

Youth Custody Services 3.1 Committee Meeting
BYCS
November 30, 2016

Attending: *Office of Provincial Director, Youth Justice:* Lenora Angel, Sarah Watson, *Prince George Youth Custody Services:* Shawn Young, *Burnaby Youth Custody Services:* Anita McDonnell, Andrew Cronkhite, Denise Townsend, *BCGEU:* Craig Tott, Brian Campbell, Mike Eso, Michael Hamze

Chair: Lenora Angel

Recorder: Sarah Watson, Youth Justice Consultant, Youth Justice Program Support | Youth Justice & Forensic Services Branch

Agenda:

1. Introductions and Opening Remarks

2. Budget, Labour Relations & Grievance Update

The Employer updated the Union on the current budget and standing considering the increase of unexpected costs. The two parties also discussed labour relations and grievance related issues at both Centres.

3. Hospital Rest Breaks

The Employer confirmed that on hospital escorts there are usually two staff present to provide breaks, however if there was not two staff, they are following the collective agreement according to hospital rest break provisions. The Employer confirmed that it would be very rare occurrences that two staff would not be on a hospital escort.

4. Part Time Regular Agreement/ Supernumerary

The Union raised a question regarding the establishment of a part-time regular agreement in order to support the retention of auxiliary employees. The Employer was open to talking about this option over time, but given the decreasing counts, it was not a consideration at this point.

5. BYCC & Violence Stats Update & Recommendations

The Employer confirmed that the violent statistics are largely in relation to two youth who have been a challenge. The Employer also advised that strategies have been put in place with regards to both youth to minimize potential for violent incidents. The Union questioned how statistics are tracked to create accurate representation of incidents. The Employer provided an overview of the tracking of statistics and associated responsibilities. The Union acknowledged that staff education on how to properly complete incident report forms to provide for accurate statistical analysis was necessary.

There was further discussion regarding staff safety, the Employer raised the question of migrating from using staff last names to staff first names only. The parties agree to draft policy and explore further movement to staff first names only in the interest of staff safety.

6. Victim Impact Statement

The Union raised concern regarding the discouragement of staff members to proceed with external charges. The Employer assured the Union that the Employer advocates strongly for external charges and that this issue is not occurring at the centres.

7. High Potency Contraband (Fentanyl)

The Union asked what is being done to address this issue. The Employer advised that there are currently working groups that are discussing options and drafting policy with regards to Fentanyl and Carfentanil at this time. The Employer will draft an informative email to all staff regarding the status of this and a reminder of utilizing universal precautions.

8. WES Scores Updates & Solutions

The parties discussed the WES survey and unpacking. The Employer reported moderate to low interest from Component 1 members to participate in the unpacking. The Employer also noted that some of the questions on the survey may be misinterpreted and perhaps further discussion around this issue is warranted.

9. Males Working with Females

The Union sought clarification around the policy about male staff members working with female youth. The Employer clarified that male staff have been deployed (or redeployed) recently to assist on units as a second staff member but that all checks are done by female staff.

10. Substitution & Overtime 24 Hours

The Union sought clarification for substitution pay/acting while on an overtime shift. The Employer will draft a communication for dissemination to staff regarding local policy/procedures when acting in overtime situation. The Union also questioned staff working 24 hours straight. Both parties agreed that this was not appropriate and the Employer agreed to follow up with the circumstances regarding this situation.

11. Vacation Scheduling Process

Both parties agree that they have local procedures which are congruent with the Master Agreement. The Employer also noted that in scheduling vacation time, the component members should be aware that time must be scheduled for periods not less than 3.5 hours so as to allow for auxiliary backfill.

12. Threat Assessment Process

The Union brought forward questions around initiating a Threat Assessment Process similar to what is being utilized in Adult Custody. There were several issues identified and the Employer provided clarification to the Union as to the process for YCS. The Employer committed to educate staff about the process.

13. Shift Exchange 15 Minute Lock Down

Both parties agreed to defer this discussion to a future 3.1 meeting so as to see if the new staffing model will address this concern.

14. Uniform Update

The Union would like to reinstate the “Standard Form of Dress Committee” and address the use of uniforms. The Union has also expressed challenges with getting uniform materials from stores. The centres have agreed to exchange information with each other regarding shared resources. The Employer has also agreed to review the uniform options available at a future Youth Custody Management Committee teleconference.

15. Service Seniority & Lists

The Union has identified an issue regarding service seniority. The Employer has taken steps to rectify the issue by initiating a request through PSA/MyHR. When the Employer receives information back from PSA, they will provide this information to this committee for collective learning.

16. Union Alignment with the Curnew, Draper, O'Brennan arbitration (1999)

This issue was deferred to a future meeting.

Next meeting information:

- Chair: L. Angel
- Minutes: Union
- TBD: Possibly March/April 2017