Local 003 Council Meeting

January 19, 2020, at 0900hrs

Virtual

Edmonton, Alberta

In Attendance:

Local 003 Chair Scott Conrad

Local 003 Vice Chair Kelly Weaver

Local 003 Treasurer Bill West

Local 003 Secretary Wayne Scouten

Local 003 P.E. Rep. Jason Ezard

Local 003 M.S.O. Mike Rennich

AUPE President Guy Smith

AUPE Vice President Susan Slade

AUPE Vice President Mike Dempsey

AUPE Vice President Bobby-Joe Borodey

AUPE Vice President Karen Weirs

Council members: David Chacko (Chapter 5), Greg Wohlgemuth (Chapter 8), James Gault (Chapter 5), Dax Lydiard (Chapter 11), Jeff Pentz (Chapter 11), Mack Branch (Chapter 6), Melissa Breau (Chapter 2), Rohit Tinani (Chapter 15), Gopal Ayre (Chapter 1), Kurt Sudholt (Chapter 4), Brandi Aguilar (chapter 4), Steven Durk (Chapter 14), Kyle Crowell (Chapter 8), Rob Roger (Chapter 3), Sandra Taylor (Chapter 11). Kevin Patterson (Chapter 1), Brad Anderson (Chapter 8), Alex Wenman (Chapter 8), Jeff Pentz (Chapter 11), Mark Hercina (Chapter 12)

Absent:, Matt Betts (Chapter 2), Oscar Stiener (Chapter 5), Tyler Hardy (chapter 6),, Paul McKinney (Chapter 8), Jordan Kuzma (Chapter 8), Sean Chernesky (Chapter 8), Harp Sidhu (Chapter 12),

1. **Call to order 0910hrs**
2. **Statement of Equality and treaty land statement**

-read by Brother Wohlgemuth

1. **Role Call**

All members introduced

**5. Reports**

5.1 Chair – Scott Conrad

5.2 Vice Chair – Kelly Weaver

5.3 Treasurer – Bill West

5.4 Secretary – Wayne Scouten

5.5 Provincial Executive Representative – Jason Ezard

5.6 OHS Liaison- Brandi Aguilar

All passed reports.

**6. Acceptance of Agenda**

**Scott Conrad moved the agenda as emailed to the previous day. Seconded by Brandi. Passed.**

**7. Adoption of Previous Minutes**

Motion to Accept Previous Minutes – Scott Conrad. Seconded. Passed.

**1.Bargaining update**

Dax’s latest bargaining update sent to all Council reps via email. GOA revoked original proposal regarding monetary issues and put forth a proposal for a rollback. They also attacked the Shift differential, removal of Christmas closure days. Complaint have gone in from the bargaining Committee in regards to bargaining in bad faith on the employer. To this date they have yet to discuss a single monetary issue, it appears that they are not willing to discuss monetary. Members should be prepared for a lockout. The GOA gave no increases for RAPID. A lockout would include entire GSBC members but this can only happen once the Essential Service agreement is signed off (no date for the ESA’s yet). There is a possibility for voting on shift schedule for the SHP as it has been tabled by the GOA and the Local is currently in discussions on how that voting would take place. Members have voiced their concern about 9.25 LOU in the Sheriffs and are asking that it be rectified in the LOU.

 **2. EYOC Update (vacant chapter exec’s)**

Chapter 15 and 10 are currently being running by the Local due to lack of executive (retirees). We will have AGM’s as soon as February according to AUPE Executive.

**3. Covid Update: (close contact 14 days and Travel)**

The last Covid update from the GOA was given mixed messaging regarding COVID travel. Close Contact means 14 days off as the employer was saying return to work with a negative test, this is incorrect.

**4. Fish and Wildlife (membership reaching out to Local 3) update. Short discussion around Local**

The Local 3 have been invited to talk with Fish and Wildlife members (approx. 110 members) regarding the Rapid integration. Mike Dempsey spoke on how it affects Local 5. Fish and Wildlife were told they would be first up to come over to the the Rapid. There were discussion at the Deputy Minister level stating that they would be compensated accordingly and this was reneged on that and they have been kept them at the same pay scale. Concerns are that SHP will face the same fate. Trevor Zimmerman (AUPE) is willing to discuss a fightback campaign with Local 3 members.

**5.Attendance Centre position returning to centres (7 positions)**

Last week there were 7 positions from the attendance centre returning to the work crew program CPO. Local 3 will Speak to Brad Clark to ensure that there will be no job losses. Still a possibility of members being moved into probation, but according to the employer no layoffs expected. Email will be forwarded to Chapter chairs and Council reps.

**6. Internet usage**

The employer stated a year ago the internet would be going away at the centres. It rolled out last week in some centres but all centres are being affected. Kyle informed the members of concerns that there were side effects to the internet loss with members at ERC. Chapter Executives need to bring it to EMAC meetings to clearly define what is permissible to bring in on nights for material (IE books etc). It was brought up that no internet gives us the opportunity to speak to members.

**7. Education/ AGM dates.**

A small number of courses are being offered online at this time. Virtual AGM’s will be rolled out in February. As it stands now Chapter AGM’s for Chapters will be between Feb-June. The Local is adamant that Local 3 AGM’s won’t be scheduled in July and August. Bobby-Joe talked about how elections and meetings will take place virtually going forward and stated that extensions will be available for Chapters and AGM’s. 3rd party vendors will allow voting, confidentiality for these meetings according to AUPE. Brother Wohlgemuth stated concerns with running an AGM virtually for centres. Proxy voting is not the direction AUPE is heading in due to difficulty with that type of voting. If AUPE offices are open at in the future it might be feasible to allow individuals to attend there to use internet there for online meetings and voting. In Camera discussions to follow.

**8. Challenge Coins**

We need Council members to inform their chapters about the Local 3 Challenge coins. Posters are available if needed through the Local. Cost $10 each. E transfers will be accepted to the local.

Break for lunch return at 1310hrs

**10. Changes to Local 3 policies and bylaws ( removal of funds from investment accounts). Pulling from investment accounts must be 85 percent majority of council reps must vote and 85 percent must be present. Rationale: Making sure Local 3 is financially stable for years to come.**

The council voted on the removal of funds from the investment account. Scott stated that AUPE setup investment accounts for all locals and the Local has invested in these accounts for the past couple years. To date, the Local have $265000.00 in the investment account used to pay for Local business if needed. Current practice is 50 plus 1 for voting.

Voting commenced: The vote passed 21 in favour and 1 against. The motion has passed and will be updated January 20, 2021.

**11. Psychological Assessment (SHP)**

The SHP have been asked to complete Psychological testing and only one person has refused. The Psychological Assessment letters have been sent out to the members needing to take the Assessment, the requirements, and how it works if if they don’t pass.

**11. Meal Claim grievances update**

As of beginning of January Mr. Rennich (MSO) has been waiting for decisions in other areas of the GOA. Anyone that wants to file grievances should and continue to do so until we receive a decision on them. The Local 3 will letter a letter to Guy Smith (AUPE President) asking about moving forward with the grievance.

**12. Investigations**

Brought up at the last UMC meeting. The last UMC the Local asked for a quicker timeline in completing investigations. It is now a standing issues on Roundtable and UMC meetings.

**13. Essentials service agreements.**

Bill West, Scott Conrad, and Wayne Scouten will be on the Essential Service agreement bargaining team for Local 3. The Local needs information on How many people you go to shift at your Centres? And how many you are SUPPOSE to go to shift with? Local 3 will send an email with the ask. By next Tuesday (January 26, 2020)

**15. Lowering of flags**

Every time someone passes away within Local 3 we contact management. The protocol is from the Federal government for flag lowering. We can lower the Correction flag immediately for any death. At the next UMC meeting the Local will ask that a Corrections flag and Sheriff flag be stationed out at any facility that we work to ensure that members are respected.

**16. Brandi to talk about OHS issues.**

James Gault asked What is the process of transfers when there is no quarantined units. Why was the quarantined unit removed at FSCC? The Local 3 will address with Joanne P. It was reported that CCC does not either.

PPE is a concern with the centres. The MOH have deemed that non-surgical masks are sufficient in the Centre.

It appears AHS is dictating the COVID protocols in the centres.

The goggles that the Sheriffs wear were brought up due the fact that they were difficult to see out of. Brandi stated that they are providing PPE that is deemed appropriate.

Mike Rennich stated that you can go out and buy safety glasses with approval but they won’t replace them.

**18. Centre Escort Vest**

This was brought up at UMC and an ionizer cleaner was asked for to clean the vest. It was denied from management at that time. We believe it is a safety concern and we are continuing to look at alternatives with the GOA. Cost is a concern for management. It is on the agenda for the next UMC.

**19. 1gx pay issues**

The Local 3 believes it is a horrible time of the year to implement a new pay system. Constant pay issues throughout the government. This was reported to AUPE and it hit the media. Please forward emails to the Local regarding pay issues. A FOIP complaint was put in regarding 1gx due to the fact that you can see whose at work. The Local encourages you to report these issues and file grievances on them.

**20. In Camera session**

Out of camera at 1540hrs. The meeting convened at 1547hrs

Local 3 Executive

Old Business

**8.1 Convention**

- Scott Conrad stated that We need members to go back to their worksites and explain to the members to be hesitant when applying for the position of Sgt at Arms at Convention due the position that it puts our members (liability issues). We applaud our members for the work they have done in the past at Convention.

**8.2 Bargaining update**

* Dax stated Bargaining is in holding pattern (strategically and due to Covid), he discussed ESA agreements and that the new ones have not been signed off, and will send out an email to council reps with an update regarding bargaining.

**8.3 Nasal tests (Jason Ezard to speak too)**

* Nasal swaps will be conducted for inmates in the Centres as they are running out of throat swabs these are being conducted in a separate room which may cause delays for intakes.

**8.4 Challenge coins (special Guest Rick Smith)**

-Brother Rick Smith discussed the challenge coins and how the design came about. The Local Council will bring them to all meetings for sale.

 **8.5 COVID WCB ( guest invite Grace Dyckeu) Have questions readily available for Grace send prior.**

-Ensure that you are following the direction of AHS when it comes to isolation. Thursday the Local will email all Council members the COVID updates on Leave.

-Grace Dyckeu stated that individuals on PSPP (which is not considered as a benefit) should apply to LTDI even when on WCB. Always apply to LTDI after 20 days of leave.

Filing a claim through WCB confirms that your injury/ illness is tracked for the rest of your life, so it’s important to show you had an exposure to COVID/ or exposures for the future as OHS is only required to keep records for 3 years.

**8.6 EYOC update**

* Scott Conrad gave update regarding EYOC and potential closure. The Local will have a conversation with Chapter 10, 2020. Should have an update on count numbers on ORCA for count numbers at Centres. Chapter 10 must be diligent on methods of utilization of the Centres.

**8.7 Pensions Bill 22 (Jason Heistad)**

- Jason Heistad discussed the Bill 22, It impeded us as a pension plan with looking at other investments. Discussed 54-11 changes and why the changes were made.

 rationale was given by Jason Heisted as to why members were not informed of the change and that VP Susan Slade would follow up with APS no longer giving termination summaries upon request.

 **8.8 Peace Officer memorial/ Convention Cancellations**

Peace Officer memorial parade for 2020 is cancelled for 2020. Convention is cancelled due to covid

**8.9 New website transition (new time off form)**

-An email will go out this week regarding the process of time off forms through AUPE.org

**8.10 Future Local meetings during Phase 2**

-Scott Conrad would like to make a motion “if AUPE offices are not open for video conferencing for the January (date to follow) meeting then the meeting will be held in person”.

Rational: We need to show people that we are still doing busy and we need to meet”

Brother Gopal speaks against the motion as he believes

Brother Weaver speaks for the motion as it saves money for the Local.

Defeated motion

Brother Gopal put forth a motion “ that the January 2021 meeting be held in person”

Rational: We need to formulate plans due to the nature of the union and it is helpful to be able to discuss these matters in person.

Motion passed unanimously.

Meeting confirmed for January 19th, 2021

**8.11 Fish and Wildlife and update**

-October 1st 2020 Fish and Wildlife will be moved to Sheriff Highway Patrol confirmed by Bill Sweeney and Deputy Chief Gourley.

The Local has made some inquiries about Fish and Wildlife members coming to Local 3 but due to conversations with all stakeholders the Local Executive believes that they can’t continue pursuing this through the union and the undertaking would fall under AUPE if they wanted that process to happen.

The Local Executive have been invited in discussions for the CVE/ Highway Patrol integrations going forward.

The Local will be obtaining a list of Sheriff highway patrol to place them in Chapters that better suits their needs (red deer North/ south red deer north). The Local will be reviewing the process. VP Bobbi Joe Brody explained that a process must be put forward to the Executive (article 20 Constitution).

**8.12 Internet usage (Jason Ezard)**

-The employers moving forward with internet restrictions and replacing computers in the Centres.

Scott Conrad made a motion for vote on the OHS Liaison to be added to the agenda. Motion passed.

**8.13 OHS Local Liaison Election nominees**

Brandi Aguilar- Accepted

Dave Chacko- declined

Gopal Ayre-declined

By acclamation Brandi Aguilar was accepted as the temp OHS Liaison until the next election.

-Brother VP Mike Dempsey conducted elections.

**8.14 Covid 19 updates from Chapters / Updates**

Chapter 14- Durk, PPE has been acquired in areas. Probation staffing levels extremely low. Discussed study of a Provincial police Force that is being conducted by the government.

Chapter 15- Rohit Tinani discussed concerns in his area regarding discipline from the employer.

Chapter 11- Hired 10 casuals they have 6 months to pass the COPAT. Seeing clients 1 day a week.

Chapter 9- at the start of Covid no stops were being done. Conducting checks stops at the border during Covid

Chapter 8- Management changes have made things better along with continued EMAC meetings.

Chapter 6- Discussed PPE. Caps on wage staff. Overtime.

Chapter 5- Discussed COVID PPE.

Chapter 4- Off site judge and jury trials. Perimeter staff have plexi glass up. No confirmed cases. Battle between stakeholders on directing individuals in the courthouse.

Chapter 3- discussed breaks in Peace River and the concerns of “off duty” and “on duty”.

Chapter 1- Discussed PPE wearing in the centre.

Chapter 2- Discussed working short. Transfers.

Meeting adjourned at 1630hrs, January 19th, 2021 next meeting date TBA