



September 22, 2008

GORTEX JACKETS

Together with Dean Purdy I am pleased to announce the Adult Custody Division, in consultation with the Uniform Committee, is proceeding with an amendment to the uniform issue – a new Gortex jacket and fleece will be issued.

We have heard from staff at union meetings, via emails, at staff forums and the Harrison conferences that the uniform jackets currently being issued needed to be changed to a better and more effective material. Samples of the new Gortex jacket and fleece have been field tested at each centre and have been unanimously endorsed. Based on the field tests and discussions with members of the Uniform Committee, the Employer and the British Columbia Government and Service Employees' Union Representatives have signed an amendment to Article 12 of the Correctional and Sheriff Services Component Agreement removing the patrol jacket, parka and fleece/vest from the uniform issue and replacing them with the new Gortex jacket and fleece. The amendment is attached for your review.

The new jackets will be available in three lengths and a variety of sizes. The fleece comes in one of two weights, suitable for -20 C or -40 C. Staff will be provided with an opportunity to try on samples at their centre after which all uniformed staff will receive one jacket and one fleece according their length, size, and preference.

More information will come from your centre within the next few weeks with specific details on what to do with the old uniform issue and procedures for ordering your new jacket and fleece. We will be retaining the old parkas currently in stock in the event they might be needed at a future date.

We thank those officers who field tested the new Gortex jacket over the last number of months and who suggested many improvements to the design. Your suggested changes have been incorporated into the final design. Feedback and suggestions for improvement from staff at all levels continue to drive positive change within our division and we thank you.

We also thank members of the Uniform Committee for working through the technical details that resulted in this positive change:

Don Moody	NCC
Steve DiCastrì	FRCC
Lisa Anderson	ACCW
Kathleen Rawlinson	HQ

Dean Purdy	VIRCC, Local 101
Ron McCabe	FRCC, Local 104
Tony Tessari	KRCC, Local 105
Larry Cadieux	PGRCC, Local 11

Brent Merchant
Provincial Director
Adult Custody Division

Dean Purdy
Component 1 Chair
Correctional & Sheriff Services Component

Protect communities, reduce reoffending

Ministry of
Public Safety and
Solicitor General

Corrections Branch
Adult Custody Division

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MEMORANDUM OF AGREEMENT

between

THE GOVERNMENT OF THE PROVINCE OF BRITISH COLUMBIA

Represented by the

BC PUBLIC SERVICE AGENCY

and the

B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION (BCGEU)

**Re: Fourteenth Correctional and Sheriff Services Component Agreement.
Article 12 – Uniform Issue**

The Parties agree to amend Clause 12.1(a) and 12.1(b) as follows:

ARTICLE 12 – UNIFORM ISSUE

12.1 Issue

(a) *Initial Issue (Regular Employees)*

For regular employees in the Correctional and Sheriff Services Component who are required to wear uniforms the initial issue shall be:

Adult Custody

- 1 gortex style jacket
- 1 fleece jacket
- ~~1 bomber jacket~~
- 4 slacks
- 3 slacks (work) (camp & gang officer only)
- 1 fleece jacket/vest
- 7 shirts – long or short sleeve
- 2 ties
- 2 pairs footwear (shoes or ankle boots) as selected by the employee
- 1 pair boots (work)
- 1 belt
- 1 cap (ball type)
- 1 cap (dress)
- 1 cap cover
- 7 pairs of socks (regular issue or work socks)
- ~~1 parka or raincoat~~

Youth Custody

- 1 jacket (patrol or fleece/liner/bomber)
- 1 coat (parka, shell and liner)
- 4 pants (gang or cargo)

- 1 shorts (generic or cargo)
- 1 sweater (long sleeve or vest)
- 7 shirts (short or long sleeved, polo/cotton blend)
- 2 footwear (boot or runners)
- 1 pair work boots
- 1 belt
- 1 ball cap (cotton, supplied by centres)
- 7 pairs of socks

If, due to medical reasons, an employee cannot be fitted with regular issue footwear, the Employer will provide one pair of (appropriate) black footwear of equivalent safety issue up to a maximum of dollars \$155 per pair effective April 16, 2006, \$160 effective April 1, 2007, \$165 effective March 30, 2008 and \$170 effective March 29, 2009.

~~Camp, gang and patrol officers shall be issued a parka. All other regular employees may substitute a raincoat for the parka issue.~~

Each year thereafter seven pairs of socks.

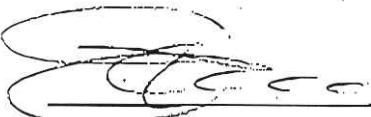
(b) *Initial Issue (Auxiliary Employees)*

Adult Custody

1 gortex style jacket

- ~~1 bomber jacket~~
- 4 slacks – one must be dress, remainder cargo or work (camp and gang officer only)
- 1 sweater – vest or long sleeve
- 4 shirts – long or short sleeve
- 1 tie
- 1 pair footwear (shoes or ankle boots) as selected by the employee
- 1 pair boots (work) (camp and gang officer only)
- 1 belt
- 1 cap (ball type)
- 1 cap (dress)
- 1 cap cover
- 7 pairs of socks (regular issue or work socks)
- 1 fleece jacket (for employees working in facilities in the Northern Region, Interior Region, Nanaimo Correctional Centre, Ford Mountain Correctional Centre and Alouette Correctional Centre for Women)
- ~~1 parka~~

Auxiliary employees who have not been issued all items listed in Clause 12.1(a) above will receive the remaining items upon becoming eligible for benefits pursuant to Master Agreement Article 31.9.




 For the Union

SEPT 15, 2008
 Date



For the Employer

Date

For information purposes only. Not part of the component agreement.

Gortex Style Jackets

The gortex style jackets will be supplied in the following seven sizes:

- XS
- SM
- M
- L
- XXL
- XXXL
- XXXXL

There will be three body styles available:

- Regular length
- Tall (2 inches longer)
- Xtall (4 inches longer)

The regular and tall will have the two sleeve size options: regular and long.
The Xtall will only have the long sleeve option.

Fleece

The inner fleece will be available in two weights:

- 200 weight (rated at 20 below zero)
- 300 weight (rated at 50 below zero)

Staff at all centres will have the choice of either the 200 or the 300 fleece.
Sample sizes will be provided at each centre so staff can try them on to confirm sizing prior to ordering.