



Sheriff Services

Article 3.1 Committee Meeting

Date: Tuesday, December 16, 2014
Time: 10:00 am – 2:00 pm
Location: Burnaby – BCGEU HQ
 4911 Canada Way

----- Minutes -----

Attendees	<p>BCGEU – Dean Purdy (co-chair), Mike Eso, John Silvester, Franck Furlan, Iain Bell, Mike Redlick, Brian Campbell, Ken Mann, Paul Johnstone</p> <p>MANAGEMENT – Paul Corrado (co-chair), Peter Robinson (minutes), Ross McKenna, Patricia Brown, Bob Coyle</p>
------------------	---

ITEM	DISCUSSION	ACTION
1.0	Introductions	
2.0	Additions to Agenda – 4.20 to 4.29	
3.0	Minutes from last meeting December 9, 2013 – Approved	
4.0	<p>New Business</p> <ol style="list-style-type: none"> 1. Article 3.2 meetings and minutes <ul style="list-style-type: none"> - Most recent 3.2 meetings by region: VI – April 20, 2014 Vancouver – December 5, 2014 Fraser – March 2014 Interior – has not had a meeting for some time North – November 2013 3.2 Committees should meet a minimum of twice per year. 2. Recruitment and Retention <ul style="list-style-type: none"> - Paul discussed that retention stats are generally in-line with stats for Public Service overall. - In the area of recruitment, there is a significant drop in numbers from point of application to eventual hire. - Updated recruitment & retention statistics will be sent to Dean on request from Paul's office. 3. Uniform Issues <ul style="list-style-type: none"> - Franck and Ross lead discussion regarding the work of the 	

	<p>uniform subcommittee.</p> <ul style="list-style-type: none"> - The minutes from the last uniform subcommittee, held October 27, 2014, are attached to these minutes and uniform subcommittee minutes can also be found on the sheriff webpage at http://portal.ag.gov.bc.ca/portal/page/portal/CSB_Home/document_repository/private/sheriff/meetings/uniform/index.htm - Staff are asked to post the Article 3.1 minutes and the uniform subcommittee minutes in their respective offices. <p>4. SPC/Warrants/NRA 60 Rule</p> <p>SPC</p> <ul style="list-style-type: none"> - Management advised that Branch is on target with regard to training and appointing all staff with exigent circumstances SPC authority over time. Employer is working towards substantially completing SPC training by end of 2015. <p>Warrants</p> <ul style="list-style-type: none"> - Paul provided an overview of the pilot in Fraser region regarding the integrated document service team. There has been good success in clearing back logged documents. - There are no plans at this time for a warrant squad as the Branch does not have dedicated resources to adequately staff such a program. <p>Normal Retirement – NRA 60 Rule</p> <ul style="list-style-type: none"> - Union asked if any update. This is rule that under CCRA allows correctional officers under occupation classification to be allowed to draw pension starting at age 50. - Management advised the issue is being reviewed but it is complicated. - Being addressed by separate action committee of union and employer reps. <p>5. GPS Tracking</p> <ul style="list-style-type: none"> - The GPS system is installed in a number of escort vehicles. - Ross read out the contents of the August 2013 memo that was distributed which provides the details of the tracking system. - The system can be used to defend staff against false claims and to re-route escorts around traffic problems. - Action: Ross to provide a copy of the August memo to Dean for circulation amongst committee members but not for posting on public website. <p>6. Corporal Proposal</p> <ul style="list-style-type: none"> - Ross explained that the proposal was raised at the Senior Management Team (SMT) meeting for consideration. The proposal was not supported. The Corporal rank in other agencies is a supervisor and paid a higher rate. It is considered a promotion. Concluded. 	<p>Ross and Dean</p>
--	---	----------------------

	<p>7. Radio Reception – Cranbrook and Nelson</p> <ul style="list-style-type: none"> - Paul explained there are radio reception issues in several areas of the province including Cranbrook and Nelson. - A briefing note has been drafted and is going forward requesting funding to fix the identified locations. <p>8. Time off for Union Business/past practise</p> <ul style="list-style-type: none"> - Agreement that issues such as this should be addressed at the local level by involving the shop steward and local Inspector. - In accordance with the Collective Agreement leave is to be approved in a timely manner with consideration to maintaining adequate staffing levels. Staff with concerns on union leave requests are to contact Dean Purdy if they have any concerns. <p>9. Joint Union/Management OHS Conference</p> <ul style="list-style-type: none"> - Dean explained that earlier this year, 9 OHS co-chairs from each Correctional Centre, along with Brad Buck from PSA, Sheila Moir BCGEU Staff Rep, and Corrections HQ staff participated in a 2 day OHS conference in Burnaby. - Dean inquired whether a similar conference process could be arranged with sheriff OHS reps from larger courthouses. - It was raised that CSB OHS Committees are comprised of a diverse group of building users and many issues are not sheriff specific. - Management suggested it may be more constructive for a meeting that would result in the 3.2 Committees becoming more active. Action: Dean will propose to management that a 1 day conference involving 3.2 committee members be pursued. The union is prepared to pay some of the costs. <p>10. Satellite Courts – Extra Night</p> <ul style="list-style-type: none"> - Discussed that at one location, often court ends by 1430 on the Thursday, Agreement that in most cases it is best to send deputy home and pay the overtime as opposed to incurring a hotel room cost. - Action: Management to check with Regional Superintendent and discuss at next meeting. <p>11. 1st Aid and AED training</p> <ul style="list-style-type: none"> - BCSS's goal is to have all deputies maintain their level 1 first aid. - Management will review current status as to level of compliance with the multi-year objective with the intent on then continuing to maintain OFA Level 1 certification of deputies. For clarity, a first aid certificate alone does not qualify a deputy to be a designated AED responder/operator. For further information, refer to the AED operator requirements set out in section 4.5.16 of the Sheriff Policy Manual. <p>12. Working Alone</p>	<p>Dean Purdy</p> <p>Management</p>
--	---	-------------------------------------

	<ul style="list-style-type: none"> - The Master Agreement at section 32.5 (b) speaks to indemnity in situations of criminal actions. Specifically, where an employee is charged with an offence resulting directly from the proper performance of their duties and is subsequently found not guilty, the employee shall be reimbursed for reasonable legal fees. Dean will send a request that this issue be addressed with the bargaining principals. - Management is reviewing this situation with regard to possible options should an issues such as this arise in the future. <p>18. Posting of 3.1 minutes – dealt with in subsection 3 above.</p> <p>19. Union Observers for Sheriff Panels - update</p> <ul style="list-style-type: none"> - The system has been in place for about 9 months. - This is an unusual situation as the Employer has requested an observer to be included in every bargaining unit competition process. - The intent of this practice is an effort to instil trust in the panelling process. - Agreed this is working well for all parties at this time. <p>20. Annual Leave</p> <ul style="list-style-type: none"> - Some staff in a couple of offices have recently been advised by their supervisors that the selection of vacation has been put on hold. - Dean raised that Component Agreement lays out parameter for vacation scheduling and prime time vacation. - Discussion on 10% rule and asked employer to review it, union raised corrections vacation formula and will send to employer - . - This issue may be related to shortage of staff but management will inquire further and advise Dean. <p>Action: Management to ascertain more information about this specific vacation scheduling issue and advise Dean.</p> <p>21. “Emergency” - definition</p> <ul style="list-style-type: none"> - The issue is the definition of “Emergency” in respect to the right to refuse overtime. - Union would like the definition that Dave M. provided Wiho in the past so union may review the wording. <p>Action: Mike Eso will be provided with a copy of Dave Maedel’s memorandum.</p> <p>22. CPIC</p> <ul style="list-style-type: none"> - Franck discussed a concern about DOB information for peace officers on CPIC. <p>Action: Franck to gather more information for review with Ross.</p> <p>23. Sergeant and Staff Sergeants – Lateral Transfers</p>	<p>Management</p> <p>Pat Brown</p> <p>Franck Furlan</p> <p>Paul and Dean</p>
--	--	--

