

Two more guard assaults in overcrowded Metro Vancouver jail

A Matter of Time, by Neal Hall, Dec. 23, 2010, Vancouver Sun, recaps a tragic December 2010 event and outlines safety issues of overcrowding, staff-to-inmate ratios and the tools we need to complete our tasks. Unfortunately this is not an isolated incident.

Two more jail guards were recently assaulted at the North Fraser pretrial centre, including one officer who suffered a concussion, a union official said. "This is just another example of how violence levels are increasing in our overcrowded prisons," said Dean Purdy, chair of corrections and sheriffs services of the B.C. Government and Service Employees' Union.

The latest violence brings the number of assaults against staff to 34 within the last two years, he said.

The latest took place earlier this week when a guard was spat on by a prisoner, causing the officer to fall and strike his head, resulting in a concussion. Another incident last weekend involved a prisoner throwing hot butter, mixed with sugar and bleach, in the face of another prisoner, which splashed on a guard, causing burns to the skin.

"I'm pretty sure the butter incident is gang related," Purdy explained.

North Fraser was built a decade ago for 300 prisoners but now holds more than 600 prisoners, he said. The ratio of prisoners-to-guards now is 60-to-one, double what it was a decade ago, Purdy said. Purdy and other union officials met two weeks ago with Solicitor General Rich Coleman to discuss overcrowding in the nine jails across B.C. The minister said he would review staffing levels.

"Studies have shown that when you have overcrowding, violence will go up," Purdy said, adding that a study done two years ago found that 73 per cent of jail guards do not feel safe. "We have 50 per cent more Workers Compensation claims for violence than police," Purdy said.

He said B.C.'s jails are operating 200 per cent over capacity.



North Fraser Pre-Trial Centre (NFPC).

The provincial government plans to build a new 720-bed jail in the Okanagan, to be completed by 2015. But the union is urging the government to build two new jails to meet increased demands put on the system by new federal government legislation, which aims to increase the length of time prisoners spend in custody.

The B.C. government has announced a \$185-million corrections expansion plan that includes an additional 20 cells for women at Prince George Regional Correctional Centre, 104 new cells at Alouette Correctional Centre for Women, expected to be complete by the spring of 2011, and the 180-cell expansion of the Surrey Pretrial Services Centre, expected to be complete by 2013.

Jails are operated by the provincial government, which house prisoners awaiting trial or sentenced to two years less a day. Sentences of more than two years serve their time at federal prisons.

- *One of the issues being given attention to by your Component executive is the officer-to-inmate ratios that you may hear about in the media. Your local executive, along with your Component executive, need your support. Please take the time to view the media coverage available on the BCGEU website Component 1 tab.*

MESSAGE FROM THE CHAIR

As we move through 2011, the common theme among Component 1 members has been doing more with less, whether you're a correctional officer working alone in a living unit completely double-bunked with a count originally designed for half the amount of inmates you're supervising, or a deputy sheriff working in a court house that can't run a court trial due to a lack of deputy sheriffs to properly staff a court room. When we're put into positions like this, staff safety comes into play.

Overcrowding and assaults against staff seem to be the common theme and something that's getting worse as each year goes by.

We've lobbied for new jails and have been successful, but those won't provide any relief for three to five years. Until they address the officer-to-inmate ratios in the living units, very little will change.

We recently met with some senior WorkSafeBC officials and put them on notice that working alone in a living unit with up to 60 inmates is unacceptable and something WorkSafeBC needs to address before someone gets killed in the line of duty.

I can assure you we will not lie down and roll over when it comes to the safety of our members.

We have brought these issues up with the Adult Corrections provincial joint union/management committees, both the AG & PS/SG joint union/management Ministry Article 29 committees, and in meetings with the Minister of AG & PS/SG, as well as hundreds of media interviews.

We will continue to push these issues in the coming months, all the while getting more creative by using resources available to us.

We're aware of the incidents of violence inside the Youth Custody Centres and are working with the shop stewards to monitor the situation.

The B.C. Sheriffs are now responsible for exacting DNA evidence and have taken on the "Con Air" program, two issues we have been pushing for many years. We're still hopeful this government will realize what we've been saying for years – how underutilized the B.C. Sheriffs are.

We've been advocating for them to help the police with traffic duties and start acting on the 25,000 outstanding warrants that currently exist in B.C.



Doing more with less is also something we've been forced to do by this government.

In 2010 they told us what they think about the working people in this province by forcing us to take a two-year net zero wage increase while taking increases for themselves when the cost of living is rising daily and we are falling further and further behind.

Correctional officers are now in seventh place nationally and \$15,000 behind our federal counterparts, while B.C. Sheriffs are still one of the lowest paid peace officer occupations in this province and \$13,000 behind Alberta Sheriffs.

The next round of bargaining is only a year away and I will be seeking your support when the time comes.

I want to thank the corrections staff that participated in the Simon Fraser professor and criminologist Neil Boyd survey on abnormal working conditions. It's not too late, so please keep the surveys coming in.

I know with your continued effort, hard work and solidarity we will come together even more now than ever.

With our communications from this newsletter, the new Component 1 website – http://www.bcgeu.ca/C1_Corrections – and the BCGEU email alert system, we are keeping you more informed than ever before.

I pledge to keep up the pressure and I know you'll all continue to perform above and beyond in the months ahead. I look forward to pressing our issues.

DEAN PURDY, Chair, Component 1
Corrections and Sheriff Services

Sheriffs to start DNA duties province-wide, expanding traffic and warrant duties still needed

Sheriffs in B.C. will start assisting court officials with the collection of DNA from convicted criminals in April. The collection of DNA was part of a pilot project for the last six months. The program has been considered a success and will be expanded starting in April. The announcement was made to staff in an email from Dave Maedel, the Chief Superintendent of the Sheriff Services Division.

"This is something we have advocated for since the program was unveiled and have said our sheriffs should have been doing all along," said Dean Purdy, chair of the union's Corrections and Sheriff Services Component. "Since sheriffs are already working with prisoners this additional work falls neatly into their duties. We are pleased the pilot project was a success and that it will be implemented across the province."

According to Maedel's email, they were hoping to launch the program on April 4. The ministry is hoping it will be completed by May 6. Staff at court houses on Vancouver Island will be trained first and the program will be expanded from there. The RCMP will be providing the training and will provide the DNA collection kits.

Purdy said he would like to see sheriffs take on additional responsibilities, like traffic duties and warrant apprehension.

The BCGEU has been advocating for sheriffs to start doing traffic duties in conjunction with police services, but this was put on hold by the government.

"We're clearly disappointed this didn't go forward as planned but the government has not ruled it out," said Purdy.

The union has also been pressing the government to have sheriffs deliver warrants.

"There are currently more than 25,000 outstanding warrants in B.C. Our sheriffs, who are highly trained and skilled peace officers, could step into this role as well," he said.

"While the government has not made a decision on giving sheriffs responsibilities around warrants, we are

hopeful they will, given the success of the DNA project and how sheriffs are now doing escort duties for Con Air," said Purdy.

"Currently, there is no full-time law enforcement agency that ensures the delivery of warrants. Because sheriffs are province-wide, they could easily take over this responsibility, freeing up the police for more serious crimes, such as gangs and violence," said Purdy.

"A 'Warrant Apprehension Unit' would make an immediate impact on community safety by targeting wanted criminals who are living in our communities without fear of being caught. By focusing on these warrants, we will be able to get these offenders off our streets and prevent them from re-offending and re-victimizing British Columbians," said Purdy.

"We understand that depending on the seriousness of the charge, some warrants are purged and a stay of proceedings is entered," said Purdy. "This shouldn't be happening. Warrants should be delivered."



**Email your ideas or articles to Component 1
Communications Officer Pete Gremer: pete.otc@shaw.ca>**

NEW TOOLS FOR THE JOB

Dartmouth jail staff must wear protective vests

Bulletproof vests are now mandatory for guards at Nova Scotia's largest jail, where a guard was stabbed with a pen last week.

Justice Minister Ross Landry issued the order Wednesday after visiting the Central Nova Scotia Correctional Facility in Dartmouth. A joint committee of guards and jail managers endorse the move.

The Justice Department is phasing in the new policy, starting in the north unit of the jail where most of the violent incidents occur. Under the new rule, guards will have to wear a protective vest in any situation where they may have to deal with an inmate. A guard was punched Friday evening while escorting a prisoner. The next afternoon, another guard was stabbed in the abdomen with a pen while inspecting a cell.

Earlier this week, an inmate tried to headbutt a guard.

Landry said the vests may deter other attacks on guards, but he maintains that the jail is safe. "Absolutely this is a safe

environment. Are incidents going to occur? Of course. Do we have good people working here? We have great people working here. Do we need to improve? Absolutely," he said.

The province already has 300 protective vests for guards to wear while transferring prisoners or escorting them on medical appointments. Landry said the plan is to extend the new vest policy to the province's other four jails within a year, which would mean ordering another 150 vests, at a cost of about \$660 each.

"We can't be all things to all people at all times," he said. "So what we have done today is we're taking this step and we're looking to expand it throughout all corrections officers to have vests, and that will take time."

The jail's superintendent, Russell Partridge, said guards will feel better wearing the extra layer of protection. "They'll feel that they're not as at risk as they were before."

• excerpt from CBC News, August 11, 2010

The new look for Corrections

The Corrections and Sheriffs Services Component have successfully negotiated a change to the uniform shirts.

The Component Uniform Committee has been meeting with the employer and has struck a deal on a better quality and darker shirt.

"The shirt is a far better material which will go a long way to improving the professional look of correctional officers," said Dean Purdy, chair of the Component.

The new shirt will be trialed at some of the Correctional Centres for a few weeks and then is expected to be issued in the near future.

"The darker shirt is something we have been pushing for and have had on the agenda at the uniform committee level and at bargaining for several years now, so we're pleased to have had this success and to see this issue finalized is a big accomplishment for the Component," said Purdy.

"The change in shirts has been a vision of mine for many years," says Dean, and through membership feedback over the course of several years, the new look is finally here.



Component 1 Uniform Committee tours the Product Distribution Centre (PDC): Ron McCabe Component 1 1st Vice Chair FRCC, Dean Purdy Component 1 Chair VIRCC, Tony Tessari Component 1 2nd Vice Chair KRCC.

Meet Local 104



RON MCCABE Chairperson

I am a Correctional Officer at FRCC and am the current chairperson for Local 104. I have held this position for two terms now.

Through my term I have learned my duties largely on my own with a lot of help from Dean Purdy and the other Component members. I am at the point now where I have learned how to be effective.

We have achieved more gains as a Component over the past few years than at any point in time. We have a lot of work to do as we head into 2012 bargaining. I commit to working very hard for my members, not only in my Local 104, but also for the entire Component 1 membership.

CHRIS JACK Vice Chair

I've been employed with the branch for nearly six years. I started as an activist around four years ago as a Shop Steward when I was an auxiliary. I quickly joined the OSH committee at FRCC and became a young member executive in Local 104. I then ran for recording secretary in the last local election and I'm now vice-chair at FRCC. I also sit on the local 3.2 union/management committee.



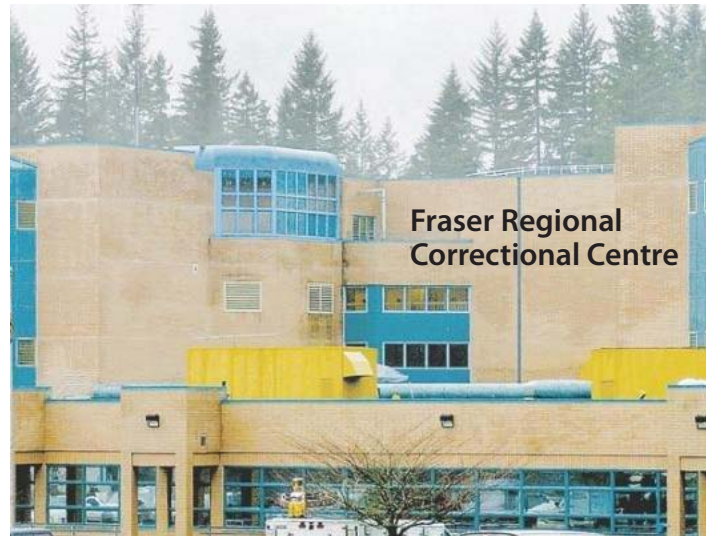
One of the main reasons I became active was to advocate for change for auxiliaries. I was very pleased and impressed that the Component was able to get rid of the callboard! In the next year I'm hoping to assist the Component in any way to successfully bring our wages and benefits up to parity with other provincial jurisdictions as well as with the Federal Corrections.

Other local 104 members:

- Second Vice (acting as first Vice): JOHN SILVESTER
- SPSC Vice Chair: GURJIT THANDI
- ACCW Vice Chair: VALERIE FILLION
- FMCC Vice Chair: GREG FENSOME
- Sheriffs Vice Chair: JOHN SILVESTER

Members at large:

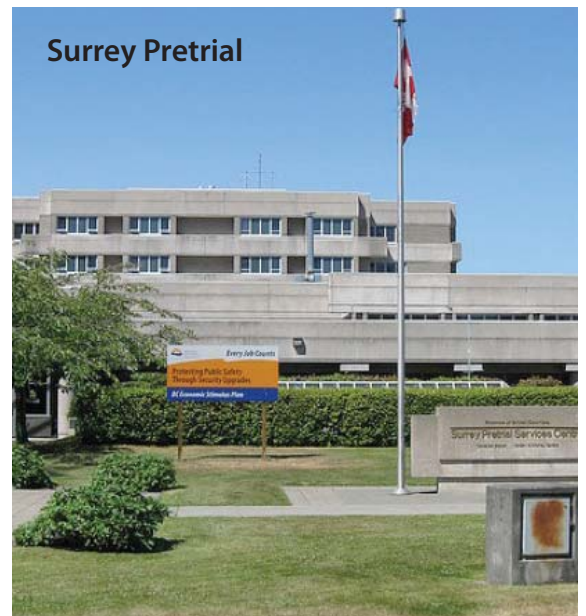
- JAN WILSON • DREW KINGSTON • ROGER STREET
- DALLIS VAN STEINBURG • SCOTT VANDERREE



Fraser Regional
Correctional Centre



Surrey Provincial Court



Surrey Pretrial

Nanaimo Correctional Centre staff at VIEX

by Mike Scott, Local 102 Chair & Component Recording Secretary

The Vancouver Island Exhibition (VIEX) is Nanaimo's version of the PNE. The VIEX has been in operation for over 100 years and was attended by almost 25,000 people over three days – from August 20th to the 22nd in 2010.

Staff from Nanaimo Correctional Centre provided some well-needed assistance this year. Not only did the Centre provide an inmate work crew during the week prior to the fair to help with setting up the fairgrounds, they tore down the fences afterward, and several staff volunteered their time to provide security for the weekend.

Nanaimo CC has had a long history of providing an inmate work crew to assist with setting up the grounds for the VIEX, thanks to retired Instructor Dave Streeter (whose wife Karen has been on the VIEX Board of Directors for several years).

Many years ago Dave was instrumental in convincing the management of NCC to allocate the work crew for assistance, in keeping with the concept of supporting the community.

This was the second year that NCC has assisted with security at the fair. This year however, due to new legislation, NCC had to step it up a few notches. Unless you work in the security field, you must attain a temporary license at a cost of \$15 before you can provide security for any kind of function. When VIEX, a non-profit organization, could not afford to send people for the training course, staff at NCC rose to the occasion.

I apologize if I've missed anyone, however I believe we had 12 staff volunteer for shifts over the weekend. They were; Cory Parnall, Corey Alberg, Darcy Abram, Garry Zazuliak, Christine Bootsma, Peter Popperl, Rick Lindstedt, John Person, Gary Turner, Lynn Haley, Jennifer McCauley (RN) and myself (Mike Scott).

Shifts were generally four to five hours, unless, of course, you were providing crowd control for the main stage for the concerts, in which case the shifts were considerably longer.

On Friday night the main act was Aaron Pritchett (country) and Saturday was Kenny Shields & Streethart.

Most staff worked longer than required and covered many different aspects of security in a single shift (it helps that flexibility is a competency for CO's!!). Staff were moved from entry gates to stage to beer gardens (not as a



Gary Zazuliak



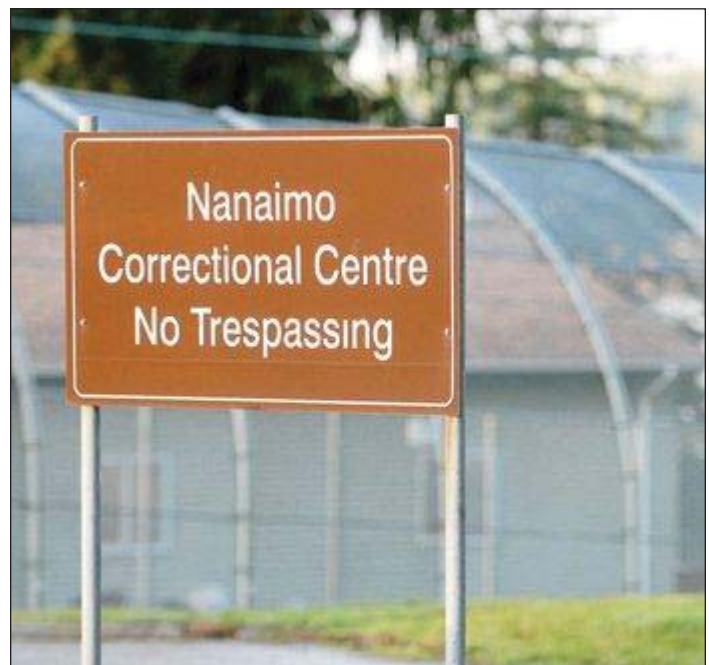
Peter Popperl

customer!), to cash pickups, to escorting people around, to chasing livestock, to searching bags... (I think you get the idea) at the drop of a hat.

When the weekend was finally over and all the stats were available it was revealed that there were nine arrests (mostly alcohol related and not serious). According to the RCMP, this was a record low!

The RCMP went on record in television interviews saying the security provided this year is the best they have seen. They also said that they were impressed with the professionalism shown by NCC staff and they felt we did an excellent job in crowd control and clearing out the fairgrounds after the concerts.

The RCMP went on to say that they felt they were only there to watch. We are thankful that they were there in case of emergency!





Sheriffs taking over “CON AIR”

British Columbia sheriffs will be taking over the job of escorting high-security prisoners to other jurisdictions. The program, often referred to as “Con Air”, was previously being done by police departments, but now the province has taken over the responsibility. The police have been doing Con Air escorts since the program started in late 2007.

The government informed sheriffs of the decision in an email in late December.

“This is something we have advocated for with the employer since the program was unveiled and have said our sheriffs should have been doing all along”, said Dean Purdy, chair of the union’s Corrections and Sheriff Services Component. “Sheriffs are already responsible for picking up prisoners in other provinces who have warrants and are ordered by court to appear in B.C.”

It is expected there will be approximately 30 escorts per year, which is roughly how many the police did last year. Prisoners who have outstanding warrants for serious crimes will be escorted to other parts of the country.

The program is being funded by the Ministry of Public Safety & Solicitor General. This was previously funded by community groups and businesses.

“Since sheriffs are involved in the escort of prisoners from

jail to court, this additional work falls neatly into their duties,” said Purdy.

“We raised this issue with the employer some time ago and we are pleased to see it taking place now,” said Purdy.

As reported elsewhere in this issue of *Off the Cuff*, the provincial government has put on hold plans to have sheriffs take on traffic duties.

“Since sheriffs are involved in the escort of prisoners from jail to court, this additional work falls neatly into their duties.”

“We are disappointed in this decision and hope the government will be able to take a second look at this program,” said Purdy. “The success of Con Air should encourage the government to proceed with the pilot project to give sheriffs the additional traffic duties we have offered to do.”

“We’ve been hearing from the public for months now that they want to see the police concentrating on more serious crimes. It has been proven that by putting additional resources on the road and focusing more resources in this area, we will improve safety on the roads for all British Columbians,” Purdy added.



Recently the Component executive was given an opportunity to tour Surrey Pretrial. The executive was given a chance to talk to several members within the centre. During the executive meeting the executive had a chance to talk with Kathy Corrigan, raising many of the issues facing B.C. correctional officers and sheriffs.

Union/management reviews the issues

Members of the Component executive met with Pete Coulson the Provincial Director of the Adult Custody Division, all wardens of provincial jails, and other corrections officials at an Article 3.1 joint union/ management meeting on December 9 at the Victoria Area Office. There was a lengthy agenda and a number of issues were discussed, including the overcrowding of provincial jails.

While the union supports the move by the government to consult on the building of a new jail in the Okanagan, the union underlined the need for consultation with community groups. Dean Purdy, chair of the Component, pointed out that the BCGEU has been raising concerns about overcrowded jails for months and has pointed to other problems in the correctional system.



Kathy Corrigan was elected MLA for Burnaby-Deer Lake in 2009 and serves as opposition critic for Public Safety and Solicitor General. Kathy is a lawyer and public policy researcher by profession. She has also edited a legal journal and has written about privatization and trade agreements. Not present: Ron McCabe, Peter Clegg and Robin Lajeunesse.

The current inmate counts have been running at close to 200 per cent over-capacity, and with the addition of the Tamil migrants housed in the facilities, the percentage is even higher.

The North Fraser Pretrial Centre (NFPC) has staff ratios as high as one staff for every 60 inmates with staff working alone in living units, and a count that averages well in excess of 600 inmates in a jail that was built to house 300.

“We are especially concerned that gang violence is on the rise in B.C.,” said Purdy. “It only stands to reason it is spilling over to our correctional centres. The NFPC has had 31 staff assaults over the past two years and three in the last three weeks.”

“Although we think that building an additional two new jails is absolutely necessary, this still means we are three to five years away before any changes are made,” said Purdy. “An immediate solution to the problem is putting two staff in every living unit.”

The union also raised the issue of staffing levels at the Surrey Pretrial Services Centre. Although it is still unclear what the officer-to-inmate ratio will be, it was confirmed that the units in the SPSC addition will have 36 cells and 72 beds.

“We made it clear that if there are any plans to house the units with only one staff member that this would be unacceptable,” Purdy said. “Management confirmed at this meeting that we would not see ratios of 72-to-1.”

Federal crime legislation: The federal government’s new “tough on crime” legislation will have an impact on inmate counts. Bill C-25 is expected to add an additional 600 inmates, while the union’s research suggests that overall

prison population could increase by an additional 900 inmates.

"We are already starting to see the impact of Bill C-25," said Purdy.

DOUBLE STAFF ESCORTS REMAND INMATES: The union also said there was too much ambiguity on classifying inmates for escorts between correctional officers and supervisors and centre-to-centre, and has requested that all remand inmates be double-staffed.

ROTATIONAL LOCK-UPS: The union suggested that there be a policy in place for rotational lock-ups that would mean locking up half the inmates and rotating them every hour.

EXEMPLARY SERVICE MEDAL: There was a frank exchange of views on the need for more correctional officers to be able to receive exemplary service medals, especially for those officers who have served over 20 years. While no conclusion was reached, the union will continue to advocate for this.

WAGES: B.C. Correctional Officers have slipped down the wage scale again and have fallen behind Newfoundland. In the recent meeting with the Minister of Public Safety and Solicitor General, Purdy pointed out that correctional officers are sliding down the wage scale and this is problematic. "We should be in second or third place from a bargaining standpoint," said Purdy. "We continue to be \$14,000 behind our federal counterparts as well. This is a future bargaining issue."

MINISTER'S MEETING: Purdy reported on the union's recent meeting with the minister. "While we look forward to the consultations, there are other issues the minister must address," said Purdy. "The government policy of having one correctional officer working alone in a living unit with 60 inmates is far too dangerous and has to change. In our meeting with the minister, he agreed to review the policy on staff-to-inmate ratios," said Purdy. "The overcrowding and violence in our jails has led to a situation where a correctional officer may be killed, and that cannot happen."

Tough start to the year at North Fraser Pretrial

Assaults on staff and inmate violence at the North Fraser Pre-trial Centre (NFPC) took a turn for the worse at the start of the year.

On January 14th an inmate became violent in the segregation unit and only calmed down when it became clear staff from the Emergency Response Team (ERT) were prepared to move in.

On the morning of the 16th, a correctional officer was assaulted by an inmate. The officer was sucker-punched in the head and suffered from concussion-like symptoms and a contusion on his forehead.

On January 14th there was also an in-custody death of an inmate. Thanks to the alertness of staff who noticed his condition, an ambulance was called and the inmate was taken to the hospital where he was pronounced dead.

There are continuing safety challenges at North Fraser, given the facility was built for a capacity of 300 inmates and usually averages between 600 and 650. Double-bunking is standard and even solitary confinement is double-bunked.

There were reports over that weekend that there was some triple-bunking.

The union has met WorkSafeBC to see what steps can be taken to ensure the safety of staff at the facility.

Problems continue at North Fraser and other prisons in B.C. There have been five assaults on staff at the Vancouver Island Regional Correctional Centre (VIRCC) in March alone.

Who is Neil Boyd?

Many correctional officers throughout our provincial jails have received a membership survey on our abnormal work conditions. We would like to thank all who participated. Please keep the surveys coming as it's not too late!



Neil Boyd is a professor and Associate Director of the School of Criminology at Simon Fraser University, educated in psychology at the University of

Western Ontario and in law at Osgoode Hall Law School. He is a previous director of the School of Criminology and the author of six books. His latest, *A Thousand Dreams: Vancouver's Downtown Eastside and the Fight for Its Future*, is co-authored with Senator Larry Campbell and journalist Lori Culbert.

He is a frequent media commentator on subjects related to criminology: specifically, drug law and policy and issues of criminal violence and homicide. He has written articles about drug markets, heroin treatment initiatives, injectable drug use, responding to the threats posed by homicide offenders, and the linkage between drug use and homicide.

Recent media coverage of Correctional and Sheriff Services



Be sure and check out the Component 1 media page. News stories on many of the issues we have been following are posted there. Just go to http://www.bcgeu.ca/Recent_media_coverage_of_Correctional_and_Sheriff_Services



Component chair Dean Purdy being interviewed outside the VIRCC.

COMPONENT 1 IN THE NEWS

- March 30, 2011 - Prison referendum splits small community (Globe & Mail)
- March 29, 2011 - BC Corrections clarifies assault numbers (Prince George Free Press)
- March 29, 2011 - Arm prison guards with pepper spray, says union (24 Hours)
- March 28, 2011 - Purdy/Stirling Interview: Prisons are overcrowded in Victoria (CFAX radio)
- March 25, 2011 - Smuggling motivates policy shift (Maple Ridge-Pitt Meadows Times)
- March 25, 2011 - Assaults on staff at PGRCC higher (Prince George Free Press)
- March 25, 2011 - Province should review inmate-to-guard ratio: Union (Harbour City Star)
- March 25, 2011 - New home for justice (Abbotsford Times)
- March 23, 2011 - Abbotsford courthouse has limitations (Abbotsford News)
- March 23, 2011 - Guards say they need to watch (Nanaimo Daily News)
- March 22, 2011 - Summerland council submits prison site (Summerland Review)
- March 22, 2011 - B.C. to review jail violence tracking system after union voices concerns (The Canadian Press)
- March 22, 2011 - Trojan horse makes it into Fraser Regional Correctional Centre (The Province)
- March 22, 2011 - Violence tracking system for BC jails under review (Globe & Mail)
- March 19, 2011 - Plans to put sheriffs on traffic patrol doomed (Vancouver Sun)
- March 19, 2011 - Police, courts sank bid to hike traffic cops (Victoria Times Colonist)
- March 18, 2011 - Courts in crisis (BC Local News)
- March 18, 2011 - Former mayor slams process (Vernon Morning Star)
- March 17, 2011 - Mayor requests letters of support (Penticton Herald)
- March 16, 2011 - BC corrections using "truth verification" device (Vancouver Sun)
- March 15, 2011 - Osoyoos band eyes jail (Penticton Herald)

COMPONENT ONE PHOTO GALLERY



Brandon Thistle, Burnaby Youth Custody Centre Shop Steward at the Peace Officers memorial in Ottawa.



Ron McCabe, Local 104 Chair & 1st Vice Chair on the Component 1 Executive.



Deputy Sheriff Ken Mann, Kamloops Shop Steward, & Derrick Goodwin Local 103 2nd Vice Chair, and Component 1 Treasurer along with two Alberta Sheriffs.

Component 1 Executive Meeting, FVAO.



Component 1 Pin



Left to right: Wiho Papenbrock, BCGEU Coordinator, Region 3, Denton Johnson, Local 111 Member at Large, Mike Matheson, Local 111, 2nd Vice Chair, & Robin Lajeunesse Local 111 Chair & Component Executive Member at Large.

COMPONENT ONE

Corrections & Sheriff Services



Interested in becoming a steward?

THE STEWARD IS THE FACE OF THE UNION AT YOUR WORKSITE.

The steward's role is to enforce the collective agreement and protect your rights. Your steward is elected by the members at your worksite. A steward does not just deal with grievances and complaints at the worksite.

- They are often the liaison between the worksite and the local and area offices;
- They sign up new members to the union at the worksite;
- Encourage you to attend Local meetings;
- Assist you in understanding your rights under the collective agreement;
- Talk to members about what is happening within the Local and the union as a whole such as bargaining, educational activities;
- Ensures the union bulletin board is kept up-to-date;
- Refers members to committees on specific issues such as the Labour Management Committee or occupational health and safety;
- Listens to your concerns and issues; and
- Can advise or refer on issues related to WCB appeals, STIIP/LTD issues, Unemployment and Classification Appeals.

