***Public Security UMC Agenda***

***May 27, 2021***

***13:00 hrs meeting start time***

Derek Heslinga – Local 003 MSO

Scott Conrad- Local 003 Chair

Bill West- Local 003 Treasurer

Jason Ezard – Local 003 PE Representative

Wayne Scouten- Secretary Local 003

Brandi Agulair – OHS Liaison

Lee Newton, Chief Sheriff

Daryl Gourley, Assistant Chief

Debbie Bilotta – Manager, Employee Relations & OHS

Sue Miller – HRBP

Chantel MacDonald – Sr. Employee Relations Consultant

Public Security Items of the Agenda:

1. **Contracting out (Update) SST1 status**

**-no changes – 6 in Edmonton and 2 in Calgary. Difficult to reduce number without filling positions. Significant vacancy rate in branch. Getting positions filled through recruitment has been a challenge.**

1. **LASS arming**

**-If approved LASS arming will have an impact to the Sheriffs Branch deployment**

**-discussions are ongoing – no formal timelines, no final decision made as yet but will be shared as soon as able**

**-The plan is that LASS will become armed and be responsible for the security of Legislature-no job loss to those members currently assigned to LGCS**

**- -some impacts on shifts, duties and responsibilities expected and required notice under the CA will be provided to effected staff**

1. **Hard vacancies within Sheriffs branch**

**-approximately 100 hard vacancies, due to hiring constraints**

1. **Sheriff flags all venues (update)**

* **Protocol exists for lowering of flags at endorsed government facilities**
* **Branch management to explore possibility of flag poles at weigh scales and staff college**
* **Update to be provided at next meeting**

1. **HWAA (hours work averaging agreement) changes during bargaining/not being renewed**

**-messaging went out initially that has since been addressed**

**-HWAA currently in existence can continue or be extended until such time that a new collective agreement is in place**

1. **Rapid updating (training for former CVE members)**

**-training commencing again**

**-SHP have training commencing June 1, following covid protocols around class sizes and spacing**

**-as of last week, 8 former CVE members still require firearms course, 7 require IARD training, 11 need the 1 day rapid training**

1. **Divide between STO and SHP being created**

**-local to put specific concerns in email to Chief for follow up**

**-challenges in consistency between areas as a result of amalgamation and branch is working through dealing with addressing discrepancies but it will take time**

1. **Range training (no longer allowed to train at Phoenix)**

**-memo sent to members to communicate change pertaining to after hours range time**

**-costs not feasible for branch going forward**

**-range will still be used to qualify and for remedial.**

**-local concerned about members keeping up their standards. Management sees benefit/value for officers and public safety – our obligations as the employer are being met.**

**-no answer today for resolution to this issue.**

1. **Chapter 4 cultural review**

**-high level discussions going on – remains a priority for division to look into this issue in a meaningful way**

1. **Mental health and well being of staff (resources outside of Shepell and peer support)**

**-local to look into any options that may exist specific to law enforcement that can be put forward to the branch for further consideration.**

1. **Hazardous substance and personal protective equipment policy**

**-draft being working on to comply with OHS requirements**

1. **Secondment model**

**-original purpose was to create movement within the organization that wasn’t solely dependent on promotion. With the size of the branch now, this has somewhat been alleviated.**

**-discussions to take place with Deputy Chiefs on the model for go forward recognizing there still needs to be opportunities for movement within the branch.**

**-if secondment model goes, the intent is not to move folks on secondment back to their base unless at their request.**

**Minutes Agreed Upon At: to be finalized**

**Next UMC date: September 7, 2021 in afternoon**