

National President Report to the National Executive
July 27-29, 2010
St. John's, NL

Time seems to have flown by since the last report of February 2010 to the National Executive. Regional Conferences, Bargaining Conferences, presentations to House of Commons committees, plus all our usual work and campaigns made for a hectic, but fulfilling few months.

Training

As mentioned above, the National Office was quite busy this spring, with our cross-country tour. On the schedule were two days of Regional Conferences and then two days of Regional Bargaining Conferences. Working with the Regional Vice-Presidents, we established a format for the Conferences: Day One across the regions would cover a review of the new USGE website, Informal Conflict Management Systems (ICMS), Local By-Laws and Collective Bargaining/Bargaining Demand Writing. The RVPs were given the responsibility of putting together the second day of the conference. Topics addressed covered the gamut from Emotional Survival and the need for new perception skills in Ontario; Workforce Adjustment (WFA) and Public Service Staffing Tribunal (PSST) in Quebec; Resolution writing and Dealing with Difficult People in the Prairies; PSST and a presentation by the Public Service Commission (PSC) on dealing with the staffing process and Priority Administration in Atlantic; and finally, the PSST, OHS and Violence in the Workplace in Pacific.

All sessions were quite well-received; the feedback we collected will be used to ensure that we continue to develop and offer training that is relevant and important to our members.

Regional Bargaining Conferences

Regional Bargaining Conferences were also very busy, with the delegates tirelessly working together to review and put forward the best bargaining demands for all USGE members. We want to thank these members for their efforts and their dedication. We also want to thank those elected as delegates to attend the PSAC Bargaining Conferences. It is hoped that many will be elected to attend the PSAC National Bargaining Conference and find their way to becoming members of the Bargaining Teams.

Winter/Spring Training

Even as we finish with one round of training, we are gearing up for the next one. The Fall 2010 USGE Convention Preparation training deadline for registrations has passed and all Regions met the minimum numbers with confirmation letters going out in July.

Dates have been confirmed for Winter/Spring 2011 for a two-day training session; also, the topic has yet to be determined. The dates are as follows:

Pacific	February 8-9, Vancouver/Burnaby – Hilton Vancouver Metrotown;
Prairie	March 1-2, Edmonton – Holiday Inn Express;
NCR	March 8-9, Gatineau – Hilton Lac Leamy;
Quebec	March 15-16, Montreal – Hyatt Regency;
Ontario	March 29-30, Toronto/Markham – Holiday Inn Hotel and Suites;
Atlantic	April 19-20, Saint John, NB – Delta Brunswick.

Labour-Management Consultation

Over the last year, USGE has worked towards establishing a more consistent and more visible National Office presence with some of the smaller departments and organizations.

To that end, and after consultation with and agreement from other bargaining agents, USGE National Office is now co-chairing NLMCCs for the following groups: Justice, Public Safety Canada (PSC), and the Office of the Privacy Commissioner. As well, USGE is co-chairing the Policy Health and Safety Committee (PHSC) for Public Safety.

We are still in the process of establishing a formal NLMCC process at the Canadian Human Rights Commission (CHRC), the Canadian Human Rights Tribunal (CHRT) and the Office of the Information Commissioner (OIC). Previous consultation with these organizations was at a local LMCC level only.

Correctional Service Canada

National Generic Work Description (NGWD) committees

Slight progress is being achieved with several of CSC's NGWDs. In early June, Brother Stapleton started us off on the right foot with the Compensation Advisors' NGWDs and kept us progressing forward with the technical advice of National Office Staff. Since then three additional committees were struck — including the Sentence Management group — under the responsibility of Brother Garry Shaver; Brother Mike Arseneault is leading the Behavioural Counsellor NGWD; and Brother Barry Stolar is working with the Offender Management System Specialists NGWD Committee.

Other committees will be implemented shortly. USGE will keep on this task until all NGWDs are finalized and will continue updating members as committees are confirmed.

Save Our Farms

On March 30, USGE was invited to make a presentation to the House of Commons Standing Committee on Public Safety regarding the impending closure of Canada's six prison farms. By all accounts, the presentation was a great success. USGE's submission focused on our inability to get firm financial information from the Government that they are using to justify the closures. USGE kept hammering the point that the Government is not transparent with its information and that too many questions remain unanswered. On April 1st, the Committee put forward a motion to the Minister of Public Safety asking him to:

- Table forthwith the Strategic Review document referred to by Correctional Service Canada officials during the Committee's meeting on March 25, 2010; and
- Refrain from taking any steps to sell, dismantle or reduce operations at any of Canada's prison farms in any way, until independent experts have had an opportunity to fully review the value of the farm program and fully report in writing, to both the Minister of Public Safety and the Standing Committee on Public Safety and National Security Committee, and that it be reported to the House of Commons.
(Appendix B)

At time of writing, the Government seems to be at a standstill with their decision to close the farms. USGE is still closely monitoring the situation and will continue its efforts to prevent the closure of the prison farms.

IPO Workload Resource Formula

The result from the workgroup on the Institutional Parole Officer's workload resource formula was discussed at the June 15th, 2010 NLMCC meeting. At that meeting, USGE asked CSC to bring the recommendation to EXCOM in order to put forward the IPO workload resource formula action plan. The Commissioner said that CSC would have to do different reviews such as costing and that CSC National office would get back to John Edmunds, National President for further discussions and consultations regarding the implementation of the said IPO workload formula. If implemented as it stands, the current ratio resourcing would not exist any longer and it would be replaced by an Institutional workload resource formula. Members should access CSC National intranet website to review these National Labour Management Meetings minutes as they are published by CSC.

Royal Canadian Mounted Police (RCMP)

DA Review

Members have been quite proactive in filing Article 64 (Pay Administration) individual grievances and many of these have been received in the National Office. The largest number of these has come from the Atlantic Region. There have also been some Job Content, Pay and Classification grievances filed by our members.

Treasury Board Direction

Individual pay grievances and a policy grievance have been filed against the RCMP on the issue of the Treasury Board direction to departments that only current incumbents would receive any kind of retro pay post reclassification. An agreement has been reached with the RCMP so that individual grievances dealing with the retroactive pay issue are transmitted directly to final level. These grievances will be dealt with together at one hearing.

The policy grievance will also be the subject of a hearing before the RCMP that will be scheduled at our first opportunity.

Firearms

We continue to pursue the request for a Job Hazard Assessment for the Firearms Officer position and to correct the unwillingness by certain Firearms Office managers to recognize our health and safety representatives.

We need to turn the spotlight on the hard work being performed by USGE Local 60001 Miramichi. The members have been quite active over the past few months protesting the possible repealing of the Long-gun Registry. Sister Kelli McKay and her colleagues have not let any opportunity go by where they could get their message out: protests, petitions, even a t-shirt campaign. Nothing has been held back. We wish to thank them and acknowledge their dedication and tenacity in fighting this misguided closure. We ask all USGE Locals to get involved as much as possible and show their support as they may.

Employment Equity (EE)

The RCMP have named Champions for each of the designated groups. Having a person at a senior level that represents each of the EE designated groups helps to lend some credibility and weight to the cause. USGE RVPs have been assigned to each designated group: Disability — Sister Debbie

Kelly; Women — Sister Carole Petit; Visible Minorities — Brother Phil Carriere; and Aboriginal — Sister Karen Dion. This participation ensures that USGE members' interests are best represented and that our concerns with these issues are addressed promptly. Videoconferences have been held in all districts for each designated group and a National Champions' meeting is expected to be held in Ottawa, in December of this year.

The Women designated groups were the most active in all regions in addressing their issues. Leadership and awareness sessions were held in the NCR as well as in Nova Scotia and New Brunswick.

The RCMP has met their EE designated group target for public service (PS) employees but they still have some way to go to meet their targets with their regular members. They have sent their report to Treasury Board. This being said, USGE is continuing to monitor the RCMP policy to ensure that our membership benefit from employment equity in the workplace and that that no person is denied employment opportunities or benefits for reasons unrelated to ability.

Bill C-43 Royal Canadian Mounted Police Modernization Act

Bill C-43 was tabled recently in the House of Commons with a view to amend the RCMP Act. Short-titled "Royal Canadian Mounted Police Modernization Act", this Bill would change how RCMP members interact with management, and give them the opportunity to chose whether they want to work in a unionized environment, among other changes.

C-43 just passed First Reading, and the RCMP is now attempting to move forward with its review of Category of Employee (COE).

The RCMP has been working on a review of positions for quite a long time and, according to a recent Commissioner's Broadcast,

"[as] the proposed legislation is being considered by Parliament, the RCMP will expand and accelerate work already underway to review positions within the organization to determine whether they should be Regular Member, Civilian member or Public Service positions."

"I recognize that questions about categories of employees have been a long-standing issue and that any discussion of categories of employees raises concerns about the potential implications of any changes on individuals. We are committed to going about the review in an open and transparent manner and to ensuring

fair treatment of every employee who may be impacted. Regular updates will be provided, and there will be opportunities for input at the regional, divisional and national levels.”

While USGE is pleased to hear that there is pledge to finally conclude this review, we are closely following this legislation since we want to ensure that positions are placed in their proper categories. USGE will, from the National Office, ensure that proper input and consultation is provided during this process.

Canadian Security Intelligence Service (CSIS)

In our last report we explained that, following the results of the 2008 CSIS Employee Survey, the Service recognized the need to offer a less formal option for employees to resolve conflicts in the workplace. It was felt that CSIS employees could benefit from introducing informal conflict management services (ICMS), such as mediation, into our existing portfolio of resolution options. USGE has been instrumental in helping to create the ICMS program that will be implemented in the near future.

As a first step, a consultant was hired to conduct an extensive review of the Service’s existing conflict resolution procedures and to complete an Organizational Needs Assessment. The assessment was completed in late 2009 and presented to the Management and Union executives in April 2010. Mr. Mark Cosenzo was named ICMS Champion of the Service; his mandate will require that the implementation of ICMS proceed and ensure its success. USGE is continuing with its discussions with the Service to ensure proper implementation.

National Parole Board (NPB)

USGE and the NPB, along with RVPs David Neufeld and Ken Hazard have been working together towards establishing Terms of Reference for NLMCC. We anticipate NLMCC meetings taking place in the fall according to the availability of the parties. During these meetings, the focus will be on revisiting and possibly changing the Terms of Reference. Particular issues to be addressed include: ICMS, staffing, overall changes in the organization, in particular the restructuring of certain units given upcoming changes in legislation affecting offenders and related policies and procedures.

On a more pleasant note, we are pleased to report a thawing of the relationship between Harvey Cenaiko and the USGE. Our new found relationship with the Chairperson of the NPB is one based on collaborative effort. After a productive meeting, it was clear that both the NPB and the USGE needed to

work together to ensure that possible forthcoming changes have as little impact on our members and the NPB as a whole.

Court Administration Services (CAS)

During meetings with the CAS, USGE has always extolled the virtues of the Joint Learning Program and the benefits that can be derived from the offered workshops. The department has approved several workshops on harassment awareness that have taken place across Canada.

The CAS, as with many other departments, has had to implement budget restrictions. During NLMC, USGE has been reassured that this has not and will not impact the hiring or retention of employees. CAS has looked at other cost-cutting measures, such as travel to achieve their goals. Another example is the usage of more videoconferences to address issues.

Supreme Court

Until recently, staff at the Supreme Court were not accommodated in the workplace. Quite often, employees would need to work on their laps because desks and other appropriate tools were not made available in court rooms and judges' chambers. Now staff bring their own chairs to conference rooms for regular meetings and will have tables to work on. The local and the USGE National Office have been pressuring the Supreme Court to accommodate our members and we are finally seeing some positive steps. We are continuing to press for more formal discussions on the lack of ergonomic facilities in the court room and expect that this will be addressed during the next year.

Department of Justice

There have been many difficulties with employees returning to the workplace after being on sick leave for extended periods of time. The employer's answer was to hire a new Disability and Return to Work Manager, Suzanne Gilbert. Her mandate is to review the issues and to implement an appropriate policy within the department. USGE is pushing to participate in the drafting of this policy to ensure that our members' best interests are taken into account. We believe that employees should be able to return to work in a timely manner, with appropriate accommodation being made, where applicable.

Public Safety (PS)

Public Safety (PS) recently advised us that, as a consequence of a strategic review, it was declaring 18

positions across the country as affected under the WFA Appendix. It appears that PS will either deploy our members to equivalent level positions within their respective offices or offer them relocation to an equivalent level position in other offices. As of this writing, only three members have contacted the National Office with queries.

Under the WFA Appendix there is a requirement for departments contemplating or conducting a work force adjustment to formally advise the USGE. USGE is consulting with the department to determine how serious the situation is and what level of assistance and monitoring is required by us to ensure the terms of the WFA Appendix are followed. USGE will continue to monitor the situation, and provide advice and guidance to those who require or ask for it until everyone has been treated in accordance with the rights found under the Appendix.

Office of the Privacy Commissioner of Canada (OPC)

USGE has signed off on Terms of Reference for an NLMC process. Previous consultation was at a Local LMC committee level only.

As well, we have put this department in contact with CIC with the view to arranging an ICMS service provider. The USGE National Office has also recently consulted on a number of draft policies which we see as a positive step in our on-going consultations with this department.

In closing I would like to thank and recognize all USGE activists, members of the National Executive and the National Office. Your hard work, dedication and commitment make USGE a force to be reckoned with.

Respectfully submitted,
John Edmunds
National President

Appendix A

Addendum to National President's Report

March – 2010

March 4th	Breakfast meeting with Al Nause
March 5th	CSC/LMC
March 8th	Meeting with Tom Jarmyn
March 8th	Component Presidents Meeting
March 10th	ACOCSS Meeting
March 11th	ACOCSS Meeting
March 17th	RCMP/LMC
March 18th	Travel to Montreal — Election for Alternate RVP for NPB/NPS East
March 19th	Meeting with CSC
March 20th	Kingston — Save Our Farms Concert
March 23rd	Public Safety Canada LMC
March 25th	Meeting CSC National Hdq's
March 26th	Meeting with Larry Menard — CSC
March 30th	Meeting with Alan Nause
March 30th	Parliamentary Committee on Public Safety & National Security

April - 2010

April 8th	Retirement Party — D.C. Martin
April 9th	Meeting with Denis Perrault — Kingston
April 12th	Meeting with CSC Re: Grievance
April 13th	CSC-LMC
April 19th	Travel to Kingston
April 20th	Ontario Regional Conference

April 21st Ontario Regional Conference
April 22nd Ontario Regional Bargaining Conference
April 23rd Ontario Regional Bargaining Conference
April 26th Meeting with Louis Germain — Public Safety Canada
April 27th Meeting with Coleen Laframboise — CSC
April 27th Meeting with Harvey Cenaiko — NPB

May – 2010

May 3rd Travel to Montreal
May 4th Quebec Regional Conference
May 5th Quebec Regional Conference
May 6th Quebec Regional Bargaining Conference
May 7th Quebec Regional Bargaining Conference
May 10th Meeting with Tony Martin, MP
May 11th Meeting with Deputy Minister Baker — PSEPC
May 11th National Executive Conference Call
May 13th Meeting with Larry Menard — CSC
May 16th Travel to Saskatoon
May 17th Prairie Regional Conference
May 18th Prairie Regional Conference
May 19th Prairie Regional Bargaining Conference
May 20th Return to Ottawa
May 25th Meeting with Fraser McAuley — CSC
May 25th Meeting with Bobbi Grant — CSC
May 26th CSC Senior Executive Meeting

June – 2010

June 1st	Meeting with Kevin Mole — RCMP
June 2nd	PSAC National Board of Directors
June 3rd	PSAC National Board of Directors
June 4th	PSAC National Board of Directors
June 4th	“A” Division Change of Command Ceremonies – RCMP
June 7th	Travel to Moncton
June 8th	Atlantic Regional Conference
June 9th	Atlantic Regional Conference
June 10th	Atlantic Collective Bargaining Conference
June 14th	Meeting with CSC Re: Interchange Agreements
June 15th	CSC LMC
June 16th	ACOCSS Meeting
June 18th	Meeting with Al Nause, Deputy Commissioner
June 21st	Travel to Vancouver
June 22nd	Pacific Regional Conference
June 23rd	Pacific Regional Conference
June 24th	Pacific Collective Bargaining Conference
June 28th	Travel to Edmonton
June 28th	Meeting with Local Presidents and Prairie RVPs
June 29th	Prairie Regional LMC
June 30th	Return to Ottawa

July – 2010

July 5th	Meeting with Chris Madill — RCMP
July 8th	RCMP LMC



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Committee Report

Options

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HOUSE OF COMMONS CHAMBRE DES COMMUNES OTTAWA, CANADA

40th Parliament, 3rd Session

40^e Législature, 3^e session

The Standing Committee on Public Safety and National Security has the honour to present its

Le Comité permanent de la sécurité publique et nationale a l'honneur de présenter son

FIRST REPORT

PREMIER RAPPORT

Pursuant to the motion adopted by the Committee on Thursday, April 1st, 2010, the Committee calls upon the Minister of Public Safety to:

Conformément à la motion qu'il a adoptée le jeudi 1er avril 2010, le Comité demande au ministre de la Sécurité publique de :

- table forthwith the Strategic Review document referred to by Correctional Service Canada officials during the Committee's meeting on March 25, 2010; and,
- refrain from taking any steps to sell, dismantle or reduce operations at any of Canada's prison farms in any way, until independent experts have had an opportunity to fully review the value of the farm program and fully report in writing, to both the Minister of Public Safety and the Standing Committee on Public Safety and National Security Committee, and that it be reported to the House of Commons.

- déposer immédiatement le document d'examen stratégique mentionné par les représentants du Service correctionnel du Canada lors de la réunion du Comité du 25 mars 2010; et,
- ne prendre aucune mesure en vue de vendre ou de démanteler les prisons agricoles au Canada, ou d'en restreindre les opérations, avant que des experts indépendants se soient penchés sérieusement sur la valeur du programme des prisons agricoles et aient rédigé un rapport exhaustif sur la question, à l'intention du ministre et du Comité permanent de la sécurité publique et nationale de la Chambre des communes, et qu'il ait fait lui-même l'objet d'un rapport à la Chambre des communes.

Pursuant to Standing Order 109, the Committee requests that the government table a comprehensive response to this Report.

Conformément à l'article 109 du Règlement, le Comité demande au gouvernement de déposer une réponse globale au présent rapport.

A copy of the relevant *Minutes of Proceedings* ([Meetings Nos. 6, 7 and 8](#)) is tabled.

Un exemplaire des *Procès-verbaux* pertinents ([séances nos 6, 7 et 8](#)) est déposé.

Respectfully submitted,

Respectueusement soumis,

Le président,