

3.1 COMMITTEE MEETING
January 16, 2009
BCGEU Area Office, Langley
MINUTES

Management Attendance:

Brent Merchant (Provincial Director) - Co-Chair
Lisa Anderson (Warden)
Colin Bulmer (Resource Manager)
Pete Coulson (Deputy Provincial Director)
Steve DiCastrì (Warden)
Steve Dix (Director)
Debbie Hawboldt (Warden)
Joanne Hawkins (Warden)
Lisa Martin (Manager, HR Consulting, BCPSA)
Don Moody (Warden)
Shauna Morgan (Deputy Warden)
John Pastorek (Warden)
Evan Vike (Warden)
David Nixon (LR Consultant, BCPSA)

Union Attendance:

Dean Purdy (Chair, Component Executive) - Co-Chair
Larry Cadieux (Recording Secretary, Component Executive)
Steve Lisik (1st Vice-Chair, Component Executive)
Ron McCabe (2nd Vice-Chair, Component Executive)
Ken Mead (BCGEU Media)
Wiho Pappenbrook (Staff Representative)
Mike Scott (Member at Large, Component Executive)
Tony Tessari (Member at Large, Component Executive)

Regrets:

Derrick Goodwin (Treasurer, Component Executive)
Dina Green (Warden)
Erin Gunnarson (Analyst)
Tedd Howard (Deputy Provincial Director)
Stephanie Macpherson (Deputy Provincial Director)
Dana Tadla (Director)

ITEM	ACTION
<p>Introductory Remarks (Brent & Dean)</p> <ul style="list-style-type: none"> • Dean welcomed everyone • Brent provided an update regarding ACD personnel: <ul style="list-style-type: none"> ◦ <u>Deputy Provincial Directors</u> <ul style="list-style-type: none"> ▪ Tedd Howard – lead on capital projects team ▪ Stephanie Macpherson – lead on strategic health initiative, female offenders ▪ Pete Coulson - operations, labour relations, budget ◦ <u>Resource Manager</u> – Colin Bulmer is new to this position and replaces Kathleen Rawlinson ◦ <u>NFPC Warden</u> – John Pastorek is new to this position ◦ <u>PGRCC Warden</u> – the position has been posted and will be panelled in February • <u>Director, Programs and Strategic Services, Corrections Branch</u> - Lisa Lapointe has accepted a position with Civil Forfeiture; Bruce Bannerman has been filling the position in the interim; a permanent replacement has been found and will be announced soon 	
<p>A. Budget & Facilities (Winfield/ Burnaby Update) (Brent)</p> <ul style="list-style-type: none"> • <u>Facilities</u> <ul style="list-style-type: none"> ◦ FRCC and KRCC interim structures were completed in October 2008 ◦ ACCW – a new 24 bed structure will be completed in mid-February ◦ <u>Capital Asset Management Plan (CAMP)</u> \$185M has been allocated to build the following: <ul style="list-style-type: none"> ▪ PGRCC – 20 female cells to open late in 2009 ▪ ACCW – 104 cells is due for completion in December 2009; the design/build RFP closes soon ▪ Lower Mainland Pretrial Centre (LMPC) – 180 cells (which can expand to 360) is due for completion late in 2012; Planning continues for other interim accommodation and another CAMP for additional facilities to ease inmate count pressures and to build future capacity • <u>Budget</u> <ul style="list-style-type: none"> ◦ ACD continues to face significant resources pressures. Given the world economic conditions, the next few years will pose difficult challenges for both public and private sectors. ◦ Budget announcements should be made in February 2009 at which time financial delegations for next fiscal year will begin to be clarified. 	

ITEM	ACTION
<p>B. Recruitment & Retention/ TMA (Dean)</p> <ul style="list-style-type: none"> • Dean noted that the temporary market adjustment (TMA) has been well received by the majority of staff. • Concerns with respect to the 8% increase for seconded employees (e.g. JIBC instructors) are being worked on • There are two grievances awaiting resolution • Substitution issue is of concern – it has been noted that the difference in pay is no longer enough of an incentive for some employees • Wiho offered thanks to management for approving the TMA and noted that this initiative is a unique event not seen elsewhere in Canada 	
<p>C. Correctional Supervisor Classification Appeal (Dean & Brent)</p> <ul style="list-style-type: none"> • Dean noted that the union is satisfied with results of the CS classification appeal • There are two cases awaiting resolution concerning persons who are no longer employed and who have not yet received their payout 	
<p>D. Overcrowding Pressures/ Split Tier Living Units (Dean)</p> <ul style="list-style-type: none"> • April meeting minutes were referenced with respect to whether or not the ACD is moving towards widespread use of split-tier lockdowns • Brent advised that this is not the case – longer lockdowns are not supported as an effective means of managing inmates • Adjustments have been made at PGRCC where a form of alternating lockdowns had been utilized in the short term • Union members noted that a more difficult inmate profile, coupled with the direct supervision model, presents challenges in terms of safely managing different inmate populations • Across Canada, BC is the only jurisdiction consistently utilizing a direct supervision model; other provinces, for the most part, use indirect supervision • Discussion ensued over the relative merits of the two models of supervision • It was noted that increased inmate-staff ratios have limited the ability of staff to supervise directly; in response, there has been a significant # of FTE applied directly to address staff isolation - it is acknowledged that more can and will be done 	

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<p>E. Uniform Committee Update (Dean & Brent)</p> <ul style="list-style-type: none"> • <u>Gore-Tex jackets</u> – PGRCC have theirs; KRCC, FMCC, NCC and VIRCC will be next; all centres will be equipped by March 2009; • <u>Boots</u> – centres have sampled different boots and a satisfaction survey has been completed; the 6 “ Viberg boot is the preferred boot – an 8” version is also available (the Danner boot was rejected because it marked floors); stock will be available by the end of January • <u>Name tags</u> – Velcro-backed name tags will be utilized for the new fleece vests and jackets; name tags will be sewn on shirts • <u>Rank insignia</u> – awaiting overseas delivery; it is expected that insignia will be available in March 2009 	<p>The Employer to draft and distribute document outlining/ displaying new insignia</p>
<p>F. Labour Relations (Dean)</p> <ul style="list-style-type: none"> • Brent advised that WES surveys are conducted every year in early April • Staff are provided the opportunity and time to fill out the survey • Results are broken down by ministry, branch, division and centre • Dean noted that the union is pleased with communication around LR issues at executive level; and stressed that it is important for communication at the local level to be equally as strong • Brent noted that union and management are working together for the benefit of staff, and that a much healthier relationship exists now relative to the past 	
<p>G. Staff Discipline (Dean)</p> <ul style="list-style-type: none"> • Dean noted that there is currently no language in the collective agreement that permits staff to be suspended with pay, but noted there is a letter to the BCGEU President from the A/Deputy Minister of the PSA stating the employer must seriously look at alternative placement at the work site prior to suspending without pay. • The union would like to see staff placed in another position while the matter of suspension is being resolved • Lisa assured that a process is in place to utilize alternative placement where appropriate; but, it is not always possible to find a suitable resolution 	
<p>H. EPDP & New Values (Dean)</p> <ul style="list-style-type: none"> • Dean noted that new “Values” announced by Government are very subjective; this may prove problematic in terms of assessing a CO working in a living unit • This concern has been raised at the Article 29 Committee • Tony Porter, ACD analyst, and Julie Spiteri, Strategic HR planner are touring all centres (with completion at VIRCC on January 27) and explaining the new EPDP and values 	<p>Training/ orientation to be provided at next 3.1 Committee meeting by Tony Porter</p>

ITEM	ACTION
<p>I. Component Conference Report – Union Report (Wiho)</p> <ul style="list-style-type: none"> • Wiho provided information from the referenced conference; the conference is held to gain knowledge and provide guidance and direction to component members • 3 of the top 5 priorities noted at the conference were staffing/workload/safety issues, labour relations issues, and training and professional development. The top two priorities were not noted due to confidentiality reasons. • Priorities by area are as follows: <ul style="list-style-type: none"> ◦ Victoria – staffing/ training ◦ Nanaimo – staffing/ training/ facilities ◦ Lower Mainland – staffing/ training/ safety ◦ Fraser – training/ safety ◦ Kamloops – labour relations issues/ staffing ◦ Prince George – safety/ staffing/ training/ workload • Wiho noted that there are several areas of mutual interest that could be addressed to help improve the climate in the centres • Brent noted that: <ul style="list-style-type: none"> ◦ ~1,500 staff have gone through phase one of the Harrison conferences which were developed following suggestions of CO, CS, administrative staff and managers ◦ response to the conferences from CO, CS, administrative staff and managers has been positive ◦ phase two of the conference model is now underway with the January 12 – 15, 2009 Leadership Conference which involved joint training with CS and managers ◦ all leadership participants at the conference collectively developed a plan on how to positively address staff engagement with COs in each of the centres (e.g. getting into the units more often to address staff isolation) ◦ this conference model and resulting action plan is unique in Canada ◦ significant changes have been made to address these problems within the division and a commitment has been made to continue to improve the environment at all centres; the current “temperature” in the centres is better than it has ever been ◦ the primary focus is to ensure that the ADW and CS are communicating effectively and working together • Dean acknowledged that significant changes have been made; but changes at the local level should be pursued to improve communication between the local chair and the warden, deputy warden, and ADW 	<p>It was agreed for the Local affected to follow up at the next meeting.</p>

ITEM	ACTION
<p>J. Component Corrections Study – Union Report (Dean & Wiho)</p> <ul style="list-style-type: none"> • A draft document of the referenced report was distributed • Wiho spoke to areas in the document where further discussions are indicated and which include : <ul style="list-style-type: none"> ◦ Overcrowding ◦ Safety ◦ Training ◦ Violence • The union is disappointed in not getting cooperation from the employer in producing this report • Brent explained the process for research projects endorsed by the branch and why management was not involved in this project • The employer agreed to commit to dealing with staff safety. • A spirited discussion on the process and merits of the review took place 	<p>A response regarding the draft report will be provided to Dean by Brent</p> <p>Brent to confer with Stephanie regarding joint safety training and provide Dean with a response</p>
<p>K. World Police and Fire Games (Brent)</p> <ul style="list-style-type: none"> • Dean advised that BCGEU has contributed \$3,000 to the WPFGE and is designing a hockey puck • Brent advised that a uniform has been designed; approval is being sought regarding the design; and, ways of obtaining uniforms without cost to staff are being explored • Means of assisting staff with the registration fee are being considered; billeting for staff is being arranged • Leave to attend WPRG cannot be accommodated outside the provisions of the collective agreement; staff may be able to reach agreement with other staff for shift coverage • Wiho noted that government policy allows for leave arrangements for other similar events, but not WPFGE 	<p>David Nixon will review policy issues that may impact leave provisions for participating in the Games.</p>
<p>L. Local and Component Elections (Dean)</p> <ul style="list-style-type: none"> • Elections will be completed for all local chairs by mid-March; a component chair will then be elected and in place by May 2009 • Dean explained the elections processes 	
<p>M. Peace Officers Memorial – Ottawa & Vancouver/ Victoria (Dean & Brent)</p> <ul style="list-style-type: none"> • <u>Ottawa</u> <ul style="list-style-type: none"> ◦ The memorial will take place on September 27, 2009 ◦ Brent and Dean will advise by June 2009 as to who the participants will be for the Union and the Employer • <u>Vancouver/ Victoria (location rotates)</u> <ul style="list-style-type: none"> ◦ Similar provisions for staff to attend will be posted later in the year 	

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<p>N. Exemplary Service Medal (Dean)</p> <ul style="list-style-type: none"> • Dean noted that members would like to see the medal presented to more line staff • Brent explained the nomination and selection process • Approximately 50% of participants at the November 2008 ceremony were correctional officers • Dean says some retired staff feel that they should qualify for consideration of nomination 	<p>Brent will look into the eligibility/ process for retired staff</p>
<p>Additional Items</p> <ul style="list-style-type: none"> • Dean noted that the BCGEU president is trying to get a meeting with the minister – agenda unknown • On-line courses – completion of such courses is required prior to pay increases; courses are completed on work-time – the issue has been raised as to the amount of time it takes to do the test; ADW Staffing should advise staff in advance of the need to complete these courses • Debbie explained the growth model that determines progress to the next grid level; training must be completed prior to going to the next level – staff are advised of this in advance; staff may ask for time away from their post to complete this training; instructors attached to JIBC are responsible for advising staff of the need to complete training; this will be reinforced at the next Staffing Committee meeting • Some part-time regulars are getting too many hours; Don advised that this is monitored on a regular basis 	
<p>Next Meeting</p> <ul style="list-style-type: none"> • Date and location to be determined 	