

3.1 COMMITTEE MEETING

October 12, 2016

BCGEU HQ-Burnaby

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)
- Phil Chafe – Warden (PGRCC)
- Steve Phillips – Warden (NFPC)
- Evan Vike – Warden (KRCC)
- Erin Gunnarson – Director, Policy and Programs
- Myrna Luknowsky – Policy and Program Analyst
- Brad Buck – Manager, Safety Advisory Services

Union Attendance:

- Dean Purdy –Component Chair & BCGEU Vice President
- Brian Campbell –Component 2nd Vice-Chair
- Ken Kay - Component Treasurer
- Brandon Cox – Component Recording Secretary
- Shane Rush – Component Member at Large
- Craig Tott – Component Member at Large
- Patty Schlafen – Component Women’s Representative
- Mike Eso – Staff representative assigned to Component 1

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>Stephanie HQ Update</u></p> <ul style="list-style-type: none"> • Tedd Howard is retiring after 40+ years in the Public Service • Brent Merchant has announced that he will retire February 2017 • Mark Sieben is the new deputy minister for Public Safety and Solicitor General. He will be attending the centres to familiarize himself with the division. <p><u>Segregation - Stephanie</u></p> <ul style="list-style-type: none"> • The Heads of Corrections sub-committee that Stephanie sits on has been tasked with coming up with a national strategy for the use of segregation • CSC has been challenged on their use of segregation. The use of segregation within provincial corrections is also being reviewed especially in relation to inmates with mental health needs • The national strategy will be completed early next year and will provide guidance to all provinces on the use of segregation to ensure consistency • Harry Draaisma is currently offline to review and prepare a report on the use of segregation, the inmate disciplinary process, ESP and alternatives to placement in segregation or ESP. The report is due December 2016 	

<p>Introductory Remarks – Stephanie and Dean (cont.)</p> <p><u>Transgender Inmates - Stephanie</u></p> <ul style="list-style-type: none"> • Staff are adapting well to the policy changes specific to transgender inmates and they are doing remarkable work • The Branch has a contract with Dr. Aaron Devor, who is internationally known for his expertise on transgendered individuals, including inmates, to assist the division with the management of transgender inmates • Further training for staff in this area will be rolling out. It will also expand beyond the lower mainland <p><u>Trauma Informed Practice - Stephanie</u></p> <ul style="list-style-type: none"> • The Branch has a working group established to develop a trauma informed practice for working with inmates • This practice looks at what is behind the criminal behaviour or addiction and have staff engaged in conversations to be able to start the healing for the inmate • The working group will identify the training requirements for staff <p><u>Lower Mainland Recruitment Team - Stephanie</u></p> <ul style="list-style-type: none"> • The lower mainland pilot was developed to improve the churn of applicants that were applying at multiple centres on multiple occasions • The pilot will help streamline the process and reduce the duplication of applicants applying at multiple centres and going through the hiring process multiple times <p><u>Privacy - Stephanie</u></p> <ul style="list-style-type: none"> • Privacy of personal information continues to be issue and all staff are required to take enhanced privacy training • All staff need to ensure privacy is protected when sharing information with inmates or about inmates <p><u>Regional Premier's Awards - Stephanie</u></p> <ul style="list-style-type: none"> • ACCW's complex needs unit won a regional premier's award and are also finalists for the provincial premier's award <p><u>Dean Update</u></p> <ul style="list-style-type: none"> • Dean is committed to ensuring the 3.1 committee meets two times per year • It is important to meet regularly to ensure the open flow of communication • The theme at the national memorial was safety, violence and segregation. Dean suggested that indirect supervision in segregation may assist with lowering violence in segregation • Dean indicated that Ontario Corrections reports positive results with the use of the body scanner and inquired about the use of it in BC • Stephanie advised that OCC will pilot the use of the body scanner starting mid-January 2017. Headquarters will submit a business for more body scanners once the pilot is completed and there is data to support the request. 	
<p>A. Budget and Facilities Update – Stephanie</p> <ul style="list-style-type: none"> • The Division has declared a budget overage and reports monthly on the overage • There has been significant overtime in part due to the commitment to maintain staffed program posts • KRCC has temporarily closed the sprung structure to mitigate overtime until recruitment challenges are relieved • Work is starting on the next Capital Asset Management Plan (CAMP) 	
<p>B. Labour Relations - Stephanie and Dean</p> <ul style="list-style-type: none"> • Dean stressed the importance of open communication between the local chairs and 	

<p>wardens including regular monthly meetings.</p> <p>Labour Relations – Stephanie and Dean (cont.)</p> <ul style="list-style-type: none"> Stephanie confirmed that the meetings are occurring at the centres and acknowledged the importance of open lines of communication and the two parties working together to resolve issues at the local level. 	
<p>C. OCC Opening, Impacts & Update – Stephanie & Steve</p> <ul style="list-style-type: none"> The handover of the building occurred September 30, 2016. The grand opening ceremony is scheduled for October 21, 2016 As of October 12, 2016 35% of the overall staff complement is from other centres. Hiring for correctional officers is complete; however, there may be one more posting for CO's in January Currently hiring for the last round of 10 CS positions. The posting for the instructor and chaplain positions will be out in the next couple of months There are currently two classes involved in ESCS training There are two recruit classes in progress. New recruits will be attending lower mainland centres for shadowing experience. The first intake of inmates is scheduled for mid-January Tours of OCC have been offered to the public and to date, 1200 people are registered for the tours There will not be any closures of centres or sprung structures as a result of OCC opening. 	
<p>D. WES Survey Committees – Dana</p> <ul style="list-style-type: none"> Centres were tasked with establishing focus groups to address the specific issues raised in the WES Centres are committed to working on breaking down barriers 	
<p>E. Indemnity Clause and Current Impacts – Dean</p> <ul style="list-style-type: none"> This was raised at the last 3.1 meeting. Dean indicated that the current language in the master agreement that indemnifies staff against criminal charges is too weak. The union plans to bring this forward to seek changes to Article 32.5 at next round of bargaining The union is currently dealing with this with Sheriff Services 	
<p>F. Supernumerary Employees – Stephanie</p> <ul style="list-style-type: none"> Stephanie advised that the division continues to look at moving PTR's to FTR as soon as possible and ideally not to exceed 12 months. Smaller centres may not be able to achieve this because of lower turnover rates Ideally, existing PTRs will be made FTR prior to a new class coming on line; however, this depends on the individual needs of the centre and current recruitment needs The Division wants to hire full time staff whenever possible as this may help to attract better qualified staff If there are concerns about the length of time staff are PTR status, the local chair should discuss this with the warden 	
<p>G. WSBC Inspection Orders & Centre Consistency- Dean</p> <ul style="list-style-type: none"> Dean stressed that WSBC orders with provincial impacts should be implemented at all centres so that consistent practice of safety protocols can be maintained Stephanie confirmed that WSBC orders are discussed on the monthly workplace safety committee and are applied provincially where applicable The employer is committed to addressing orders that have provincial impacts. The implementation may be different at the centres due to centre design and inmate profile. The employer is committed to maximizing staff safety throughout all centres. Each centre has conducted risk assessments on the use of microwaves on living units and have come up with strategies to mitigate the risk Brandon stressed the importance of consistency for inmate management as there is a risk to staff when there are different practices at each centre 	

<p>WSBC Inspection Orders & Centre Consistency- Dean (cont.)</p> <ul style="list-style-type: none"> • The union asked for safety protocols to be consistent among the centres • Stephanie advised this should be addressed by the local JOHS committees to manage the issues and assess the risk and determine strategies to mitigate the risk. The centres have different designs and inmate profiles and that has to be taken into account as part of the risk assessments • The union feels more should be done provincially with WSBC orders, similar to when the single order for all staff to carry OC spray was issued at NFPC. The provincial director implemented this at all nine jails. • Dean expressed concern that local JOHS committees are not working jointly when there are disagreements on solutions • Dean wants microwaves removed from the jails. There are alternative foods and products available on canteen and he considers microwaves as unnecessary 	
<p>H. Province-Wide Violence Statistics – Dean</p> <ul style="list-style-type: none"> • Dean requested the updated violence statistics from headquarters • The numbers will be provided once they are verified Numbers to be provided to Dean up to end of June 2016 once they are verified • Dean inquired about the Branch’s plan to reduce workplace violence • Stephanie confirmed that the Branch continues to monitor violent incidents, conduct risk assessments and review the inmates that are causing the violence to determine appropriate case management strategies • There are a handful of inmates that are responsible for the assaults. The most effective approach is to deal with inmates individually and develop strategies on a case by case basis • Stephanie advised that the complex needs unit at ACCW has been a successful approach and CDMC is looking at expanding this to the male inmates • The complex needs unit consists of a smaller number of complex behaviour inmates on the unit. The inmates are provided therapeutic interventions on the unit and have individual behaviour plans. This approach includes a training component for staff. • Dean advised he would like to see more movement of problematic inmates between centres to reduce the violence. 	<p>Myrna to provide the violence statistics up to June 30, 2016 to Dean</p>
<p>I. Uniform Committee Update – Teri</p> <ul style="list-style-type: none"> • The committee is working with PDC to obtain a contract for a secondary boot. There has been issues obtaining the Viberg boots recently • The trousers have been narrowed down to two vendors. There have been 12 wear testers (6 men and 6 women) identified around the province. • A field tester form has been developed for the testers to complete as part of their evaluation • The RFP for the soft shell jacket is out and the evaluation of the proposals will occur November 10, 2016 • The committee agreed that layering clothing items is the best option to address the colder temperatures some of the centres experience • The committee isn’t looking at any changes to the Gortex jacket • Dean reminded the group that the component agreement states that all uniforms and clothing issued by the Employer shall, wherever possible, be union made 	<p>Teri to arrange a tour of PDC for Shane Rush and Ken Kay during their next uniform committee meeting</p>
<p>J. Hours of Work Provincial – Dean</p> <ul style="list-style-type: none"> • The union continues to pursue increased hours per work week • This is one strategy to increase the annual salary for members • The union is hopeful the benchmarking exercise will result in an increase in compensation 	
<p>K. Staff Discipline - Dean</p> <ul style="list-style-type: none"> • Dean indicated he has seen an increase in staff discipline and believes some matters are being dealt with too severely 	<p>Stephanie to review the staff discipline</p>

<p>Staff Discipline – Dean (cont.)</p> <ul style="list-style-type: none"> • Dean reminded of the agreement that states the Employer commits to conducting labour relations investigations as expeditiously as possible • Stephanie committed to reviewing the statistics and get back to Dean • Brandon inquired about the threshold for suspension pending an investigation • Stephanie confirmed that an analysis is conducted and provided to the PSA prior to suspension without pay pending the outcome of the investigation being approved • Suspension without pay can only be authorized by the ADM of PSA • Dean posted MOU 10.3 alternative placement agreement on the union board and reminded everyone suspensions pending should be a last resort and only if there is a reasonable safety concern about the affected staff remaining on the job while the investigation is ongoing. <p>http://www.bcgeu.ca/sites/default/files/page/attachments/Alternative%20placement%20during%20suspension.pdf</p>	<p>stats and get back to Dean</p>
<p>L. Hospital Escort New Settlement Agreement- Dean</p> <ul style="list-style-type: none"> • Dean expressed concerns with the increase in single staffed hospital escorts at NFPC and stated risk assessments are not as thorough as they should be • Stephanie advised that staff should raise specific concerns with their supervisor if they feel the risk assessment was not completed properly • Stephanie clarified that this should be discussed at the local level between the local chair and the warden. • Next steps is to attend a meeting with the arbitrator, lawyers, Stephanie, Dean and Brian to discuss issues with the agreement and gain clarification 	
<p>M. Threat Assessment Division – Brad Buck</p> <ul style="list-style-type: none"> • Brad Buck, manager safety advisory services, BCPSA, attended the meeting and provided an overview of the targeted threat of violence assessment process • The threat assessment division provides a structured response to targeted threats against BC Public Service employees • The division provides the client with the support, resources, information and recommendations throughout the threat management process. They act as an objective team focused on identifying and assessing targeted threats of violence, and recommending threat reduction strategies, if necessary. • For the period of January 2013 to September 1, 2016, BC Corrections had 64 targeted threats of violence assessments. 51 of the files were specific to the Adult Custody Division. • Contact with the Threat Assessment Division occurs via the supervisor or manager • If a suspected or actual targeted threat appears imminent, call 911 • Any employee who suspects, discovers, or is in receipt of a targeted threat of violence, as it relates to employment, must report it immediately to their supervisor • The supervisor immediately contacts a manager and the supervisor and manager conduct an internal preliminary evaluation to determine if there is a risk of targeted violence. • MyHR has information for supervisors/managers on how to recognize the potential for a targeted threat of violence in the workplace. • The information can be accessed via the following link: http://www2.gov.bc.ca/gov/content/careers-myhr/managers-supervisors/occupational-health-safety/targeted-violence-suicide-threat • The Employer confirmed that all supervisors and managers are required to complete the Threat Awareness course on ACTS as part of the core training requirements 	

<p>N. Seniority Agreement Update – Dean and Dana</p> <ul style="list-style-type: none"> • Dean and Dana met at VIRCC to discuss some concerns with the calculation of seniority hours • Dean and Dana confirmed that seniority hours are calculated by service seniority hours • There has been some confusion around the terminology related to seniority hours. • This will be clarified at VIRCC, then shared with the rest of the centres 	
<p>O. Victim Impact Statements – Mike and Myrna</p> <ul style="list-style-type: none"> • The current draft of the victim impact statement is with the union for review • Myrna advised that the statement will be re-drafted into the new victim impact template that came into effect in support of the <i>Canadian Victims Bill of Rights</i> 	<p>Myrna to re-draft the current version into the new template and re-circulate</p>
<p>P. BCGEU WSBC Violence Campaign – Dean Purdy</p> <ul style="list-style-type: none"> • Dean advised the union is in the middle of the violence campaign which came as a result of a resolution from the membership in 2014 • The union is looking at expanding the campaign to include billboards and a website • Next steps include meeting with NDP MLA's 	
<p>Q. Benchmark Reviews – Dean</p> <ul style="list-style-type: none"> • The benchmark reviews for CO's and CS's is still in progress • Dean indicates this is an opportunity to receive a mid-contract raise to address low pay for CO's and CS's 	
<p>R. Lower Mainland Recruitment Team – Dana</p> <ul style="list-style-type: none"> • The lower mainland recruitment pilot is an opportunity for coordinated hiring among the lower mainland centres • The team will do all the pre-work for the applicants (COPAT, LSQ) to get them applicant ready. • The applicants will then be placed in a pool of qualified applicants and centres will post to the qualified pool • Centres will conduct interviews and select the candidate • The centres have the opportunity to conduct interviews individually or as a group • The pilot is partially in response to WES survey results regarding staffing practices. • The lower mainland team is putting on information sessions for the applicants to ensure they are prepared for the process and we get the best candidates applying • Dean acknowledged that the pilot will help with transparency and he would like it to be taken a step further to include a team for promotional panels 	
<p>Next meeting</p> <ul style="list-style-type: none"> • TBD 	