Local 003 Council Meeting

September 27/28 2021, at 0900hrs

Virtual

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. Derek Heslinga

AUPE President Guy Smith

AUPE Vice President Bobby Joe Borody

AUPE Vice President Mike Dempsey

AUPE Vice President Bonnie Gostola

AUPE Vice President Susan Slade

AUPE Vice President Kevin Barry

Council members in Attendance: Kevin Patterson, Erik Johnson, Nathaniel Hachey, Stephen Scott, Rob Rogers, Richard Cortiula, Kurt Sudholt, Thierry Ramsamy, James Gault, David Chacko, Wilson Stokes, Mackenzie Branch, Gary Oram, Brad Anderson, Camron, Hoffman, Aaron Hildebrand, Greg Wohlgemuth, Jordan Kuzma, Robert Zandbeek, Robert Bellemare, Glyn Hegge, William MacAoud, Kyle Purpur, Jena Brousseau, Simone Dixon, Jeff Pentz, Dax Lydiard, Mark Hercina, Regina Tees, Regan Yee, Rohit Tinani

Absent: Shaun Jorgensen Nathaly Rodriguez

1. **Call to order 0907hrs**

Scott called the meeting to order at 907hrs

1. **Statement of Equality**

Read by Kelly Weaver

STATEMENT OF EQUALITY

AUPE is committed that our functions will be protective of individuals’ rights to

contribute. Participants are expected to challenge and debate issues and not individuals.

Participants shall engage in behaviours that are respectful of others race, gender,

sexuality, ethnicity or occupation.

Behaviours that undermine participation such as harassment; racism; sexism; rude or

crude remarks, take away from the rights of individuals to play a part in AUPE

activities.

We encourage members to call each other “brother” and “sister”. In doing so we

promote our own solidarity and equality.

If you feel your rights are being violated, and you are not able to address it, talk to one

of the AUPE staff or officers to assist you in dealing with your concerns.

1. **Treaty land statement**

Read by Jason Ezard.

Treaty Acknowledgment for Virtual Meetings

As we from AUPE, all come together from across Alberta, in this

unprecedented time and in this unprecedented manner, it is important

that we acknowledge the land in which we all gather, made up of

Treaty 4, Treaty 6, Treaty 7, Treaty 8, and Treaty 10 and the first

peoples on this land, including First Nations, Metis, and Inuit.

It is also important to acknowledge the way this pandemic has affected

all people on this land in different ways and of varying severity, and the

importance of solidarity with all, as we face this challenge.

4. **Adoption of the Agenda**

Scott moved to adopt the agenda as written. Passed

**5. Adoption of the previous minutes**

Adoption of the previous minutes passed

**6. Officer Reports**

6.1 Chair – Scott Conrad

Moved report .Seconded. And passed.

6.2 Vice Chair – Kelly Weaver

Mr. Chako questioned what involvement he had in the Fort Saskatchewan meetings. He stated that he met with the local execs regarding it during and after the fact.

Moved report .Seconded. And passed.

6.3 Treasurer – Bill West

Moved report. Seconded and passed. Chacko questioned a missing date. Mr. West stated that he would review the dates.

6.4 Secretary – Wayne Scouten

Moved report. Seconded and passed.

6.5 Provincial Executive Representative – Jason Ezard

Moved report .Seconded. And passed.

6.6 OHS Liaison- Brandi Aguilar

Seconded and passed.

All passed reports.

6.7 Bargaining report- Dax Lydiard

Moved report. Seconded and passed.

7**. Discussion of Old Business**

Passed

**8.0 new business**

**8.1 declaration to run for executive local position**

**Kurt Sudholt- OHS rep**

**Jason Ezard- Local Chair**

**Brandi- Treasurer**

**Wayne Scouten- PE Position**

**Kevin Patterson- PE Position**

**8.2 explanation of in-person meeting/ virtual meeting**

Scott Conrad stated that we were one of the only Locals that held an in person meeting during covid. The Local put it out to the Local Council members for this meeting whether or not they wanted a joint meeting (virtual and in person) and the membership voted in favour of this. The Local had been watching the Covid numbers and because of the high numbers The Local made the decision to go completely virtually. The Local 3 were informed by the AUPE Executive that PE was going to put forth a motion that our meeting be called out of order.

Mr. Patterson stated that he was happy that it went virtual due to the difficulty of having an in-person and virtual meeting.

**8.3 Bursaries/ scholarship for members $499**

Scott Conrad discussed the previous policies regarding 2 bursaries for post secondary education. The reason the bursaries are $499 is because it’s not taxable. The local executive would like to make a motion that 2 bursaries be added to policy for the Local policies procedures.

An essay will pick the policy. The Local executive will review them and pick the ones that put some effort in and Local Council will decide.

Kevin Patterson proposed that all essays be reviewed by Local Council.

Kurt suggested a Bursary sub committee to review the essays.

Scott Conrad proposed that a Motion be passed stating “that a policy be created regarding bursaries/ scholarships for members children.” This will be presented to council for review.

**8.4 Vaccinations (COVID)**

Kevin Patterson asked about JSG mandating vaccinations. Scott Conrad stated that the Local Executive asked the employer last month if there was a plan for mandatory vaccinations, they stated that there was not at this time.

Discussion around mandatory vaccinations.

**8.5 chapter 1 inquiring about creating a transfer process outside the Compassionate transfer process**

Kevin P stated that he believed that the Compassionate transfer process is being abused and that he would like to see a process that’s improved. Scott stated that this is a topic that should be brought to UMC with the new Local Executive.

Wayne and Derek Heslinga informed the members of the article in the collective regarding the employer not filling positions.

**8.6 vests (uniform alignment)**

Kevin asked about different vests in the centre. Ezard stated that this was brought up with the old ADM and Directors and it should be brought forth at the next UMC.

William Macoud . Stated that EYOC are still sharing vests and its a sanitary issue.

This concern should continually be brought to UMC.

Wayne stated that the sanitary portion of the complaint should be challenged through the OHS process.

James Gault stated that cost should be analyzed for each vest.

Scott Conrad stated that it should be brought forward by the uniform committee (Rob Rodgers and Ezard).

Nate Hachey stated that sizing is a concern for members on med escorts.

Chacko asked when the last time the uniform committee met. Scott stated they met when covid started and it should be brought up at the next UMC as per Scott Conrad.

Regina Tees asked about cleaning of the vest and questioned about the vest being washed in inmate laundry. Scott informed the Council that the Local Executive have put forth proposals regarding ION cleanings and the GOA states that they believe that the cleaning they are doing is enough.

Brandi, stated that Cost is the GOA issue and they continue to fall back on the manufactured recommendations.

Kurt Sudholt stated that it needs to be activated via OHS. And we’ve had some success filing complaints.

**8.7 Chapter 10 discussion around acting pay**

William Macoud stated that some acting CO3’s stated that his Centre is experiencing issues with acting pay as per the collective agreement regarding management not allowing someone to go into the 4th day.

**8.8 forced overtime**

William Macoud stated that a lot of wage employees are getting favourable overtime shifts and that full-time members are getting forced. Scott Conrad stated that this should be brought to his EMAC meeting. Scott asked MSO Derek Heslinga regarding forced overtime, Derek stated that the Collective Agreement has an article that a grievanc could be filed regarding it due to the inconsistency regarding the overtime.

**8.9 lack of enforcement regarding dress and deportment**

It seems like the EYOC centre is being targeted for dress and deportment.

Scott Conrad stated that the beard issue is still at Human Rights and won’t be resolved until then.

Scott Conrad stated that the members need to file complaints and grievances regarding the issue.

Heslinga (MSO) stated that even if the Human Rights Tribunal ruled in our favour it may only apply to that exemption. Scott Conrad stated that the beard policy is now part of the condition of employment for hiring.

Dave Chacko asked why can’t OHS officer can’t come in to amend the order? And that he believes more can be done for our members.

William M. Stated that he has challenged the dress and deportment policy and that they made amendments.

Kevin P. Asked for communication regarding the policy and he is looking at other council members to send info if they have other members fighting this policy.

**8.10 Funds for Chapters**

William West would like to put a motion forward giving each Chapter a $1000 dollars to the chapters for future issues if they need that money for what’s coming. Receipts will need to be provided. The money will be set aside until needed. Time line would be this fiscal year (2021-2022)

Rational: To provide the Chapters financial aid in times of need for their members

Discussion:

Kevin P. Inquired what the funds were for. Scott Conrad stated that he wanted to make sure that the Chapters were able to have some money available to their members if they needed to support the members on the line with coffees, food, etc.

**Motion:**

“**To** **Give each Chapter a $1000 dollars to the chapters for future issues if they need that money for what’s coming. Receipts would need to be provided. The money will be set aside until needed. Time line would be this fiscal year (2021-2022)”**

**\*\*Passed unanimously\*\***

**L**unch Break at 1200hrs

1302hrs meeting called back to order

**8.11 boot reimbursement**

Scott Conrad stated Corrections are suppose to get an update regarding boot reimbursement from Darryl Gourley this month. Members are being asked to go out of their way on personal time to get boots. The policy is quite clear in the collective agreement. Some centres are not following the collective agreement. The MSO agrees that an allowance doesn’t mean a receipt needs to be provided. The locals stance is that it should be on the government’s time and cost.

**8.12 EMAC/ UMC meeting agenda items**

Scott Conrad reminded the Council reps that chapter concerns have to start at the EMAC level first and if it can’t be rectified it can be escalated to UMC. EMAC minutes must be forwarded to the Local email so that there is proof of the issue. Some items can’t be on the EMAC (OHS issues) but we need proof that the concerns have been discussed at the centre.

**8.13 Convention delegates allotment**

30 members total need to be allotted in the local as per Derek Heslinga (MSO).

Chapter 1-2

Chapter 2-3

Chapter 3-2

Chapter 4-4

Chapter 5-3

Chapter 6-2

Chapter 7-1

Chapter 8-5

Chapter 9-1

Chapter 10-2

Chapter 11-2

Chapter 12-1

Chapter 14-1

Chapter 15-1

Scott made a Motion that the above numbers be adopted as the delegate numbers for AUPE Convention.

Motion passed.

As per Council, Observer positions will go to

Chapter 10-1

Chapter 3-1

**8. 14 in camera meeting council members and Local executive only**

Motion to adjourn. Seconded. All in favour. Meeting adjourned at 1538hrs to reconvene at 0900hrs, on September 28, 2021

**Day 2**

**9. Call to order**

Meeting called to order at 0900hrs by Mr. Conrad

**10. Treaty acknowledgement**

Read by Jason Ezard

**11. Statement of equality**

Read by Kelly Weaver

**12. Elections**

Bobby Joe Borody (VP) ran elections

Local Chair nominations

Jason Ezard

Mark Hercina

Brandi Aguilar-declined

Mark Hercina and Jason Ezard let their names stand.

Jason Ezard elected as Local Chair

Vice Chair Elections

Nominations

Mack Branch

Mark Hercina -Declined

James Gault

Jordan Kuzma- Declined

Mack Branch Vice Chair

Secretary position

Greg Wooglemuth-declined

Robert Bellamare -declined

Stephen Scott

Stephen Scott by acclamation

Treasurer Position

Kevin Patterson-decline

Brandi Aguilar-Accepted by acclamation

PE REP

Wayne Scouten

Kevin Patterson-declined

Wayne Scouten by Acclamation

Alt PE REP

Brandi Aguilar

Kevin Patterson

Theirry Ramsamy

Mack Branch moved a motion that the Alternates be ranked in order which they receive votes. Seconded and passed.

Brandi Aguilar-1

Kevin Patterson-2

Theirry Ramsamy-3

OHS Liaison position

Kurt Sudholt-Accept

Mark Hercina -declined

By acclamation

Young activist liaison

No one elected.

**13. Any unfinished business from previous days agenda**

**13.1 Uniform Committee Elections Corrections (2 members)**

**Nominations**

William MacAoud Brad Anderson, Nate Hachey,

**Elections were held**

Nathaniel Hachey -elected

Brad Anderson - elected

**13.2. OHS sub Committee**

Nate Hachey -corrections

Richard Cortilula -corrections

Jena Brousseau -Community Corrections

**Youth sub committee**

Jeff pentz-Youth Corrections

**Sheriff Transport CSPT**

Brandi Aguilar -OHS sub committee

**Sheriff Highway patrol**

OHS-vacant

**13.2 OHS Liaison Motion for full vote and voice**

Wayne Scouten out forth a motion stating:

“I would like to make a motion that the OHS Liaison has full voice and vote on the Local Executive Committee for this term ”

Rationale: Local 3 has always given it’s OHS Liaison full voice and vote for on the Local Executive

Seconded Richard.

**Voted on majority. Scott Conrad and William West and Kelly Weaver did not vote.**

**Broke for lunch 1200hrs reconvened at 1304hrs**

**13.2 Sponsored Golf Hole**

Scott Conrad informed the Council regarding the policy and procedures regarding sponsor. Mr. Lydiard withdrew the his motion after a discussion.

**14. roundtable discussion**

Chapter 15

- Rohit Tinani spoke of an incident at the CCC regarding a black lives matter altercation and management stated that because some Sheriffs were on their lunch break they wouldn’t be covered by WCB (they were indeed covered after the park). Tinani also thanked the departing executive.

Chapter 1

-Kevin Patterson asked about bargaining. Dax had stated that our Local is mandated to bargain as a whole and multi table bargaining is our only option as we only receive one bargaining ticket.

Chapter 2

-Black lives matter groups are also a concern at the worksite. Staffing shortages, length of investigations, and concerns with inmates charging all officers in every incident.

Chapter 12

Mark Hercina stated relatively slow with COVID nothing further to report.

Chapter 3

No big concerns. Thanks to the departing executive. Welcome to the new members.

Chapter 11

Jeff Pentz touched on OHS concerns a lot of construction in the building running short with staff, training courses are happening. Pentz is providing a fanout list for their members. Youth Probation from Calgary has been swallowed up by AUPE. Pentz thanked the new executive.

Sandra Taylor stated that Covid has been a concern. Stated that some of her members have a mandatory work from home order and it’s causing a concern. She informed the council of an EPICS program where she is having issues with management direction. Brother Sudholt wants to discuss the OHS issues and will address it with Chapter 11.

Chapter 4

Thierry Ramsamy stated that In chapter 4 we are facing staff shortages, GI issues, leadership is lacking, and acting time. Cultural review is coming within the next week or so. Ramsamy asked the ERC Executive if they were part of the questioning in the review for their Cultural Review. Asked for assistance with the cultural review from ERC.

**14.1 BUDGET**

Council reviewed the budget and a motion by Hachey was put forth to move the budget. Seconded.

Discussion: discussed expenses regarding cell phones and internet as local polices and procedures. Scott Conrad stated that we have not received the numbers from AUPE regarding reconciliations.

James Gault informed of a typo regarding the budget reading 2020-2021 and not 2021-2022. Wayne altered the typo and resubmitted it as 2021-2022 to the members

Proposed Budget was carried

**14.2 Roundtable Continued…**

Chapter 5 asked about the voting on schedules at the Centres. Scott Conrad stated the voting will take place in the future. Dave Chacko asked about doing a virtual vote. Covid has delayed the voting from the Local for Centres. Centres will be done in order 1. ERC, 2. Fort Sask, 3. Lethbridge, 4. Calgary Remand Chacko stated that non-mandatory vaccinations for inmates is a concern. Can we please engage AUPE properly regarding the COVID protocols. Kurt Sudholt (OHS) discussed hazard assessment for COVID protocol for transfers and inmates.

James Gault asked Bobby Joe Borodey (VP) about AUPE’s position on mandatory vaccinations she stated that AUPE is pro vaccine but it doesn’t mean pro mandated vaccination. Legal precedent has been set regarding mandatory vaccinations. Any member that chooses not to get a vaccination still have full resources and support from AUPE.

Mack Branch discussed about 12 hour shifts

Jena Brousseau-Discussed staff shortages, GI issues and work issues. Changes in policy are making it difficulty.

Chapter 6

Gary Oram congratulated everyone. Discussed the ESA’s regarding the wording around positions in the ESA’s.

Oram discussed Sick leave provisions. The government has the ability to override no overtime after a sick day.

Casuals were informed they were not allowed to take off any time off during Prime time. Is there anyway to mandate time off for casuals? Casuals are entitled days but are scared to take days off in regards to repercussions. Discussed payroll issues and that if payroll issues are happening, escalate it to the MSO.

Discussed computer issues in the jails and that you should send tickets if you have computer issues.

Discussed 1gx issues. Should be escalated to the Local if problems persist

Chapter 8

Congratulated the execs departing and returning. Robert Bellemare asked about COPAT extensions. Update coming from UMC.

Discussed changes from AHS centre policy regarding COVID changes.

Mack Branch made a motion to adjourn. Seconded. Meeting at adjourned at 1523hrs