

Ministry Employee Relations Committee

MCSCS - Correctional Services

Minutes

Tuesday, October 16, 2018

Toronto South Detention Centre, 160 Horner Avenue, Toronto

Attendees

For the Union

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

For the Ministry

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

Resources

- Bart Nowak, Director, HR Strategic Business Unit
- Brian Scott, Manager, Employee Relations, Bargaining and Compensation

Observers

- Gord Cobb, First Vice-President, Toronto South DC
- Eric Martyn, Second Vice-President, Toronto South DC

Note Taker

- Lise Ledoux, Employee Relations Committee Coordinator

Opening Remarks

MERC acknowledged the recent activities at the Kenora Jail and thanked the staff for their dedication and response to the incident. Our thoughts and support are with the impacted officer and all staff at Kenora Jail.

MERC recognized and thanked the Union members for their contributions to this committee in advance of the Divisional elections on November 3rd and 4th.

MERC was saddened to hear the sudden passing of Vice-Chair Felicity Briggs on September 9th and acknowledged her contributions to Corrections.

Previous Business

Institutional Services items

1. **14 01 14 eRoster** – no update on the rollout since the last meeting.

Action: Date to set for a second demonstration/training.

2. **16 09 14 Issues Affecting Correctional Nurses** – no update.

Action: Union co-chair to provide ADM, IS with names of attendees and dates to meet with Operational Support.

3. **17 02 01 Union's Proposal for a Full Institutional Search utilizing Body Scanners outside of the Weapons Threat Protocol (Pilot)** – the Employer will not proceed with this proposal and has outlined concerns regarding the potential for contraband to continue to be present in the institution following the search as demonstrated during the full institutional search at Central East CC, potential increases for charter violations and civil litigations and extensive lockdown, inmate behaviour concerns and disruption to institution routines. A review of the Central East CC full institution search with body scanner also highlighted potential for negative inmate behaviour, increased use of force incidents, court delays and complaints from the public and defence counsel. Per the PJOHSC April 11, 2018 minutes of meeting – Previous Business - Institutional Services item no. 3, "The committee recommends and supports the use of scanners for random unit searches throughout the year per the policy."

Union continues to disagree with the Employer's position and remains concerned with levels of contraband specifically weapons and narcotics inside the institutions. Given the opioid crisis in our communities, the Union feels that the issue needs to be addressed within our institutions using all possible resources.

Action: Remove item from the agenda.

4. 17 02 01 Local President Leave –

Action: Deferred.

5. 17 04 05 Application of the Suicide Policy – Employer shared the draft policy with the Union.

Action: Union to review and provide feedback to the Employer within the next two weeks.

6. 17 06 12 OTIS Access for Correctional Officers – no update.

Action: Employer will provide dates to the Union for the training.

7. 17 06 12 Recreation Officers Training/Job Competitions – combined meeting to be held with the Inmate Management Subcommittee meeting.

Action: Meeting set for Tuesday, October 30th.

8. 17 09 27 Management of Assaultive Inmates – in person meeting to be held in combination with the Recreation Officer Training/Job Competition meeting (item no. 7 above).

Action: Meeting set for Tuesday, October 30th.

9. 17 12 12 Correctional Officer Performance Appraisals – Employer shared information surrounding institutions currently conducting appraisals. Employer is conducting a jurisdictional scan on performance appraisals within the Correctional Services context. Employer plans to bring forward proposed process form to the next MERC for feedback.

Action: Employer welcomes any feedback. Update to be provided at the next meetings.

10. 18 01 24 Behavioural contracts for inmates – Employer confirmed that there is no policy.

Action: Employer will survey the institutions on who uses behavioural contracts and request for examples.

11.18 06 01 Direct Supervision (DS) Training for TSDC and SWDC – no update.

Action: Employer to provide dates to the Union.

12.18 06 01 Request to change minimum required hours for FXT rollover eligibility – Parties executed an MOA agreeing to the 1904 hours.

Action: Remove item from the agenda.

13.18 06 01 Hiring of FXTs under the Provincial Overtime Protocol (POP) – item being discussed at the Provincial Overtime Protocol table.

Action: Remove item from the agenda.

14.18 06 01 Allocation of FXT resources – Employer shared the list on September 11th. Allocation of resources to be discussed with the Transition Unit.

Action: Update to be provided at the next meeting.

15.18 06 01 Appendix COR15 Provincial Staffing Levels –

Action: Deferred.

16.18 09 06 Institutional Services HPP Subcommittee –

Action: Union to provide the list of institutions requesting additional training.

17.18 09 06 Institutional Cleaning – Employer believes that there is sufficient staff and inmate labour to maintain cleaning standards. Union continues to advocate for additional staff.

Action: Remove item from the agenda.

18.18 09 06 Intermittent Inmates – no further concerns.

Action: Remove item from the agenda.

19.18 09 06 Retired Correctional Officers – Employer confirmed that on a go forward basis, retired correctional officers will not have to complete the fitness portion if rehired within 6 months.

Action: Employer will review and revise the policy.

20.18 09 06 Expression of Interests (EOIs) and Local CWWAs – no update.

Action: Update to be provided at the next meeting.

21.18 09 06 Fixed-Term Tracking of Pay –

Action: Employer will share the draft Q and A document clarifying issues with the Union prior to sharing with the field.

22.18 09 06 Monteith CC New Female Unit – Union raised concerns that the staffing model be established prior to the opening of the unit.

Action: Employer noted the Union's concern and advised that the institution will have appropriate staff in place. Update to be provided at the next meeting.

23.18 09 06 Segregation Unit Workload – no update on the electronic tracking solution.

Action: Update to be provided at the next meeting.

24.18 09 06 Elgin-Middlesex DC Contraband Issues – security processes are being enhanced to stop contraband from entering the institution. Security measures include:

- A dedicated canine unit.
- Increasing the number of random cell searches.
- Enhanced body scanner training for staff.
- Piloting a dedicated hospital duty escort team for inmate health care needs.
- New drug detection kits to quickly identify whether a substance is contraband.

Action: Remove item from the agenda.

25.18 09 06 Temporary Inmate Memorial (Outside) – Ongoing discussions.

Action: Update to be provided at the next meeting.

Community Services items

1. **14 09 10 PPO Staffing Issues** – PPO Backfill Pool EOI and Framework have been signed off by co-chairs and will be submitted to the ADM, CS for review and approval. Timing of the launch is under discussion.

Action: Update to be provided at the next meeting.

2. **17 09 27 PPORP Rollovers** –

Action: Deferred.

3. **18 06 01 Launch of Peer Mentorship** – work continues around the Peer Mentorship e-learning at the Training and Development Subcommittee.

Action: Remove item from the agenda.

4. **18 06 01 Caseload Statistics** – Employer to provide caseload statistics on protocol cases to the Union. Further, the Employer will discuss the format and timing of the current sharing of caseload statistics.

Action: Update to be provided at the next meeting.

Both Institutional and Community Services Items

1. **16 09 14 Retired Ceremonial Unit members attending events** – Decision Note has been signed off outlining the process of attending approved events in uniform.

Action: Employer is drafting a waiver form and will share with the Union when available.

2. **17 09 27 MOA for non-correctional officers and non-probation and parole officers** –

Action: Deferred.

3. **18 06 01 Community Hubs Initiative** – waiting on scheduled presentation at CERC for further information.

Action: Update to be provided at the next meeting.

4. **18 09 06 Distribution of Minutes** – MERC/PJOHSC members have been added to the distribution list to all minutes.

Action: Remove item from the agenda.

5. **18 09 06 MERC and Subcommittee Meetings** –

Action: Further discussions.

Standing Items

1. **Employment Stability List** – no active members on the list.
2. **Modernization Division** – no update.
3. **Women Secure Treatment Unit (WSTU)** – no update. Waiting for the release of the RFP.
4. **Transition Updates** – Med/Arbs was held on October 5th and the Transition Team is in the process of selecting a new Vice-Chair to replace Vice-Chair Felicity Briggs.
5. **JAHN Settlement and Remedies** – no update. Union to schedule a meeting with the Independent Reviewer and Independent Advisor.
6. **Statistics** – provided when available.
7. **New builds for Ottawa-Carleton DC and Thunder Bay CC/Jail** – ADM, IS with CAO and ministry staff from facilities, Infrastructure Ontario and the project team met with Indigenous partners in a series of one-on-one meetings and a wider group session which wrapped the day on September 19th. This important engagement step allowed ministry staff and Indigenous leaders to discuss planning for Thunder Bay and exchange ideas and information.

8. **Provincial Audits** – no update.
9. **Section 22 process** – no update.

New Business

1. **Employee Experience Survey** – the ministry response rate was up 7%, from 33% to 40%. Correspondence from ADMs will be sent out within the next two weeks outlining the results and strategy for each division. Institutional Services will be taking a new approach and engaging LERCs to share results and gather feedback and recommendations from staff. In addition, the Strategic Business Unit will travel to at least two institutions in each region to conduct focus groups to inform corporate strategies. All divisions will take action on one to two recommendations from staff to address priority areas informed by local discussions. Action plans will be finalized by December 14th and implemented in January 2019.

Action: Remove item from the agenda.

2. **Hamilton-Wentworth DC Issues** – discussion around BAM and RPMs.

Action: MERC Co-chairs will schedule a meeting with HWDC to further discuss along with other issues.

3. **Toronto South DC Issues** – discussion took place.

Action: Meeting will be scheduled with TSDC to further discuss the issues. Both parties to submit names and a date will be set. Employer will follow up on the use of force memo regarding court attendance.

4. **Fixed Term Contracts** – Union raised concerns regarding the shortened length of fixed term contract.

Action: Employer will follow up.

5. **Community Escorts** – Union requesting clarification whether there are catchment areas for community escorts.

Action: Employer will follow up.

6. COTA classes – Union seeking next year’s COTA schedule and allocation.

Action: Employer to follow up.

7. Cameras – Union questioned what the maximum recording capability and what is the digital recording policy.

Action: Employer to follow up.

8. MERC Composition – discussed.

Action: Parties to reconvene next week to further discuss.

9. Employee Security Screening – Union raised concerns with respect the level of screening.

Action: Employer is reviewing screening processes.

10. Quinte DC – discussion regarding overcrowding.

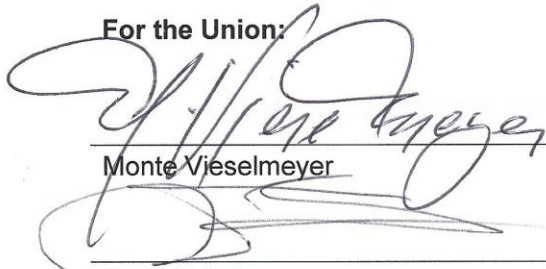
Action: Parties to convene to further discuss.

Next Meeting

- Wednesday, December 12, 2018 (Union to determine location)

Signatures

For the Union:

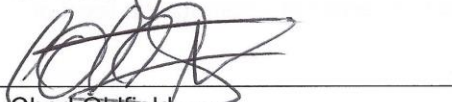


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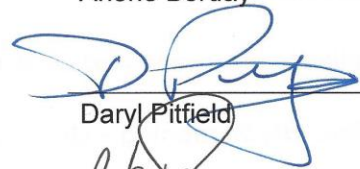


Sandra Harper

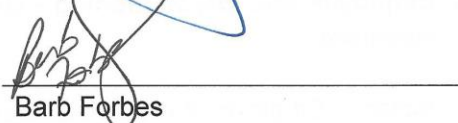
For the Ministry:

Christina Danylchenko

Arlene Berday



Daryl Pitfield



Barb Forbes