executive. • The union has met with the ministers to present a proposal regarding recruitment and retention. The ministers have advised the proposal will be moved to the Ministry of Finance for consideration. Stephanie stated that Dean's presentation to the ministers was articulate and well presented. • Bargaining may commence early. A temporary market adjustment (TMA) is a mechanism in the contract that would allow for an adjustment to address the recruitment and retention issue. 	
<p>A. Budget and Facilities - Dana</p> <ul style="list-style-type: none"> • The Okanagan Correctional Centre (OCC) is complete. Provincial repair and maintenance is ongoing. Staff have been very helpful in ensuring contractors have access to the centres to complete repairs and maintenance. • The Prince George Regional Correctional Centre (PGRCC) digital video management system (DVMS) will be replaced. Remaining DVMS will be replaced at a rate of 1-2 centres per year subject to funding approval. • The division has funding to staff and open all units, but there is not enough staff to open up units. Brandon is concerned that these could be opened using overtime (OT) and wants to see how we compare to other jurisdictions. Dana stated there is an equilibrium needed to ensure work/life balance and to mitigate stress and safety issues. Some units are closed for upgrades. Inmate movements to balance counts are being used to mitigate unit closures. Over the past two years, we have increased OT expenditures. Brandon would like to see pre-planned OT. Brandon says 70% of staff have a second job as well as family obligations that interfere with the ability to accept short notice OT. 	<p>Brandon will propose at the local 1.1 meeting that OT procedures used at other centres (ie VIRCC) be considered at other lowermainland centres.</p>
<p>B. Labour Relations – Dean and Stephanie</p> <ul style="list-style-type: none"> • Dean says there have not been an influx of grievances and encourages these to be resolved at the local level. • The respectful labour relations approach has worked well. • Stephanie noted that pre-scheduled meetings between local chairs 	

ITEM	ACTION
<p>and wardens are an extremely effective way to have regular contact and resolve issues early.</p> <ul style="list-style-type: none"> • Craig requested that the PGRCC management team be solidified. Stephanie was at PGRCC last week and spoke with staff regarding the results of Marli Rusen's review. These results will form the basis of a plan moving forward. One deputy warden (DW) and one assistant deputy warden (ADW) position are vacant and will be filled as soon as possible. Steve DiCastrì will continue as interim warden at PGRCC. Rick Lacroix will be at PGRCC 4 days/week until March with the role of ensuring that managers understand their roles and expectations, that they are clear on expectations regarding holding people accountable, and running the centre consistent with requirements. Relationships must be identified to management in order to ensure there are no perceived conflicts of interest. When the warden position at PGRCC is posted, the successful candidate will be someone from outside of the centre. • Dean requested positions be filled permanently and in a timely manner to increase stability. • Brandon has concerns regarding the anonymous complaints and the anonymity of them, as well as the ODT focus groups. This work has not yet been completed. • Brandon noted there are many new staffing managers and a need to ensure consistency of decisions by those in these positions. 	<p>Since the 3.1 mtg, an in-person meeting with staffing managers was held for both training purposes and developing consistency of practice.</p>
<p>C. Provincial counts – Dana and Dean</p> <ul style="list-style-type: none"> • The provincial count is approximately 200 less than expected. • The opening of OCC and the lower count has allowed the opportunity to balance the count between centres. • There are no plans to utilize the closed Victoria Youth Custody Centre. • Dave Friesen and John Pastorek are completing a review of facilities and projected pressures to ensure facilities are available to meet the needs. This includes a proposal for Nanaimo. 	
<p>D. WES 2018 – Dean and Stephanie</p> <ul style="list-style-type: none"> • The Work Environment Survey (WES) will be sent out in the third week of January 2018. • The division will encourage and support staff to complete the survey, but the survey will not replace ongoing communication. 	
<p>E. Supernumerary employees – Dean and Dana</p> <ul style="list-style-type: none"> • Dean asked whether there were any auxiliary or part-time employees. • Dana advised there are a few staff members at Ford Mountain Correctional Centre who are auxiliary or part time. The standard is full time employment. (Note: all part time staff were appointed to full time December 2017.) 	
<p>F. Investigations and length to complete – Dean</p> <ul style="list-style-type: none"> • Dean stated that labour relations investigations are taking too long and resulting in financial hardship for those suspended without pay. • Stephanie concurred and stated that most cases are not suspended 	

ITEM	ACTION
<p>without pay. Shift schedules impact staff availability to attend investigations. There is increased Public Service Agency (PSA) oversight which sometimes will slow the process. The division has spoken to PSA about this.</p> <ul style="list-style-type: none"> • Brandon sees differences between centres with regard to how long investigations are taking. • Luke observed differences between inmate investigations and staff investigations regarding the urgency placed on completing the investigation. • Stephanie committed to continue to work with the BCPSA to start and finish investigations in a timely manner. 	
<p>G. Violence stats – Dean and Stephanie</p> <ul style="list-style-type: none"> • The division has compiled staff assault statistics for the first half of 2017. These are with the minister and will be shared with the union once the minister approves. 	
<p>H. Uniforms – Ken and Teri</p> <ul style="list-style-type: none"> • 400 pairs of pants are in stock ready to distribute. 511 pants were more popular but WN was chosen due to price. Moving forward, the committee will look at how price factors in but still allows for preference. • Soft shell jackets are delayed but arriving soon. Fleece jackets are available in the interim. • Specs for Gore-tex jackets will be created using input from staff across the province. • Uniform contracts are for two years which allows for return to market if dissatisfied with the uniform item. • Danner boots will be available through direct (non-PDC) order. S.W.A.T. boots may also be available through PDC. • All parkas were sent to PGRCC in previous years. 	<p>The uniform committee will send out a request for testers when it is time to test the Gore-tex jackets.</p>
<p>I. Training on a day worked and return policy - Dean</p> <ul style="list-style-type: none"> • Dean circulated a February 2, 2012 bargaining document that states, when training days are not a full shift, there is an option to return to work, use leave for the remainder of the day, or request leave without pay. Dean requested that this be taken to ADWs of staffing to remind them of this agreement. • 	<p>Lisa will ensure the ADWs of staffing are advised of this.</p>
<p>J. Staff discipline</p> <ul style="list-style-type: none"> • Addressed in B 	
<p>K. Closed living units – Dean</p> <ul style="list-style-type: none"> • Dean requested that all closed living units be opened to spread out the inmate population. The assistant deputy minister, minister, and Office of the Auditor General are aware of challenges 	
<p>L. Mutual shift exchanges - Dean</p> <ul style="list-style-type: none"> • Dean recognized exchanges occur because the employer allows it. • PGRCC has recently made some changes to tracking and managing exchanges. 	<p>Unresolved local issues to be raised with Dean and brought to Stephanie</p>

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<ul style="list-style-type: none"> • Craig raised that, if maximum two days of exchange occur in four days off, then same should be true for OT during days off. • Dean requested a consistent approach between centres. 	<p>Management to review centre approaches and draft guidelines.</p>
<p>M. Travel time to and from hospitals - Dean</p> <ul style="list-style-type: none"> • Dean requested that, if travel time from home to the hospital is greater than travel time from home to the workplace, it should be compensated. • Dean and Kristina stated this was in a previous agreement. • Dean stated it is easier to travel directly to the hospital sometimes rather than picking up a centre car. 	<p>Kristina to provide the past agreement regarding travel time to/from hospitals.</p>
<p>N. Archive vacation - Dean</p> <ul style="list-style-type: none"> • Dean stated he has heard staff are no longer able to archive vacation. • The agreement allows for 70 hours to be carried over. • Lisa stated that the agreement allows for 70 hours carry over but not to archive. During bargaining, the archives were paid out. • Dean advises the agreement still allows for archive, as of November 30, 2013. • The collective agreement does not require staff to take their leave, but staff are best to take their leave. 	<p>Dean to provide the bargaining document that speaks to archive vacation.</p>
<p>O. Seniority agreement update – Dana and Dean</p> <ul style="list-style-type: none"> • Dean and Dana have met to discuss how to communicate seniority rules to staff. When produced, the seniority list will contain: <ul style="list-style-type: none"> ○ Government start date; ○ Date established as a regular employee; ○ Hours of seniority (max 1827 per year); and ○ Hours worked (may be more than 1827). • Seniority hours establish the official seniority. • The seniority list is generated once per year, and, if seniority is lost due to a clause of the collective agreement (e.g. article 11 LTD, job share), the list will be adjusted. This avoids week-to-week adjustments. • Decision regarding whether names are posted on the board is pending and to be discussed at the staffing committee meeting. • Goal to have this completed by end of February 2018. 	<p>Instruction sheet on seniority calculation to be brought to staffing committee then to be sent to staff.</p>
<p>P. FTE allotment and staffing budget – Dean</p> <ul style="list-style-type: none"> • Dean asked whether staffing is based on FTEs or budget. • Dana stated that the division is delegated a budget which is delegated to the centres. The delegation is based on a staffing model and shift patterns developed by the centres. • Next delegation will occur in April 2018. • Submissions have been made for next year. • Contingencies are requested if unexpected events happen. 	
<p>Q. Victim impact statements and meeting with Crown – Dean and Stephanie</p> <ul style="list-style-type: none"> • There has been confusion between victim impact statements and 	<p>Hold a meeting with</p>

ITEM	ACTION
<p>community impact statements.</p> <ul style="list-style-type: none"> • Crown counsel has expressed they are unable to assist, as community impact statements go straight to the judges. • A joint meeting occurred with legal counsel to explain difficulties with staff submitting their own victim impact statements. • If appropriate, a community impact statement may be re-drafted to better suit the needs of all. • Brandon expressed the importance of centres showing support for staff at court appearances. 	<p>the BCGEU, management, and BC Prosecution Service to explore options to educate Crown counsel regarding dynamics of staff assaults in correctional centres.</p>
<p>R. Provincial hiring process update and promotional panels – Dean and Stephanie</p> <ul style="list-style-type: none"> • Dean expressed support for the new approach with the provincial approach to recruitment. • Dean stated that promotional panels and the perception of favouritism continue as a concern. • Dean suggested a standardized promotional panel team that includes broad representation. • At PGRCC, a commitment has been made to have one external panel member participate in the process. • Dana stated that, in the Lower Mainland, joint promotional panels have occurred. When they have occurred, they have been received well by the applicants. The employer supports joint processes to increase transparency and objectiveness. • Resources are available on the MyHR website to support preparation for panels. 	
<p>S. Body scanners – Stephanie</p> <ul style="list-style-type: none"> • Body scanners have been installed at ACCW, OCC, SPSC, and NFPC. They are minimizing contraband being brought into centres. This is a pilot, and treasury board has asked to report back to show evidence they are working. If working, scanners may be installed at remaining centres. • A working group has reviewed staff impacts of body scanners. If staff feel pressure to bring contraband in, they are supported to communicate these pressures. The working group has also made suggestions regarding training. There have been no known staff concerns regarding pressure to bring in contraband, and the working group will meet again in 90 days. 	
<p>T. Video checks – Dean</p> <ul style="list-style-type: none"> • Dean brought forward concern that random video audits have occurred in excess of the agreed upon policy. • Concern about an event at KRCC. • Stephanie stated that this should be brought to attention of the local committee first. 	<p>Employer will re-issue directions regarding policy around policy compliance video checks</p>
<p>Next meeting</p> <ul style="list-style-type: none"> • June 7, 2018 To be hosted by BCGEU (location TBD) • Full day meeting to include joint training of half day duration (topic TBD) 	