

3.1 COMMITTEE MEETING
November 3, 2009
Sheraton Airport Hotel - Richmond, BC
MINUTES

Management Attendance:

Brent Merchant, Provincial Director / Co-Chair
Stephanie Macpherson, Deputy Provincial Director
Tedd Howard, Deputy Provincial Director
Pete Coulson, Deputy Provincial Director
Michelle Colenbrander, Manager, HR Consulting - BCP
Dawn Kelly, Warden - ACCW
Debbie Hawboldt, Warden - SPSC
Dina Green, Warden - VIRCC
Don Moody, Warden - NCC
Evan Vike, Warden - KRCC
Joanne Hawkins, Warden - PGRCC
John Pastorek, Warden - NFPC
Steve DiCatri, Warden – FRCC/FMCC
Steve Dix, Director - Policy and Programs
Dana Tadla, Director – Recruitment and Employee Engagement
Colin Bulmer, Resource Manager
Derek Tangedal, Analyst / Recorder

Union Attendance:

Dean Purdy, Chair - Component Executive / Co-Chair
Ron McCabe, 1st Vice-Chair - Component Executive
Tony Tessari, 2nd Vice-Chair - Component Executive
Derrick Goodwin, Treasurer - Component Executive
Mike Scott, Recording Secretary - Component Executive
Wiho PAPENBROCK, Staff Representative
Rob Lajeunesse, Member at Large - Component Executive
Peter Clegg, Member at Large - Component Executive
Ken Mead, Communications Officer - Component Executive

ITEM	ACTION
<p>Introductory Remarks - Brent and Dean</p> <ul style="list-style-type: none"> Brent indicated that Maureen Szatmary, administrative assistant to the provincial director, Don Moody, warden, NCC, and Stephanie Macpherson, deputy provincial director, are leaving government service 	
<p>1. Budget – Brent</p> <ul style="list-style-type: none"> Brent indicated that Adult Custody Division was able to maintain all correctional staff as a result of the budget announced earlier this year. 	
<p>2. Facilities (Surrey and Winfield) – Tedd</p> <ul style="list-style-type: none"> Tedd provided a review of the upgrades of the accelerated projects. 36 projects totalling \$38 million are underway utilizing 100% provincial dollars for the upgrades. Some projects are large multi-year projects. Video quality will be improving; the goal is to have audio attached to video for evidentiary purposes. ACD is having a closer look at general security issues to ensure our technology is up to date. CAMP (Capital Asset Management Plan) - \$185 million to create 24 bed addition at PGRCC (~ early spring 2010 completion), 104 secure cells at ACCW (~ spring 2011 completion), SPSC expansion in Surrey (~ fall 2014 completion) Business case for SPSC expansion still needs to be completed. This has been the largest investment in provincial correctional facilities in BC. Dean stated that the BCGEU will continue to push for another interior facility. 	
<p>3. Master & Component Bargaining Update – Dean</p> <ul style="list-style-type: none"> Dean indicated that Component bargaining is set for February 16-25, 2010, Victoria Union Hall, 2nd floor boardroom. Dean also mentioned that Master Agreement bargaining takes place between January 12 and April 2010. 	
<p>4. Standards of Conduct Changes – Brent and Dean</p> <ul style="list-style-type: none"> Dean stated his opposition to the requirement for employees to sign a declaration acknowledging their review of the revised Standards of Conduct for Corrections Branch Employees. Dean also stated the union was opposed to the recent changes and has advised the Branch outlining this in a recent letter. Brent clarified that the revision was done in response to change made to the BC Public Service Standards of Conduct. 	
<p>5. Overcrowding pressures – Dean</p> <ul style="list-style-type: none"> The union wants to see other solutions to the overcrowding issue including a new jail somewhere in the Central Okanagan. Brent agreed that overcrowding remains an issue. Brent indicated that new federal legislation (Bill 15 and Bill C-25) and changes to how remand time is credited may have some 	

<p>impact, although what that will be remains to be seen.</p> <ul style="list-style-type: none"> • Brent confirmed that the Capital Asset Management Plan will provide much needed relief as the facilities listed above come “on stream”. • Dean informed the committee that BC is the only Province with the direct supervision model. 	
<p>6. Uniform Committee Update – Dean & Steve</p> <ul style="list-style-type: none"> • The Gore-Tex jacket and fleece roll-out went well; staff are pleased with the clothing. 	
<p>7. KRCC Meeting Update – Brent and Dean</p> <ul style="list-style-type: none"> • A meeting took place among Brent, Dean, Evan and Tony to discuss the resolution of certain issues at KRCC. • Evan mentioned mutual commitment to staff and each other. • Tony wants to smooth out the process to avoid further issues. • A message from Tony and Evan was prepared and sent to all staff at KRCC advising of the meeting and plans for the future. • Dean agreed it was a good first step. • The next meeting will be in 2010. 	
<p>8. Labour Relations – Dean</p> <ul style="list-style-type: none"> • Dean stated there has not been a significant increase in grievances. • Dean feels that in the last couple of months things are starting to slip, citing issues related to the revised Standards of Conduct and H1N1. • Dean reinforced the need for good communication between union and management and commented that it is a good idea for wardens to give the union a heads-up on issues. • Dean also stated that it is important for staff to know that the union and management are communicating on a regular basis. 	
<p>9. Meeting with PSSG Minister – Dean</p> <ul style="list-style-type: none"> • A meeting between the Solicitor General and the BCGEU President has been scheduled for November 17th, 2009. 	
<p>10. Migrants at VIRCC/FRCC – Brent and Dean</p> <ul style="list-style-type: none"> • Brent outlined the planning and steps taken to accommodate the recent arrival of 76 migrants in Victoria. • Brent commended staff at VIRCC and FRCC for their management of this event. • Dean requested notice as soon as possible should there be another arrival of migrants. 	
<p>11. Communications and Media – Brent and Dean</p> <ul style="list-style-type: none"> • Brent stated that the Corrections Branch utilizes a single point of contact (through Marnie Mayhew of the ADM’s office) for all media enquiries to ensure consistency of messaging and to try to elevate the professional profile of correctional staff in a rationale and meaningful manner. • Dean appreciates communicating with both Marnie and Brent and keeping the doors of communication open. 	
<p>12. Joint Safety Training – Wiho</p> <ul style="list-style-type: none"> • Wiho suggested that joint safety training be endorsed and facilitated by management and the union. 	<p>Wiho to contact Pete and Tony by November 13, 2009.</p>

<ul style="list-style-type: none"> • Areas of interest are <ol style="list-style-type: none"> 1. Online risk assessment tool 2. Training needs with respect to staff safety. 	
<p>13. OHS Terms of Reference – Wiho</p> <ul style="list-style-type: none"> • Wiho commented that the new OHS TOR are substantially satisfactory but he needs to follow up on one aspect regarding contacting WorkSafeBC. 	<p>Wiho to contact Pete and Tony by November 13, 2009.</p>
<p>14. PTSD Report – Wiho</p> <ul style="list-style-type: none"> • Wiho distributed a report prepared in Saskatchewan entitled Post-Traumatic Stress Disorder in Corrections Employees • It is suggested that BC Corrections may wish to undertake advanced research in this field of study. • Brent will ask Carmen Gress, director, Research and Planning and Dr. Olley, director, Mental Health Services to review the report and related data. 	<p>Wiho to contact Pete and Tony by November 13, 2009.</p>
<p>15. World Police & Fire Games wrap up – Brent and Dean</p> <ul style="list-style-type: none"> • Brent noted that the games were a great success and acknowledged BCGEU involvement (e.g. provision of pucks and t-shirts). • Brent and Dean acknowledged Donna Main of SPSC for her hard work in helping to coordinate Corrections Branch participation, as well other staff in custody and community. • Brent stated that it was a great experience for participants and volunteers and a great source of pride for staff whose excellent efforts resulted in the winning of a significant number of medals. • Brent noted that the CorrPoint site proved to be a significantly valuable tool of communication during the games. 	
<p>16. Exemplary Service Medal – Ron</p> <ul style="list-style-type: none"> • Ron confirmed that this is a standing agenda item at 3.2 meetings. • Ron suggested that there appears to be a disproportionate number of medals awarded to managers relative to line staff. • Ron also expressed concern regarding the selection criteria utilized in the past and specified that they should be issued at a greater rate and that more living unit officers should receive it. • Brent provided an overview of the selection process, noting that while there may have been difficulties in the past, the current process is quite rigorous. Suggested recipients require the approval of local management teams, CDMC and SMC prior to the submission of their names to Ottawa for final approval. 	
<p>17. Peace Officers Memorial – Ottawa/Vancouver wrap up – Dean</p> <ul style="list-style-type: none"> • Dean noted that everything went well with the memorial ceremony in Ottawa. • • Dean provided an update on the BC memorial in Vancouver and stated that everything went well. • Dean will provide photos to Brent for the Corrections Connection. 	<p>Dean to provide photos of Peace Officer Memorials to Brent for the Corrections Connection.</p>
<p>18. Hiring Freeze – Brent</p> <ul style="list-style-type: none"> • Brent noted that although not a “freeze”, the BC PSA has 	

<p>instituted a new hiring process that utilizes a “one employer” model.</p> <ul style="list-style-type: none"> • Michelle reinforced that this will reduce redundancy and duplication of process to provide a more streamlined and efficient hiring model • Michelle also confirmed that the merit principle still applies and all applicants will need to have the skills and abilities to obtain a position. 	
<p>19. H1N1 Update – Brent and Stephanie</p> <ul style="list-style-type: none"> • Stephanie provided an overview of provincial and site-specific H1N1 plans and offered the following information: • ACD has entered into an MOU with PDC for 3 months supply on hand of flu supply stock (masks, gloves, sanitizers etc.) • Cleaners and sanitizers continue to be sent to all centres and cleaning regimes have increased. • HC will post which type of equipment should be used by staff on cell doors (e.g. gown, mask, etc.) • Weekly meetings are scheduled to occur with Dr. Rethon, Dr. Yamanaka, HQ staff, centre staff and the health care contractor. These calls will continue throughout the flu season. • Vaccination, flu and hygiene posters have been sent to all centres. • Stephanie stated that CorrPoint contains the most current information concerning the management of H1N1. • Overarching principle is to minimize spread and exposure. • Stephanie provided a presentation on the May 2009 PGRCC Review of the H1N1 Outbreak. • Dean asked for clarification concerning the availability of vaccine for staff. Stephanie responded that the Corrections Branch is obligated to comply with decisions reached by the Public Health Agency of Canada and therefore is unable to provide specific timelines as to the availability of vaccine for staff. Stephanie also pointed out that the Branch does not have the legal authority to approve or influence the roll-out or timing of the H1N1 vaccine. Dean made it clear that the union’s position is that the vaccination should have been provided to all front line staff at the same time it was offered to the inmates. 	
<p>20. Federal Smoking Policy – Ron</p> <ul style="list-style-type: none"> • Brent mentioned that CSC is appealing the recent federal court decision that overturned an outdoors smoking ban for inmates. • As a result, Brent stated that in the meantime ACD policy and practice remains in place. 	
<p>Next Meeting</p>	<p>TBD</p>