

**3.1 MEETING**  
**April 8, 2008**  
**BCGEU Headquarters**

**Management Attendance:**

Brent Merchant (Co-Chair)	Lisa Anderson
Pete Coulson	Jasmine Dadachanji (Analyst)
Steve DiCastrì	Steve Dix
Dina Green	Debbie Hawboldt
Joanne Hawkins	Stephanie Macpherson
Lisa Martin (BCPSA)	Don Moody
Kathleen Rawlinson	Dana Tadla
Evan Vike	

**Union Attendance:**

Dean Purdy (Co-Chair)  
Mike Scott, Nanaimo local chair  
Steve Lisik, Vancouver local Chair  
Derek Goodwin, Secretary Treasurer  
Wiho Pappenbrook, Kelowna BCGEU Staff Representative  
Larry Cadieux, Prince George local chair  
Tony Tessari, Kamloops chair

**Guests:** David Nixon (BCPSA)                      Greg Wood (BCPSA)

**Regrets:** Tedd Howard

ITEM	ACTION
<p><b>A. Budget &amp; Facilities, Winfield Update (Brent)</b></p> <ul style="list-style-type: none"> <li>• Interim structures are being constructed for use while the capital structures are being built <ul style="list-style-type: none"> <li>▪ These structures will add 174 beds</li> <li>▪ We have secured funding to build these structures, provide programming in them, and staff them</li> </ul> </li> <li>• Upcoming capital structures: <ul style="list-style-type: none"> <li>▪ 20-bed addition to PGRCC <ul style="list-style-type: none"> <li>▪ This is intended for programming and for women</li> </ul> </li> <li>▪ 135-bed expansion for FRCC</li> <li>▪ 106-bed expansion for ACCW, which will be a secure building <ul style="list-style-type: none"> <li>▪ SPSC's female inmates will be moved to ACCW in order to make more space available for males at SPSC</li> </ul> </li> <li>▪ There is a new jail planned for the interior of BC, and funding has been approved by Treasury Board <ul style="list-style-type: none"> <li>▪ We are currently in the consultation phase with stakeholders</li> <li>▪ Brent is uncertain how long it will take before we are</li> </ul> </li> </ul> </li> </ul>	

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<p>able to proceed</p> <ul style="list-style-type: none"> <li>• Budget <ul style="list-style-type: none"> <li>▪ Kathleen and Stan Balicki are still finalizing numbers for the 2008-2009 fiscal year <ul style="list-style-type: none"> <li>▪ Brent expects additional resources to put into staffing, but is unable to commit to that at this moment</li> <li>▪ The union is encouraged to hear that there may be more staffing resources coming</li> </ul> </li> <li>▪ Brent reported nothing new with respect to the Federal government's "Get tough on crime" initiative – he has no further information other than what is in the media</li> <li>▪ Brent discussed Dr. Fisher's work that has been done at the centres regarding Organizational Health and provided to the union the summary of Fisher's 233-page report <ul style="list-style-type: none"> <li>▪ Brent advised that resources will be allocated in accordance with the recommendations made in the report</li> </ul> </li> </ul> </li> </ul>	
<p><b>B. Recruitment &amp; Retention (Dean)</b></p> <ul style="list-style-type: none"> <li>• The union's market adjustment request was turned down by BCPSA at the bargaining principals level.</li> <li>• The union advised that the Sheriffs posted a news release yesterday with respect to the wage issue, and Corrections expects to make a similar release in the next two weeks</li> <li>• The union advised that the Constitutional Convention takes place June 5-7, 2008 this year</li> <li>• Brent addressed the wage gap between our COs and CSC COs: the CSC raise took years of negotiation before it came into place, and our staff need to become aware that the change did not take place overnight</li> <li>• The union has engaged a researcher to conduct research and produce a report regarding recruitment and retention (this is scheduled for late summer), and expects this report will supplement the one produced by Fisher</li> <li>• Brent advised that we have an advertising campaign to attract new applicants that will continue through 2008-2009</li> </ul>	
<p><b>C. Correctional Supervisor Appeal (Dean &amp; Brent)</b></p> <ul style="list-style-type: none"> <li>• PSA has provided the union with the response, and the union has 60 days to respond</li> </ul>	
<p><b>D. Criminal Record Check (Stephanie)</b></p> <ul style="list-style-type: none"> <li>• Changes have been made to the Criminal Record Review Act that require Corrections to complete criminal record checks of all staff every five years, and by 2010 we must ensure that all staff have completed checks <ul style="list-style-type: none"> <li>▪ Brent advised that we are compelled to comply with the Act</li> </ul> </li> </ul>	

ITEM	ACTION
and are therefore complying	
<p><b>E. Meeting with PSSG J. Les (Dean)</b></p> <ul style="list-style-type: none"> <li>• Union advised that their meeting with John Les was good</li> <li>• The union will request a meeting with the new Solicitor General</li> </ul>	
<p><b>F. Overcrowding Pressures (Dean)</b></p> <ul style="list-style-type: none"> <li>• The union has been advised that some centres have a split tier lockdown system (e.g. FRCC, NFPC), so queried as to whether the Branch is moving in that direction <ul style="list-style-type: none"> <li>▪ Brent advised that this matter is on the agenda for Thursday's CDMC meeting</li> <li>▪ History: split tier lockdowns began with NFPC's MDO unit because of issues of availability of health care and other resources due to numerous incompatibles among inmates</li> </ul> </li> </ul>	
<p><b>G. Uniform Committee Update (Dean)</b></p> <ul style="list-style-type: none"> <li>• The committee had a good meeting yesterday</li> <li>• Danner boots are scuffing the floors, so alternatives are being reviewed</li> <li>• The union has no real issue with the gortex jacket currently being tested except for the mesh, which they indicated is easy to rectify</li> <li>• Once agreement is finalized on the Goretex jackets the older parkas will be stored at PGRCC and will be available for use at PGRCC and KRCC based on the weather.</li> </ul>	
<p><b>H. Staff Discipline (Dean)</b></p> <ul style="list-style-type: none"> <li>• The union raised the issue of suspension without pay and provided the employer a copy of the letter from the PSA's Assistant Deputy Minister Paul Strasik: the Employer has an obligation to accommodate the employee, if reasonable <ul style="list-style-type: none"> <li>▪ The union is asking wardens to consider alternate placement within the the correctional centres prior to suspending employees without pay based on the A/DM's letter.</li> <li>▪ Union would like more communication between the wardens and local union chairs <ul style="list-style-type: none"> <li>▪ The union acknowledged that the Branch is doing good things and that the Branch is miles ahead of where it used to be, but that there is always room for improvement</li> </ul> </li> </ul> </li> <li>▪ While they have no statistics, it has been brought to the union's attention that some members feel that the quantum of discipline seems to be higher in this Ministry compared to others <ul style="list-style-type: none"> <li>▪ Brent reminded the committee that peace officers are held to a higher standard and this has been stated in arbitration awards</li> </ul> </li> </ul>	

ITEM	ACTION
<p><b>I. OHS – Joint Accident Investigations (Dean)</b></p> <ul style="list-style-type: none"> <li>• The union expressed concern that joint accident investigations are not always being done in a timely fashion <ul style="list-style-type: none"> <li>▪ WorkSafe suggests two to four days as being a timely fashion</li> <li>▪ Union agreed that investigation times have improved</li> <li>▪ Brent emphasized that we have to work cooperatively</li> <li>▪ The union asked whether the Branch maintains statistics regarding such investigations and was advised that we do not</li> </ul> </li> </ul>	
<p><b>J. Joint OHS Training (Wiho)</b></p> <ul style="list-style-type: none"> <li>• The union advised that the Collective Agreement and Master Agreement allows for joint training to be done regarding safety</li> <li>• The union asked if the Branch is interested in doing joint safety training, especially regarding risk assessments <ul style="list-style-type: none"> <li>▪ Brent will consider and discuss it further with Dean</li> <li>▪</li> </ul> </li> </ul>	
<p><b>K. FRCC – External Security (Ron McCabe)</b></p> <ul style="list-style-type: none"> <li>• Ron McCabe is absent, so Dean suggested that the item need not be discussed unless the Branch has something to say</li> <li>• Brent stated that if it is not of a provincial nature, we do not need to discuss it at this meeting – it should be dealt with at the local level</li> </ul>	
<p><b>L. Hiring Summer Students (Dean)</b></p> <ul style="list-style-type: none"> <li>▪ The union asked if summer students we going to be hired. The Employer stated that if they did hire summer students they would be members of the BCGEU just as all new employees.</li> </ul>	
<p><b>M. Retiring &amp; Rehiring (Dean)</b></p> <ul style="list-style-type: none"> <li>• The union has heard that staff have retired and then been rehired</li> <li>•</li> </ul>	<p>Stephanie will look into this and consult with Dean</p>
<p><b>N. Part Time Regulars Plus Update (Dean)</b></p> <ul style="list-style-type: none"> <li>• This seems to be working well for everyone so far</li> </ul>	
<p><b>O. Peace Officers Memorial – Ottawa/Vancouver (Dean)</b></p> <ul style="list-style-type: none"> <li>• Ottawa <ul style="list-style-type: none"> <li>• This memorial takes place at the end of September</li> <li>• Wiho and Dean will be attending this memorial</li> <li>• The Branch has not yet decided who to send, but will inform Dean once individuals have been selected</li> </ul> </li> <li>• Vancouver <ul style="list-style-type: none"> <li>• The BC memorial is taking place in Vancouver this year</li> <li>• Brent advised that people will be sent the same way in which they have been sent in the past</li> </ul> </li> </ul>	
<p><b>P. Additional Items</b></p>	

ITEM	ACTION
<ul style="list-style-type: none"> <li>• <u>World Police &amp; Fire Games (Brent)</u> <ul style="list-style-type: none"> <li>• Donna Main (SPSC) is promoting these 2009 games</li> <li>• The Branch will support staff to go to the games, but we will know more details regarding the extent of support once we know how many people are interested               <ul style="list-style-type: none"> <li>• At a minimum, uniforms will be provided to our teams</li> </ul> </li> <li>• Brent suggested that he and Dean should discuss the issue of time off and see if we can do anything (if possible) regarding a person who wants to participate but is unable to get time off because they are too low on the list</li> </ul> </li> </ul>	
<p><b>Q. Next Meeting</b></p> <ul style="list-style-type: none"> <li>• Tues. Oct. 21, 2008</li> <li>• Location TBA</li> </ul>	