

Sheriff Services Article 3.1 Committee

Date: Thursday, November 19, 2009

Time: 10:00 am – 1:00 pm Location: 850 Burdett Ave, Victoria

6th Floor Boardroom

---- Minutes ----

Attended	es	 Wiho Papenbrock (co-chair), Dean Purdy, Peter Clegg, Derrick Goodwin, Drew Hill, Kelly Hunter, Mike Redlick, John Silvester MANAGEMENT – Dave Maedel (co-chair), Peter Robinson (minutes), Wayne Willows, 				
			Sheila Cooper			
ITEM	פוח	CHSSION		ACTION		

I I E IVI	DISCUSSION		ACTION	
A.	Review Agenda			

B. New Business

- Preferred Postings
- Dave M. explained the difficulty in attracting staff to some northern offices. Management is considering a process whereby if an employee accepts a three year posting to one of these difficult to fill locations, the employee would be provided with a lateral transfer of their choice (providing they are qualified etc.) after the expiry of their posting.
- Mgt said this option would only be pursued when other options to fill these positions have been exhausted.
- Union does not have a position at this stage since the lateral transfer policy was not signed off by the Union.
- Action: Mgt will prepare a proposal and share with Union.

Management

2. Uniform Credit Program

- Management wishes to consider the pros and cons of a uniform credit program where staff are provided with a specific number of credits at the beginning of the year and they purchase uniform items with the credits.
- The Vancouver Police Department currently use such a system
- Union said it would be a Component issue but willing to consider the merits of such a process.
- The system would need to be a no additional cost system to the Branch (cost neutral as compared with current system)
- Action: The Uniform subcommittee will review the merits of such a system and report back to co-chairs in January. Peter Robinson to organize uniform subcommittee meeting and distribute VPD model.

Uniform Subcommittee

3. Inner carriers for Ballistic Panels

- As discussed at the January 2009 meeting, Management wishes to move to an inner carrier as soon as possible since the external carrier poses a safety issue during a struggle as the vest can be pulled partly over the head.
- The union estimates between 30-50% of staff currently wear suspenders and this issue will need to be addressed.
- Solutions to help reduce heat issues will also need to be addressed.
- Action: Uniform subcommittee will develop solutions and report back to co-chairs.

Uniform Subcommittee

4. SFCD How Agreement

- Management explained that it wishes to consider a flexible work arrangement for the ITAU members due to evening meetings etc.
- Management is proposing a trial period.
- It is understood that a joint agreement would need to be approved.
- Management reps to work with Wiho on new shift schedule.

5. H1N1 Vaccination

- Union is seeking vaccinations for those employees wishing to receive it.
- Management supports employees taking time off with supervisors consent to receive the vaccination.
- It appears that the vaccinations are now available to the general public at local clinics.
- Action: Mgt will inquire whether sheriffs can receive the vaccination at Correctional Centres but local clinics may be the best option for most staff.

Wayne and Peter R.

6. AG Ministers Meeting

 Discussion about meeting Union representatives had with the Minister and Rob Wood.

7. 3.2, 3.1 and DS Advisory Group Meetings and Minutes

- Union concerned that 3.2 committees are not meeting since Management may not be providing sufficient flexibility in accommodating the meetings in some cases.
- Action: Mgt will review the 3.2 Agreement and determine whether it continues to be an effective process. Wiho to resend list of union designates to Dave. Dave will add Management's designates as appropriate.

With respect to 3.1 meetings, they should be held three times a year. **Action:** Wiho to provide suggested dates for the upcoming year, taking Olympic calendar into consideration.

3.2 meetings should be scheduled a month or so before the 3.1 meeting. 3.2 meetings can largely be conducted by video or conference call if travel is an issue.

Wiho and Dave

Wiho

- Union noted that DS Advisory minutes had several references to "Union says" when in fact this was not the position of the Union.

8. Uniform Issues

Shirts: Management is working with PDC to secure a better quality shirt that is also wrinkle-free. The issue of colour was also discussed. LAPD Blue (dark blue) may not be an option since it does not go well with the blue in current issue pants and would require replacement of pants as well. Action: The Uniform Subcommittee is charged with making a recommendation regarding a better shirt.

 Hoods: Union stated that some PPT requests for hoods for the Gortex jacket have been refused by supervisor. Mgt's position is that if there is a need and desire for a hood, if should be approved.

- Olympic clothing: Efforts are underway to secure suitable gloves, toques, wool socks and long underwear for staff working the Olympics. Gortex jackets with fleece are standard issue. Action: The sheriff Olympic organizing committee and the Uniform Subcommittee will work together in identifying and securing suitable clothing.
- Union mentioned that a sergeant has refused PPTs for uniform entitlement under the Component. Both Mgt and Union agree that PPTs are entitled to the uniform issue as established in the Component.

9. PPT issues

- Orientation of new staff: Union raised issue that new staff may not always receive their union orientation as per the Master since new staff are at the JI for first 9 weeks. Agreed that union rep. should be accommodated during training of new staff at the JI.
 Action: Wayne to discuss with Jim Mancell to facilitate the process.
- Regular meeting with staff: Dave will remind his managers and supervisors to have regular meetings with staff every 30 days.
- Seniority: In situation where a PPT is offered full time status and it is turned down, the PPT will remain at the top of the list for next offer per their seniority.
- Letters to staff after JI training: Future wording of letters to staff to be clear that employee is moving from an auxiliary GL9 to a regular PPT position, not a regular full time position.
- PPTs working full time: General discussion regarding whether Article 31.1(b) provides PPTs with a contractual means by which they can achieve full time status if they have been working full time. Mgt's position is that it does not. This article applies to auxiliary employees only and it's intent to convert auxiliaries to regular status, which PPT already have. Mgt described the means by which a PPT working full time could get full time status depending the needs of the office and other PPTs in the same office receiving full time hours.
- Assignment of PPTs and appointments: Union raised issue that some PPTs cannot schedule wellness programs if they are reassigned to another location without notice. All understand the difficulty in scheduling staff in the lower mainland.

Uniform Subcommittee

Uniform Subcommittee

Wayne W.

Dave M.

10. OSH Review Status

- Peter Clegg provided committee with progress report of the OHS reviews of sheriff offices. Twenty worksites have been reviewed to date and the reports and recommendations are on the Branch's website.
- There are some systematic issues such as risk assessments not always being done and inconsistency around new employee orientation re OHS.
- Union to ascertain whether there is already a joint on-line risk assessment tool. Action: This assessment tool should be reviewed by Derrick, Peter C, Peter R and Chris E to see how it can be used/modified for sheriffs.
- Discussion about new employee orientation regarding OHS.
 Action: Dave requested Peter R to work with JI to develop orientation into on-line orientation or at least as part of the regular curriculum.

Derrick, Peter C, Peter R and Chris E

Peter R.

11. Recruitment and Retention

Next class is in April 2010.

_

12. Training Cycle Reductions

General discussion.

13. Exemplary Service Award

- Discussion surrounding what Ottawa means by "significant discipline" as a criteria for the medals. Management to discuss with Ottawa contacts.
- Union requested representation on the POESM committee. **Action:** Dave will ascertain from Ottawa whether this possible.

14. Conditions for Olympic Staff

Equal treatment of staff assigned to ISU and Provincial Assets was raised.

 Discussed lower mainland staff and assignment to new HQ for travel. There will be issues respecting travel time, parking etc.
 Management will ascertain if car pool vans can be secured for Fraser Valley employees who are commuting to Robson Square.

Dave M.

15. W.E.S. Results

 Union requested greater breakdown of results to regional or even lower levels if available. Action: Management to ascertain whether these further breakdowns are available.

Management

16. Open Sergeant Positions

Update and discussion about the filled and vacant positions.

17. Component Negotiations	
 Will be held in Victoria for two weeks in February at the Union office. Six members from the committee will be at the negotiations. 	

NEXT MEETING: To be determined

Location: