

**Youth Custody Services 3.1 Committee Meeting
March, 02, 2015**

ATTENDING: Lenora Angel, Rick Faoro, Dean Purdy, Brandon Thistle, Michele Aquado, Anita McDonnell, Craig Tott, Jenny Ewing, Mike Eso, Brian Campbell, Kim Fogtmann

AGENDA

- 1.) **Budget, Labour Relations and Grievance Update** – the Employer updated the Union on the current budget deficit they are facing with the announced reduction to federal funding. The two parties also discussed labour relations and grievance related issues at both Centres.
- 2.) **Surplus Parka Letter (Component Bargaining)** – the Employer confirmed that there is a limited supply of parkas that will be made available for staff who are required to perform outdoor duties at Prince George Youth Custody Services during inclement weather conditions.
- 3.) **Correctional Officers doing Sheriff Duties**– the Union raised a concern that some youth custody staff are performing Sheriff transports. The Employer stated that with the pending closure of the Victoria Youth Custody Centre the Victoria Community Support Team have been assisting the Sheriff's during the transition until a viable option for the after hour movement of youth is developed.
- 4.) **Pension Adjustments**–The Union raised an issue with the practice of tracking employee seniority by hours rather than date. The Employer responded that this is the current practice by the folks at the Public Service who are the gatekeepers of the hours of work. Both parties are in agreement with the former practice of seniority by date rather than hours. A conference call has been set up to review with all parties.
- 5.) **Draft Rotation Agreement (Component Bargaining)** – the Union presented a draft response to the Employers post rotational guidelines document for review.. Some minor changes noted. The Employer will provide feedback shortly.
- 6.) **Growth Series PGYCS and BYCS** – the Union raised an issue with regard to employees who were not being paid at the appropriate level. This was an oversight that has been corrected at PGYCS and is not an issue at BYCS. All new recruits will enter the CO growth series at grid 9 for the duration of their orientation training (168 hrs). Once their training is complete they would move to grid 11. They would subsequently move up a grid each time they achieve 913hrs.Once they achieve grid 13 they would move to grid 16 when they achieve another 913 hrs.(this will become grid 18 effective April 01/15
- 7.) **Victoria Youth Custody Centre** – the parties discussed the current timeline regarding the closure of the Centre and where the Employer is at with folks who are still in workforce adjustment and awaiting placement.
- 8.) **Canadian Winter Games Prince George 2015** – the Union provided some feedback on the members who volunteered at the games. Apparently there were some communication issues with

staff being notified in a timely manner with regard to the government support. This has since been rectified and the proper mailing lists are in place for the future.

- 9.) **WES Scores-** The parties discussed the WES survey which is scheduled for later this year.
- 10.) **Supernumerary Regulars-**the Union was seeking clarification with regard to the status of supernumerary regular employees due to the terminology. The Employer provided clarification that these are regular employees who meet the test for conversion and per the agreement are converted. As there is no base staffing position to put them in they are classified as a supernumerary regular until a base position becomes available. They have all the same rights afforded regular employees under the collective agreement with the exception that they do not have a permanent schedule but still work 70 hours every two weeks.
- 11.) **ETO/CTO for training on a Day of Rest-**the Union was seeking clarification with regards to time credits given to staff who attends staff training. All staff training is to be booked in the most efficient manner and staff schedules adjusted accordingly with proper notification (5 days) in accordance with the collective agreement. Days off before and after an employee is changed to a new shift shall be scheduled to ensure that the hours worked are equal to those set out in Article 14 – Hours of Work, of the Master Agreement.
It is the Union's position that when an employee's schedule cannot be changed as per article 15.3 of the Master Agreement, then the applicable overtime under article 16.6 rates will apply.
- 12.) **Annual Leave and Overtime Opportunities** – the Union was seeking clarification on the status of employees who are on annual leave and whether they are eligible for overtime opportunities. The Employer responded that employees who are on annual leave will not be contacted for overtime unless they are required to attend for an emergency whereby the provisions in the collective agreement would apply.
- 13.) **Part Time Regular Agreement** – the Union indicated that a revised part time regular agreement with adult corrections is being considered and whether the Employer would be interested. The Union will forward a copy for review once it is developed
- 14.) **Next Meeting-**The parties agreed to meet every 6 months. The next meeting is scheduled for September 2015