



**Correctional Officer
and Youth Facility Worker
Representatives
Conference Call**

April 14, 2020

The National Union of Public and General Employees (NUPGE) is a family of 11 Component and 3 affiliate unions. Taken together, we are one of the largest unions in Canada. Most of our 390,000 members work to deliver public services of every kind to the citizens of their home provinces. We also have a large and growing number of members who work for private businesses.

Larry Brown, President

Bert Blundon, Secretary-Treasurer

**Correctional Officer and Youth Facility Worker Representatives
Conference Call
April 14, 2020
1:00 pm Eastern Time**

PARTICIPANTS

NSGEU	Charles (Benny) Singular Rick Wiseman
PEI UPSE	Chris Oatway
OPSEU	Chad Olfield Tom Gibson Janet Laverty Sandra Harper Pete Harding Jonathon Guider
MGEU	Chris Drosdoski
SGEU	Lori Bossaer Barry Nowoselsky Verne Larsen Glen Billingsley Jon Urton Kim Picot Pat Sander
HSAA	Mike Parker
BCGEU	Dean Purdy Oliver Demuth
NUPGE	Len Bush, Managing Director Michael Temelini, National Representative Nadia Ibrahim, Research Officer

1. Welcome and Introductions

Len Bush, NUPGE Managing Director, welcomed participants to the meeting and asked them to please send participant names and emails to Deb Sonogo. He also pointed participants' attention to the documents that were shared via the meeting [webpage](#).

2. Updates from Components

What follows is a summary of the general updates from Components. Information shared in response to specific questions raised at the outset are consolidated below.

Question from OPSEU: What are your ministries saying about staff bringing their own face masks from home?

- Background from OPSEU: In adult, PPE is under lock and key across the province, only to be used upon approval. Ministry of Labour has ordered one institution to mandate the provision of masks for nurses doing all medical rounds that do not have barriers and for anyone within 6 feet. Some people have been bringing in their own masks and the employer is pushing OPSEU for an MOA on the topic. In youth, staff are allowed to wear masks from home in places where PPE isn't yet mandated (e.g., new admit areas).
- NSGEU: Employer has said not to bring in personal masks from home. Staff are issued masks at work and the supply seems to be okay so far.
- MGEU: Officers are being given masks at the worksite.
- SGEU: In youth, there hasn't been any denial of wearing them if people want to. In adult, it has not been discussed. In Prince Albert, for example, staff haven't been wearing masks because no cases, but staff have access if needed.
- BCGEU: Still waiting on risk assessment on masks, but employer is allowing masks to be worn in intake unit in negative pressure cell.

Question from MGEU: What is happening in your province with regards to part-time staff?

- Background from MGEU: Because some people are cancelling vacations and inmate counts are down, hours aren't available for part-timers. In youth facilities, looking at layoffs of part-time staff
- OPSEU: Fixed term employees are getting their 40 hours a week.
- SGEU: In youth, not a huge issue because there aren't many part-timers usually and counts are up, so any part-timers are getting their hours. In adult, part-timers are

on-call, rather than being prescheduled for maximum amount of hours, but some shifts are being taken away because of cancelling vacations, etc.

- BCGEU: All COs are full-time. Part-time auxiliary staff are working on an on-call basis.

Question from SGEU: How are other young offender facilities managing new intakes, specifically the 14-day isolation period before transferring to living units?

- Background from SGEU: At the Regina facility, youth counts are higher than they have been in months and there's been an increase in new intakes in recent weeks. This means the intake unit is full and staff are having challenges with processing.
- OPSEU: In adult, reduced population has allowed many institutions to create space for intake units where inmates are isolated for 14 days. There are some institutions where this isn't happening yet, as they are still scrambling to create the space. In youth, intakes are placed in a separate admitting unit for 14 days, then moved to general population. PPE is more mandated in those areas.
- MGEU: Intake for everyone, including youth, is still happening through the Remand Centre in Winnipeg. Everyone goes through the 14-day isolation period. Counts for youth are down.
- BCGEU: In both youth and adult, intakes are isolated for 14 days.

General Updates

NSGEU

- The province's 4 facilities have been consolidated. 1 facility in Southwest had been reduced to 15 when state of emergency was called, and it has now relocated the remaining population to Central. Voluntary redeployment of those staff. The facility is still open with some staff, but no inmates to be housed for the near future. Another facility in Cape Breton is looking to reduce population to 25-30 inmates (from 50).
- Moving away from direct supervision temporarily. CO's have been pulled from dayrooms and are back to 30-minute rounds.
- Still no temperature checks of staff coming into facilities. Temperature guns have been ordered and should be arriving next week, at which point checks will be implemented.
- Relationship remains positive: Officers are going to management and letting them know what they need, and more or less getting what they're asking for. Everything being asked of staff that's considered inconvenient has been done on voluntary basis.

OPSEU

- Employer is trying to cut back training of new staff in youth facilities.

MGEU

- Facilities are beginning to do temperature checks as staff enter facilities. One challenge is that the manufacturer recommendation for infrared thermometers is that people need to be in room temperature for a certain period of time (may be up to 20 minutes) before taking the temperature in order to get an accurate reading.

SGEU

Youth:

- 2 presumptive cases last week came back negative, so still no cases in staff or youth
- On the grounds of the Regina facility, an adult female unit had been closed, but has now re-opened as a COVID deterrent for general public: anyone who tests positive and isn't following isolation protocols can be brought into the unit. Staff at the YO facility were not consulted and are now looking at process and policies about what this means

Adult:

- Little has changed since last call
- Employer has outsourced 2 tailors to make cloth face masks for employees and saying there is ample supply of surgical masks for staff. N95 is available but only to be used in certain extreme situations that are specified. By next week, all staff should have cloth masks or surgical masks provided by the health region.

HSAA

- Members are health care workers in the facility
- Note the importance of ensuring members are fit-tested for N95 masks

BCGEU

- No cases amongst COs or inmates in BC
- 1 case at Okanagan Correctional Centre has gone through 14 days and has been cleared

3. Next Steps

- Support for moving to a bi-weekly call
- Please send any documents that were mentioned during the call to Len and they will be shared via the meeting webpage.



NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES

- B. C. Government and Service Employees' Union (BCGEU)
- Health Sciences Association of British Columbia (HSABC)
- Health Sciences Association of Alberta (HSAA)
- Saskatchewan Government and General Employees' Union (SGEU)
- Manitoba Government and General Employees' Union (MGEU)
- Ontario Public Service Employees Union (OPSEU)
- Canadian Union of Brewery and General Workers (CUBGW)
- New Brunswick Union of Public and Private Employees (NBU)
- Nova Scotia Government and General Employees Union (NSGEU)
- PEI Union of Public Sector Employees (PEI UPSE)
- Newfoundland & Labrador Association of Public and Private Employees (NAPE)

The National Union of Public and General Employees is an affiliate of the Canadian Labour Congress and a member of Public Services International.

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