



## Sheriff Services Article 3.1 Committee

**Date:** Thursday, November 19, 2009  
**Time:** 10:00 am – 1:00 pm  
**Location:** 850 Burdett Ave, Victoria  
 6<sup>th</sup> Floor Boardroom

### ----- Minutes -----

<b>Attendees</b>	<b>BCGEU</b> – Wiho Papenbrock (co-chair), Dean Purdy, Peter Clegg, Derrick Goodwin, Drew Hill, Kelly Hunter, Mike Redlick, John Silvester <b>MANAGEMENT</b> – Dave Maedel (co-chair), Peter Robinson (minutes), Wayne Willows, Sheila Cooper
------------------	--

ITEM	DISCUSSION	ACTION
------	------------	--------

<b>A.</b>	<b>Review Agenda</b>	
-----------	----------------------	--

<b>B.</b>	<b>New Business</b>	
-----------	---------------------	--

	1. Preferred Postings	
--	-----------------------	--

- |  |  |            |
|--|--|------------|
|  | <ul style="list-style-type: none"> <li>- 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.</li> <li>- Mgt said this option would only be pursued when other options to fill these positions have been exhausted.</li> <li>- Union does not have a position at this stage since the lateral transfer policy was not signed off by the Union.</li> <li>- <b>Action:</b> Mgt will prepare a proposal and share with Union.</li> </ul> | Management |
|--|--|------------|

	2. Uniform Credit Program	
--	---------------------------	--

- |  |  |                      |
|--|--|----------------------|
|  | <ul style="list-style-type: none"> <li>- 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.</li> <li>- The Vancouver Police Department currently use such a system</li> <li>- Union said it would be a Component issue but willing to consider the merits of such a process.</li> <li>- The system would need to be a no additional cost system to the Branch (cost neutral as compared with current system)</li> <li>- <b>Action:</b> 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.</li> </ul> | Uniform Subcommittee |
|--|--|----------------------|



	<ul style="list-style-type: none"> <li>- Union noted that DS Advisory minutes had several references to “Union says” when in fact this was not the position of the Union.</li> </ul> <p>8. Uniform Issues</p> <ul style="list-style-type: none"> <li>- <b>Shirts:</b> 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. <b>Action:</b> The Uniform Subcommittee is charged with making a recommendation regarding a better shirt.</li> <li>- <b>Hoods:</b> 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, it should be approved.</li> <li>- <b>Olympic clothing:</b> 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. <b>Action:</b> The sheriff Olympic organizing committee and the Uniform Subcommittee will work together in identifying and securing suitable clothing.</li> <li>- 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.</li> </ul> <p>9. PPT issues</p> <ul style="list-style-type: none"> <li>- <b>Orientation of new staff:</b> 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. <b>Action:</b> Wayne to discuss with Jim Mancell to facilitate the process.</li> <li>- <b>Regular meeting with staff:</b> Dave will remind his managers and supervisors to have regular meetings with staff every 30 days.</li> <li>- <b>Seniority:</b> 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.</li> <li>- <b>Letters to staff after JI training:</b> 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.</li> <li>- <b>PPTs working full time:</b> 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. .</li> <li>- <b>Assignment of PPTs and appointments:</b> 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.</li> </ul>	<p>Uniform Subcommittee</p> <p>Uniform Subcommittee</p> <p>Wayne W.</p> <p>Dave M.</p>
--	--	--

	<p>10. OSH Review Status</p> <ul style="list-style-type: none"> <li>- 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.</li> <li>- There are some systematic issues such as risk assessments not always being done and inconsistency around new employee orientation re OHS.</li> <li>- Union to ascertain whether there is already a joint on-line risk assessment tool. <b>Action:</b> 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.</li> <li>- Discussion about new employee orientation regarding OHS. <b>Action:</b> Dave requested Peter R to work with JI to develop orientation into on-line orientation or at least as part of the regular curriculum.</li> </ul> <p>11. Recruitment and Retention</p> <ul style="list-style-type: none"> <li>- Next class is in April 2010.</li> <li>-</li> </ul> <p>12. Training Cycle Reductions</p> <ul style="list-style-type: none"> <li>- General discussion.</li> </ul> <p>13. Exemplary Service Award</p> <ul style="list-style-type: none"> <li>- Discussion surrounding what Ottawa means by "significant discipline" as a criteria for the medals. Management to discuss with Ottawa contacts.</li> <li>- Union requested representation on the POESM committee. <b>Action:</b> Dave will ascertain from Ottawa whether this possible.</li> </ul> <p>14. Conditions for Olympic Staff</p> <ul style="list-style-type: none"> <li>- Equal treatment of staff assigned to ISU and Provincial Assets was raised.</li> <li>- 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.</li> </ul> <p>15. W.E.S. Results</p> <ul style="list-style-type: none"> <li>- Union requested greater breakdown of results to regional or even lower levels if available. <b>Action:</b> Management to ascertain whether these further breakdowns are available.</li> </ul> <p>16. Open Sergeant Positions</p> <ul style="list-style-type: none"> <li>- Update and discussion about the filled and vacant positions.</li> </ul>	<p>Derrick, Peter C, Peter R and Chris E</p> <p>Peter R.</p> <p>Dave M.</p> <p>Management</p>
--	---	---

	<p>17. Component Negotiations</p> <ul style="list-style-type: none"><li>- Will be held in Victoria for two weeks in February at the Union office. Six members from the committee will be at the negotiations.</li></ul>	

**NEXT MEETING:** To be determined

**Location:**

DRAFT