



Sheriff Services

Article 3.1 Committee Meeting Minutes

Date: Thursday, June 11, 2015
 Time: 9:30 am – 12:30 pm
 Location: BCGEU Lower Mainland Office
 130 – 2120 Virtual Way, Vancouver

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Attendees	BCGEU MGMT Regrets	Dean Purdy (co-chair), Franck Furlan, Iain Bell, Mike Redlick, Brian Campbell, David Davidson, Richard Holzapfel Paul Corrado (co-chair), Ross McKenna (minutes), Patricia Brown, Bob Coyle Mike Ezzo, Paul Johnstone (BCGEU), Jag Punn (MGMT)
Item	Topic	Status / Location
1.0	Introductions: Richard Holzapfel replacing John Sylvester, David Davidson replacing Ken Mann, Peter Robinson retired in April.	
2.0	Additions to Agenda	Item 4.16 to 4.21
3.0	Minutes from last meeting December 16, 2014	Approved
3.1	Article 3.2 Meetings and Minutes	New business
3.2	Recruitment & Retention	Concluded
3.3	Uniform Issues - discussed Uniform Committee Minutes	Concluded
3.4	SPC / Warrants / NRA 60 Rule	Warrants – Concluded SPC – New business NRA 60 – New business
3.5	GPS Tracking (AVL)	Concluded
3.6	Corporal Proposal	Concluded
3.7	Radio Reception – Cranbrook & Nelson New radios acquired for both locations	Concluded
3.8	Time Off for Union Business	Concluded
3.9	Joint Union / Management OSH Conference	New business
3.10	Satellite Courts – extra night	New business
3.11	1st Aid & AED	New business
3.12	Working Alone	New Business
3.13	Code 3 Equipment – Interior	Concluded
3.14	Disciplinary Hearings – Tape Recorded	New business
3.15	Security at Courthouses – upgrades	Concluded
3.16	Solo Air Escorts	New business
3.17	SPC & IIO Indemnity	New business
3.18	None	n/a
3.19	Union Observers for Sheriff Panels	Concluded
3.20	Annual Leave	New business
3.21	“Emergency” Definition	Concluded
3.22	CPIC – DOB information	New business
3.23	Sergeants and Staff Sergeants – Lateral Transfers	New business
3.24	PPT and Pacific Leadership Program	Concluded
3.25	Instructors Equipment	Concluded
3.26	Meds Distribution	Concluded
3.27	Movement of Deputies	Concluded

4.0	NEW BUSINESS	
4.1	<p>Article 3.2 meetings and minutes</p> <ul style="list-style-type: none"> All 3.2 Committees have met within last six months Minutes have been received for all meetings and are going well now 	On going
4.2	<p>Recruitment and Retention</p> <ul style="list-style-type: none"> Discussed attrition rates and employer supplied union with same 	Concluded
4.3	<p>Uniform Issues</p> <ul style="list-style-type: none"> Discussed uniform committee memo that employer is waiting on PDC Procurement for further information and decision on current jacket tender. Once the jacket tender is resolved, the uniform committee will schedule their next meeting. 	On going
4.4	<p>SPC/NRA 60 Rule</p> <p>SPC</p> <ul style="list-style-type: none"> Currently 211 members completed SPC training Two in person classes are scheduled this calendar year <p>NRA 60 Rule</p> <ul style="list-style-type: none"> Union advised a meeting is scheduled to discuss this on June 29th. Discussions Ongoing. 	<p>SPC – Concluded</p> <p>NRA 60 – On going</p>
4.5	<p>Sharing of Overtime and TOL Issues</p> <ul style="list-style-type: none"> Sharing of overtime referred back to work on at local offices Discussion on TOL issues 	Concluded
4.6	<p>Radio Reception – Powell River</p> <ul style="list-style-type: none"> Discussed issue, and that current Radios are being used in talk around as required, in addition staff are being provided with a phone and texting ability as required. Ross also updated that we have been informed that the Telus Mike Radio will be discontinued at the end of our current contract period. We have engaged a consultant to work with us along with employee representatives from each region as we identify our requirements for a new procurement process. 	Concluded
4.7	<p>Joint Union / Management Conference</p> <ul style="list-style-type: none"> Union will send management additional information 	Ongoing
4.8	<p>Substitution Agreement</p> <ul style="list-style-type: none"> Discussion ensued of union proposal. Current practice will be maintained. 	Concluded
4.9	<p>1st Aid and AED Training</p> <ul style="list-style-type: none"> Improvements in OFA 1 training at offices, training on-going. Ross explained that AED's were purchased as a requirement following the recommendations of the Braidwood Commission for 	Concluded

	<p>agencies using AED's.</p> <ul style="list-style-type: none"> • There is no plan to purchase additional AED's or change from current practice. • To be compliant with Emergency and Health Services Commission Requirements, other than building first aid attendants, deputies who will be deploying AED's on persons require a certificate of Medical Direction from Mediquest as per SPM 4.5.16 (h) 	
4.10	<p>Tourniquets</p> <ul style="list-style-type: none"> • Management will look into this issue further for next meeting 	On going
4.11	<p>Working Alone Powell River & Overtime by Manager</p> <ul style="list-style-type: none"> • Management will look into further 	On going
4.12	<p>Disciplinary Hearings Tape Recorded</p> <ul style="list-style-type: none"> • Management confirmed audio tapes of disciplinary meetings will be provided to the Union Staff Representative upon request to the Senior LR Specialist following the filing of a grievance. The audio will be provided within a reasonable period of time of the request, typically 7 business days. 	Concluded
4.13	<p>Solo Air Escorts</p> <ul style="list-style-type: none"> • Management discussed this had been reviewed at SMT and that risk assessments that consider the totality of the circumstances of the escort are made. Should an assessment determine a need of 2 officers, then 2 will be provided. The union advised they are opposed to single deputy air escorts. • Management advised the current policy is being maintained 	Concluded
4.14	<p>Annual Leave Booking and Formula</p> <ul style="list-style-type: none"> • Discussion around prime time vacation allocations per Component Agreement for deputy sheriffs. • The Union presented a formula that calculates the number of spots per day for booking annual leave at each Court House. This has been used in both Victoria and Nanaimo for many years and is consistent with the language in the collective agreement for calculating annual leave. This is the union's position on this issue. • This will be added to the next 3.1 committee meeting in January of 2016. 	On going
4.15	<p>DSR15 Grid Increase to Grid 18 Impacts</p> <ul style="list-style-type: none"> • Discussion around April 5th contractual grid increase for deputy sheriff staff (grid 15 and 18 base pay) and the impact that may arise during grid 18 substitutions into grid 21 and 24 positions. Union advises that Adult Custody Corrections Is implementing something in this regard and the Sheriff Service has indicated they will review the finalized document. 	On going
4.16	<p>Medication Distribution</p> <ul style="list-style-type: none"> • Discussion to confirm the issue is for a policy on distribution of non correctional in-custodies medication. • Management is reviewing current practices and working to develop 	On going

	a policy	
4.17	<p>Flight Staff Issue</p> <ul style="list-style-type: none"> • Discussed a recent issue of a deputy on an escort. • Issue referred back to be discussed with deputies local office Inspector. 	Concluded
4.18	<p>Legal representation / Indemnity</p> <ul style="list-style-type: none"> • Management provided an update and discussions are on-going 	On going
4.19	<p>Professional Dress and Deportment</p> <ul style="list-style-type: none"> • Management discussed how we are working very hard to have our staff and organization well respected by other agencies, organizations and the public. • Staff are attending more community events, including parades, and telethons. • Discussion on need to work together on staff dress and deportment to continue to improve our professional image. 	Concluded
4.20	<p>CPIC</p> <ul style="list-style-type: none"> • Discussions on-going 	On going
4.21	Sergeant / S/Sergeant – Lateral Transfers	On going

NEXT MEETING: Tentatively scheduled for December, 2015

Location: Tentatively scheduled for BCGEU HQ, Burnaby