



Collins Bay and the opening of the new units

On Thursday the Union met with management to discuss a number of issues opening the new units at Collins Bay. The Union was represented by Graham Hughes, local president of Collins Bay, UCCO-SACC-CSN and Jason Godin, Regional President Ontario, UCCO-SACC-CSN. Mr. Toller, RDC Ontario and Ms. Morrin, ADCIO represented the employer. Here is a summary of our discussions.

Barriers – The employer indicates that barriers are not on the table as current design of the new units meets the required specifications for medium security facilities. However, it is possible that modifications could be made in the future in line with the transformation agenda (Correctional Review panel report) but at this time barriers are not an option.

Cell Locks – The employer informed us that all seam welds for the locks on cells doors will be completed prior to any inmates being housed in the units. In other words unit 6 will receive the seam welds first and the others will follow prior to any inmates being housed on the other units.

3&4 Block to Remain Open – The employer has made it clear that 3 and 4 block will remain open and a link will be established with the behaviour of inmates in the new units to 3&4 block and maximum security facilities. In other words behavioral problems will be dealt with by transferring inmates out of the new units. The employer agreed firmly setting the expectations of inmates housed in these units. We pointed out that currently the institution is doing a poor job of classifying charges and hearing them. We gave a recent example of over 60 charges not being heard. The employer noted this and indicated they would address.

Transition and time frames – They indicated that they want to move 10 inmates a week into Unit 6 starting on October 20th 2008 and be up to 60 by the end of November.

Inmate Profile – We believe we will not receive an inmate profile as currently CSC's policy is that a medium security inmate is a medium security inmate. The employer indicated that would be looking closely at what type of inmates they would start putting into the new units and would look at also drawing from other institutions. We insisted that a Correctional Officer from the local be included in this process. The employer agreed with this.

Training – We suggested to the employer that 5 days of training be given as opposed to 2 days, which is the practice when an officer transfers from one institution to another. The employer will look at this and respond. We also insisted that the employer train officers on the strip entrance prior to opening the first unit. The employer agreed.

ERT team training – The employer agreed to a 4 day session for ERT team training. The first few days will be spent having team leaders (CBI, CBI backup & CBI secondary) build the scenario with the trainers. The remaining 2 days will be to train the CBI team and their backup and secondary.

Shotgun Training – We explained to the employer that most CX1's are shotgun trained at CBI however we insisted that all CX2's also be trained. The employer indicated that this is outside the current standard but agreed to train some additional staff. We suggested that many institutions are already operating outside the standard. The employer will table with NHQ and get back to us on this issue.

Mock medical Scenario – The employer indicated that 2 mock scenarios on medical emergencies will be conducted prior to the opening of the first unit.

Timeline for modifications – We requested the employer give us a timeline for enhancements that they agreed to install for the following areas, additional razor on top of the units, fencing around the programs building, elevated control (raised) posts and doors. We are waiting on this timeline.

Staffing – We requested the employer confirm the staffing levels for each unit. We insisted that anything less than 4 officers is not acceptable for response reasons. The employer will verify this and get back to us.

Opening Audit – We requested the opening audit report. At this time the employer says it is still in draft format and not completed.

Personal Protective Equipment

OC Spray - We requested that the employer agree to provide each officer working in the units with a mark 3 on their person. We also requested a mark 9 be secured and accessible in each unit. The employer will table with NHQ and respond to us.

Batons / Shields - We also requested a secured area in the units for batons, shields etc. The employer will verify this possibility with NHQ.

Routine – We requested the employer concentrate on setting up a solid routine with one unit first prior to putting routines in other units at this time.

Contingency plan – We requested the employer provide us with the contingency plans in the event of hostage situation etc. The employer indicated that a contingency plan is an absolute must and will provide it.

We agreed to meet again on Friday October 3 to follow up on outstanding issues we discussed.

**Graham Hughes, Local President Collins Bay
Jason Godin, Regional President**

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