

# ARTICLE 29 MINUTES

## MINISTRY OF PUBLIC SAFETY & SOLICITOR GENERAL

January 25, 2011

### Attending:

#### MANAGEMENT MEMBERS:

Julie Spiteri Co-Chair (*Organization Development Team*)  
Steve Martin (*Superintendent of Motor Vehicles*)  
Elenore Clark (*Deputy Provincial Director, Community Corrections*)

#### UNION MEMBERS:

Dean Purdy Co-Chair (*Corrections and Sheriff Services Component*)  
Mike Eso (*BCGEU Staff Representative*)  
Judy Fox-McGuire (*Corrections Branch*)

#### GUEST OF MANAGEMENT MEMBERS :

None

#### Regrets:

Ron McCabe (*Correctional Officer, Fraser Region Correctional Centre*)

#### Recording Secretary:

Caitlin Quigley (*Management Services*)

### Last Meeting Minutes

- Last meeting minutes – a few small items require updating – otherwise accepted.

#### 1. Review of Terms of Reference (All)

- Discussion on revision of the Terms of Reference. It was agreed that this item to be taken away by Union members for review and discussion/suggestions to be brought forward for next meeting.

#### 2. H1N1 SPSC Update(Union)

- Three inmates at Surrey Pretrial Services Centre were quarantined due to flu-like symptoms. Confirmed that inmates did have H1N1.

#### 3. WES Update

- We continue to be fully committed to understanding and enhancing employee engagement and the WES program will continue. A full survey is planned for Spring 2011; decisions about future surveys will likely be made at that time.
- Professional Development scores declined, across public service and therefore BC STATS conducted a second survey to dig deeper as to why the scores were low.
- Discussion about how it takes time to see and measure the effects of every work place's efforts to improve their work environment.

#### 4. Tamil Migrants- FRCC Upgrades & Media Update

- Current standing is that there is no news to report at this time. Rumours continue that additional migrants may be headed our way and the CBSA has committed to informing the ministry if and when they are able to confirm.
- Dean reports there have been media articles generated regarding facilities upgrades at FRCC. These include six new trailers, wiring, and satellite upgrades.

#### 5. North Fraser Pre-Trial Centre – Staff Assaults Update

- Union raised concerns that due to staff and inmate ratios there is potential for violence to increase.
- The union also raised concerns over inmate on inmate violence as well as staff assaults. The union has requested that two staff be present in all living units.

#### **6. Bill C-25 Impacts of Federal Crime Legislation - Update**

- Federal Government is expected to expand its facilities due to new legislation, specifically Bill C-25 and Bill S-10. It is currently unknown what the Provincial impact of this Federal increase will mean – more than likely it may result in an increase. The employer is anticipating an approximate increase of 271 over 3 years (based on Federal numbers). Union calculations have determined there is potential for a higher impact.
- To Do: Elenore Clark will follow up if there is any new numbers to report.

#### **7. Ministers Meeting Update**

- Dec 6<sup>th</sup>, union met with the Honourable Rich Coleman. In the meeting the union raised concerns regarding the increased counts and the increase in violence at all six maximum security jails. The minister has agreed to tour NFPC in late January or early February. Also raised at the meeting were discussions on the need for new facilities, the Federal Government's get tough of crime legislation, the need for split tier lock downs, and the issue around wages and how Provincial Correctional Officers are \$15,000 behind Federal Corrections and slipping down the scale, Nationally

- **The meeting was also attended by Component 6 chair Doug Kinna. The Union presented their briefing on the issues raised by Component 6 at the meeting with the minister including: high caseload numbers, retention of probation officers and the increasing complexity of the clients that we are now seeing in the Community Corrections offices.**

#### **8. Update on Okanagan Jail**

- Expression of interest for new jail went out to communities, however there is not an update at this time, other than there were a few interested communities right away.
- Union expressed a view that there is still a need for two more jails in the Okanagan and lower mainland to deal with overcrowding.

#### **9. EPDP Update**

- The 2010 WES results indicated an employee concern that the current EPDP process is not working as well as it was intended. As a result, the BC Public Service Agency is looking at the "tool" and "process" with the intent to make this a more productive process and user friendly tool. It is anticipated that a new or revised tool and process will be ready for implementation by June 2011.
- Clarification about the across public service announcement that went out about EPDP. For this fiscal 2010/11 it is expected that every employee will have a performance evaluation. More importantly it is important that there is ongoing conversation between employee and supervisor.
- Further discussion of the committee's role and how we can have a positive impact on implementation occurred.

### **STANDING ITEMS**

#### **10. Adult Corrections Overcrowding and Gangs Need for New Facilities**

- Overcrowding continues to be a problem. Union raised the concern that it is becoming more and more difficult to supervise the inmate population as mental health and gang issues increase the complexity of supervision.
- Union would like minutes to reflect that they are opposed to Correctional Officers working with Sheriff Services for high profile cases.

#### **11. Article 29 Community Corrections Sub Committee**

- Minutes have not yet been approved, and will be sent out at a later date.
- The Article 29 subcommittee has been working on issues such as caseload numbers and the retention of trained staff that are currently leaving provincial community corrections for work in Federal Parole. At the Article 29 committee, there was a discussion between the employer reps and the Union reps about the reasons that people were leaving such as lower caseloads at the Federal level as well as increased salary levels. The Union suggested that this is an emerging issue and merits continued attention. A temporary market adjustment was one solution put forward by the Union for consideration.

#### **12. Final Remarks/Closing**

Next meeting: March 22, 2011

2994 Douglas Street (BCGEU Building)

Meeting Adjourned: 12:00 pm