

Ministry Employee Relations Committee

MCSCS - Correctional Services

Minutes

Tuesday, April 4, 2017

OPSEU Regional Office, 5757 Coopers Avenue, Mississauga

Attendees

For the Union

- Monte Vieselmeier (Co-chair)
- Scott McIntyre
- Chris Jackel
- Chad Oldfield
- Sandra Harper

For the Ministry

- Christina Danylchenko (Co-chair)
- Arlene Berday (Co-chair)
- Barb Forbes

Resources

- Bart Nowak, Manager, HR Strategic Business Unit
- Brian Scott, Manager, Employee Relations, Bargaining and Compensation
- Anna Fernandes, Deputy Regional Director, Community Services, Central Region
- Jenny Cece, Manager, Labour Management Liaison, Institutional Operations Branch

Regrets

- Daryl Pitfield

Guests / Observers

- Gordon Cobb, First Vice-President, Toronto South DC
- Rob Nimer, Local President, Toronto East DC
- Millicent Dixon, Manager, WDHP, Ontario Shared Services, HR Service Delivery
- Shiran Brener, Team Lead, Ontario Shared Services, HR Service Delivery
- Mark Walker, Executive Lead, Strategic Projects Unit - Human Rights Plan

Note Taker

- Lise Ledoux, Employee Relations Committee Coordinator

Previous Business

Institutional Services items

1. **11 06 02 Transition Updates** – Al Quinn has taken over from Pam Elliot as the Senior Employee Transition Advisor, Corrections – Institutional Services. Employer has been filling 239 new bargaining unit and management positions since December 2016. LERCs are encouraged to meet and discuss schedules.

Action: Union co-chair to set up a meeting of the Employee Transition Subcommittee.

2. **13 06 19 Ombudsman's report, level of violence in workplace** – Union will provide a response to the Associate Deputy Minister the week of April 10th.

Action: Update to be provided at the next meeting.

3. **14 01 14 eRoster** – meeting was held on March 24th at the pilot site, Brantford Jail. Union is requesting the schedule for installation of the eRoster.

Action: Employer will schedule an eRoster demonstration prior to any further rollout.

4. **14 05 27 PPSE update** – PPSE statistics were reviewed and training model was discussed at the March 22nd PPSE subcommittee meeting. The Union is requesting that policy reflect the Employer’s indemnification regarding the use of PPSE equipment when training has expired.

Action: Employer will respond.

5. **14 07 08 Staffing Levels subcommittee update** – Employer welcomes written submissions from the Union on staffing levels.

Action: Union will respond to the Associate Deputy Minister week of April 10th.

6. **14 07 08 Security Review Subcommittee update** –

Action: Union will respond to the Associate Deputy Minister week of April 10th.

7. **14 09 10 Contraband Seizures** – meeting has been scheduled with the Manager of the Information Management Unit on June 19th.

Action: Item to be referred to the PJOHSC and item to be removed from agenda.

8. **16 03 31 Health and Productivity Program (HPP) Status** – 17 institutions have been completed. Full implementation at all institutions is anticipated for the end of June 2017.

Action: Update to be provided at the next meeting.

9. **16 03 31 RIC Project at Elgin-Middlesex DC** – Union continues to receive feedback regarding operational issues.

Action: Union will share feedback with the Employer.

10. **16 03 31 Status of Segregation Review** – Employer anticipates submission of Mr. Sapers’ report in Spring 2017.

Action: Update to be provided at the next meeting.

11.16 05 04 Dedicated female units in existing institutions (JAHN Remedies) –
Union currently has concerns with the Expression of Interest (EOI) process.

Action: Parties will meet to discuss EOI process.

12.16 09 14 Bargaining Unit Security Assistant – Union to have further discussions.

Action: Update to be provided at the next meeting.

13.16 09 14 Correctional Officer Badge Numbers used for Identification purposed on Ministry forms – ADM, IS responded that staff are to include their name and badge number when completing ministry forms.

Action: Committee will draft a best practice for inmate notification regarding misconduct.

14.16 09 14 Issues Affecting Correctional Nurses

- a. OPSEU MERC is concerned and opposed with the potential transfer of inmate medical care from MCSCS to MOHLTC given the recent experience in three other provinces.
- b. Union has concerns with the health and safety of the nurses and recommend standardized security training.
- c. Union requesting how the ministry is attracting and retaining nurses.
- d. Union expressed concerns regarding nursing workload.

Action: Employer to discuss further with the Operational Support and Corporate Health Care and will respond.

15.17 02 01 Status on body scanners – roll out is underway. PJOHSC Union representatives are drafting recommendations regarding best practices (i.e., removal of coats and shoes prior to scanning). Union is requesting an update regarding the Maplehurst CC pilot of full institutional searches which uses body scanners.

Action: Update to be provided at the next meeting.

16.17 02 01 Section 22 process – Awaiting meeting between co-chairs.

Action: Update to be provided at the next meeting.

17.17 02 01 Continued use of RPMs, not collapsed into BAM at Thunder Bay CC – construction has been completed at the Thunder Bay CC and it has reopened. Committee discussed the original MOA collapsing RPMs into the schedule and the intent was that these positions were not to be backfilled.

Action: Union will provide additional information. Update to be provided at the next meeting.

18.17 02 01 Local President Leave – deferred to the next meeting.

Action: Update to be provided at the next meeting.

19.17 02 01 FXTs being prescheduled OT in breach of the HPRO protocol of the 3 day hiring window – meeting to be scheduled.

Action: Update to be provided at the next meeting.

20.17 02 01 Statistics:

a. **Assaults for 2016, inmate on staff and inmate on inmate** – Staff assault statistics are being compiled and should be available at the June meeting.

Action: Update to be provided at the next meeting.

b. **Lockdowns for 2016 per institution** – no update.

Action: Update to be provided at the next meeting.

c. **PESAR statistics for Toronto South DC and South West DC as defined upon opening of both institutions** – Union requesting statistics.

Action: The Direct Supervision subcommittee will set up a meeting and discuss further.

21.17 02 01 Uniform Point System – Employer shared the announcement of the new Uniform Point System.

Action: Union to provide list of questions to the Director, Institutional Operations Branch.

22.17 02 01 COTA – no update.

Action: Employer to provide 2017 graduation dates.

23.17 02 01 Court Decision – Union has significant concerns in regards to comments coming out of the courts.

Action: Item to be removed from the agenda.

Community Services items

1. **14 09 10 PPO Staffing Levels** – Staffing Issues Subcommittee’s next meeting date is April 26, 2017. Further discussion on a process and implementation plan for the backfill pool. The Expression of Interest has been reviewed and approved by the ADM, CS.

Action: Update to be provided at the next meeting.

3. **16 09 14 Probation and Parole British Columbia (BC) Workplace Survey** – Union will proceed with the first draft of the survey questions.

Action: Employer will review the BC survey for edits for Ontario.

Both Institutional and Community Services Items

1. **14 03 25 Correctional Services Staff Monument** – the unveiling ceremony is anticipated to occur in September 2017.

Action: Update to be provided at the next meeting.

2. **16 03 31 Mental Health Training (JAHN specific training)** – Employer responded to the Union’s written response.

Action: Deferred to the Training and Development Subcommittee. Item to be removed from the agenda.

3. **16 03 31 Interest Based Problem Solving (joint training)** – the course is no longer available.

Action: Item to be removed from the agenda.

4. **16 03 31 MERC/LERC Training** – OPSEU and the Centre for Public Sector Labour Relations and Compensation announced the re-launch of the joint ERC Training program.

Action: Employer will complete and submit the registration form on behalf of MERC.

5. **16 09 14 Retired Ceremonial Unit members attending events** – Employer is establishing a process.

Action: Update to be provided at the next meeting.

Standing Items

1. **MERC Diversity Subcommittee** – met on February 9th and March 7th. Next meeting is scheduled for April 12th. Anticipate MOA and Terms of Reference to be signed. MERC co-chairs will attend a future MERC Diversity Subcommittee meeting to discuss Gender Balance and the joint recommendations.

2. **Labour Relations / Regional Labour Relations Forum (RLRF)** – Employer is currently not supportive of RLRFs. Item to be removed from the agenda.

3. **Fixed Term Correctional Officer Hours, Number of Fixed Term and Overtime Hours (provided quarterly by institution)**

Action: Employer to share the current report with the Union.

4. **Employment Stability List** – no update.

5. **ASMP Statistics** – quarter ended March 31st. Statistics will be provided when available.

6. **Union requesting Employer staffing shortage contingency plans / inmate overcrowding contingency plans** – no update.

Action: Employer will share statistics at the next meeting.

7. **Probation & Parole Workload** – the Employer continues their review of historical and current data regarding workload. Redeployment exercise planned for the next CSEC meeting scheduled for April 2017. The Union will engage in further discussions.

8. **Direct Supervision** – Employer is in the process of setting up a meeting of the subcommittee.

9. **Transformation** – the CTI team continues to track, monitor, and report on the 239 new recruitments for segregation. As of last week, 197 institution job offers were made last week. Over 13,000 resumes were received with interviews held across all regions. In order to support staff who are or will be working in the segregation areas, an integrated case management model is under development.

10. **Alternative Discipline Resolution Process subcommittee** – meetings are being held as required. This is a voluntary process and local presidents are encouraged to refer grievances as they deem appropriate to the MERC. Item to be removed from the agenda.

11. **Bill 163 – Workplace Safety and Insurance Amendment Act (Emergency Responders)** – no update. Operational Support and the Centre for Employee Health, Safety and Wellness to be invited to a future meeting.

12. **Female Secure Treatment Unit** – Jennifer Alphonso has been identified as the Superintendent of the Female Secure Treatment Unit (FSTU) in Brampton. She commences on April 10th. MERC and Ms. Alphonso and the FSTU on-site lead had an informative tour of the St. Lawrence Valley Correctional and Treatment Centre.

13. List of Superintendents –

Action: Employer to provide an updated list to the Union.

New Business

1. **Human Rights Plan (HRP)** – Executive Lead, Strategic Projects Unit – HRP shared information and reported on the progress on two Human Rights Plan (HRP) initiatives: action plan to identify workplace representation goals and report progress and client survey (pilot).

Action: Information only. Item to be removed from the agenda.

2. **Safe Space Pilot** – pilot project was launched on March 30th. Safe Space is being piloted in response to feedback from stakeholders and employee consultations in respect of the former Workplace Discrimination and Harassment Prevention Policy/Program and the new Respectful Workplace Policy. Participation is currently limited to employees of the Ministry of Community Safety and Correctional Services (except the OPP), Ministry of Finance, and the Ministry of Government and Consumer Services. The pilot will run until September 2017 at which time the service will be reviewed and evaluation by HR Service Delivery Division to determine future use.

Action: Information only. Item to be removed from the agenda.

3. **Internet Access** – Union is requesting that maintenance trades staff be provided with internet access.

Action: Employer to review and respond.

4. **Application of the Suicide Policy** – Union raised concerns regarding the consistent application of the Suicide Policy. Union raised specific examples.

Action: Employer is going to review and respond.

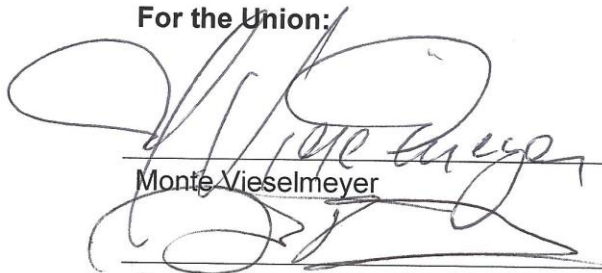
Next Meeting

Date: Monday, June 12, 2017

Location: Toronto South DC

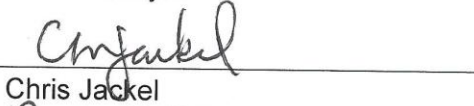
Signatures

For the Union:



Monte Vieselmeier

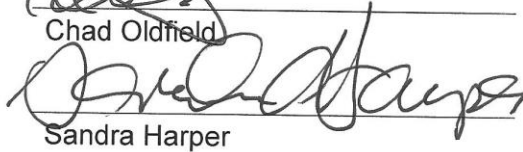
Scott McIntyre



Chris Jackel



Chad Oldfield

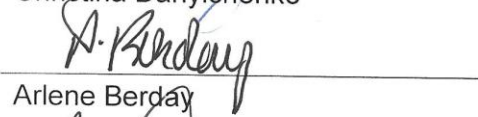


Sandra Harper

For the Ministry:



Christina Danylchenko



Arlene Berday



Barb Forbes