**Local 003 AGM Minutes May 31 & June 1, 2023**

**Called to order 0906**

**Treaty Land Acknowledgement and Statement of Equality**

**Introductions /Guests
Bobby Joe Borodi, VP assigned to Local 003; Derek Heslinga, MSO, Hijal De Sarkar, MSO assigned to Local 003, Council Member Introductions**

**Review of Minutes from May 2022 AGM Moved, Seconded and Carried (M S and C)**

**Officer Reports:**

**Chair Report – Ezard (absent, not returning to Council)**

**Vice Chair Report – Branch** **M S and C**

**Secretary Report – Wohlgemuth** **M S and C**

**Treasurer Report – Aguilar M S and C**

**PE Report – Scouten M S and C**
**OH&S – Sudholt M S and C**

**New Business:**

**Canadian Mental Health Association (CMHA) donation: Item deferred to Thursday morning**

**Last year council passed a motion to sell our Convention T-shirts on the floor and donate the proceeds to the CMHA. We sold out fast and have $760 to donate to the CMHA**

**Election Announcements – Declaration/Expression of Interest to run and Nominations**

**Chair – Mack Branch**

**Vice Chair – Tyler Lamb, Ankur Pandey**

**Secretary – Greg Wohlgemuth**

**Treasurer – Brandi Aguilar**

**Provincial Executive Representative – Kevin Patterson**

**PE Alternate – Sean Hill, Matthew Bolduc**

**Bargaining Representative – Matthew Bolduc, Dax Lydiard**

**Local OH&S Liaison – Regina Tees**

**Young Activists Committee Liaison – Kevin Patterson**

**Chief Union Steward for the Local – VP Bobbi Joe offers the idea that the Local can, if it wishes, elect a Chief Steward for the Local as per the APUE Constitution Article 18.03**

**Break 1030 - 1051**

**Bargaining Rep**

- **Anyone elected to Council may run for this position. This will be elected along with the other Local Executive positions
- Proposal from the Executive that although there may only be one representative at the table, a sub-committee be composed of members from all three areas (Corrections, Sheriffs and Probation)**

**Motion (Mack Branch): I make a motion, that we elect a bargaining sub committee for this round of bargaining consisting of 1 Sheriff, 1 Correctional Officer and 1 Probation Officer. Further, I move that those elected be the alternates for bargaining, in the event that the elected bargaining rep be unable to attend. Should there be question of which alternate attends, the decision will be made by the local executive. Time off and funding requested by the committee will be at the discretion of the Local Executive.**

**Motion M S and C**

**Chapter AGMs
- All Chapter AGMs have been completed with no 2nd calls being required!**

**Chapter 013 nominations
- Before COVID brothers Wohlgemuth and Bobinski set out to draft official criteria for Chapter 013. This has been attached for review by the Council.
- If any Chapters have long serving and active Union members who have recently retired or who have been retired and have yet to be considered, please read the guidelines for consideration at the September Council meeting.**

**Local Policy Amendments:**

**Bursaries: (motion from the Executive)**

**-The Local has awarded Educational Bursaries in the past but we are questioning the use of them. Those wishing to be considered had to write a short essay on a given topic. The last time we offered one of these there were two applicants. The Executive feels that this money could and should be better spent (increase to yearly Chapter funds). This does not simply end bursary awards as the AUPE Members Benefits Committee has a number of these available for application.**

**Tabled: this topic will be brought back to the September meeting with Kevin Patterson volunteering to draft criteria for policy surrounding bursaries.**

**Chapter Funding Policy Change: (motion from Local Executive)**

**Motion: “The Local proposes to increase funding to Chapters from $200 per year to $500 per year.”**

**Unanimously carried**

**Additional funding can also be applied for and will be considered for approval by the Local Executive.**

**Lunch Break from 1155 - 1316**

**Peace Officer Memorial in Ottawa**

**The Local would like to commit to sending one person at Local expense and request Provincial Executive for coverage of a second person at AUPE expense. This will be done as per Local Policy Finances (k). Members should express their interest by emailing the Local at** **aupelocal003@gmail.com** **by July 15. Selection criteria are detailed in the referenced policy.**

**Motion: “The Local will send one Local 003 member to the Peace Officer Memorial in Ottawa at Local Expense. The Local PE Rep will also petition the Provincial Executive to send one additional Local 003 member to the Peace Officer Memorial in Ottawa at AUPE HQ expense.” M S and C**

**Convention Delegate Division**

**Mack has presented the delegate list from HQ as per 1 per 100. Motion to accept as read; the list will be provided to all Council members and official list of Conventioners will be decided on at the September meeting M S and C**

**Convention Observers**

**Local 003 will send 3 observers to Convention 2023 in accordance with Local 003 Policy and Procedures.**

**M S and C**

**Budget presented by Brandi Aguilar**

**Tabled until Thursday**

**Old/Ongoing Business**

**COPAT update**

- Discussed at UMC in October **and again in January**; Management states that new employees will still be subject to a COPAT before hiring and that all staff who had not been tested at hiring due to COVID should now have one completed

- **Are there any Chapters who still have staff who have not passed a COPAT? ERC and CRC report a couple of stragglers still**
**- Ms Wierl stated May 23 that she would follow up with each Centre again to ensure that there is no one working without this basic standard**

**- The push pull does not appear to be the mechanism that people fail on, it is the vault beam that gives the issue. We will communicate this to the Executive Director as they are under the impression that the push pull is the issue for many staff**

**3-3-3 Votes**

- PRCC has expressed interest in holding a vote amongst its members; the Local Executive will help in any way when and if a vote is to take place. Would be helpful if we could do this at the same as the Chapter’s AGM

- Members from RDRC have also requested a vote; Local Executive will assist as we have done with other Chapters.

**- PRCC reports that right now, there is not enough of an interest to hold a vote; Chapter will continue to canvas the idea and come to the Local Exec when and if they are ready. Wohlgemuth will send information from the ERC vote to both RDRC and PRCC Chairs to assist**

**Schedulepro blackout period (ERC and province wide):**

Update on the 4 consecutive shifts missed after calling in sick, old rule was 23.5 hours. Now it is 4 shifts as per ACOB Policy 2-1.21 OT Hiring. It is not a glitch, it’s in their new policy and we do not like it.

**- This was brought up at UMC and to the Local’s knowledge it has not been discussed with IT for change.**

**- Was discussed at UMC in October and again in January; Rob Campney and Crystal Wierl were going to come back to us with a possible solution**

**Other SchedulePro issues**

**- At UMC on May 23, 2023 Ms. Wierl asked that the Local Executive have a meeting with specific to this issue in the near future**

**- Is there a way to make a real-time list of where people are on the list with out showing the other names above and below (will be on the special meeting list)**

**- Periodic audits would be a great way to keep the employer accountable (will be on the special meeting list)**

**Break 1415 – 1438**

**Mental Wellness (Issue has lengthy history, new info is in bold)
-** Update on talks about having a change in who provides help in times of crisis for Local 003 membership

- Mental Wellness Board has been started at the Sheriff’s Branch with a Mental Health Coordinator position being created; the coordinator in mind seems to be writing their own job description; has been suggested that the same description from the City of Edmonton’s coordinator be used. **This suggestion was not taken into consideration by the Sheriffs Brass and has been filled.**
- Some online programs for Mental Health awareness have been made available to the Sheriff’s staff
- Corrections now has Marie Pugh as the Branch Mental Health Coordinator; Local Executive will meet with her during the Corrections UMC in October

- Both Branches need to be involved in this and be on the same page; **coordination has been suggested to both sides at UMC**

- Lifeworks App for Online Health advice; collection and use of information:

- An app must be downloaded to access programs when using Schepelle

- If you do not accept their terms and conditions you cannot use Schepelle services

- There is no choice in what services you access (faith based, understand our jobs etc.) and often only a limited number of sessions are provided even if you will continue on using your benefits

**-** Wayfoundhas been a great resource for help with members for WCB claims, this might be the professional group to push for moving to; much more First Responder orientated. **The Local continues to encourage staff to use this service**
- MH was a big topic of discussion at Convention. Local 003 members were vocal about the service we receive from both the Employer’s program and from the Union as both were using Schepelle which is now Lifeworks.

- The Executive is seeking a meeting with Executive Treasurer Heistad and representatives of Lifeworks about the shortcomings and issues with the service as it is also offered by AUPE.

- Ms. Pugh seems to be in charge of administering The WorkingMind and Peer Support programs. It was suggested that we use the BOS program which can be accessed at Wayfound

- Critical Incident Debriefings are not occurring and when they do staff are citing trust issues with Managers who are conducting them; Local suggested that they be done by Supervisors

**-** The BOS program is now offered by the department through Wayfound

- Executive has spoken with AUPE Exec about Lifeworks, contract was just renewed. Jason Heistad has been trying to help us have a meeting with Lifeworks to discuss their program and the shortcomings

- ED was adamant on more Peer Support, we brought up issues with this program. Was being taught by Mental Health professionals, but is now being done by Peer Support trainers

- In experience with Peer Support and Ms Pugh; her role has no teeth; she is a supervisor, not a manager. Seems that the management is saying ‘its her job’. Has heard issues from us and agrees but can only do so much

- Suggest that we have a training week, First Aid, Bos, recert – all things done at once

**-** Critical Incident Response Training has been put out for EOI at LCC. **This has now been offered Province wide Ms. Wierl states that about 70 people have applied with a training class size of 20 to start.**

**- At UMC the Local Executive made a point to ask for Management’s support for increases to Mental Health supports when we enter in to upcoming contract negotiation**

**CPOIIIs not being hired for OT in their classification (ERC)**

When absences arise IIIs are not being hired to replace the III. Instead, IIs are being acted up under the guise of “training, experience and succession planning”. A handful of the IIIs have filed grievances and this has been spoken about several times at Chapter UMC.
When still employed with the Department; Operations Director Benner always agreed that IIIs should be replaced with IIIs unless not possible, in which case staff who are on a current IIIs training rotation should be hired, followed by a II who normally works the same area. This has now been abandoned.

CCC has had same issue, came to agreement that a certain number of IIIs had to be full time IIIs. Hiring a III for a III first seems to be the way things are done in most centres with hiring a current IIIs Training Candidate and then acting someone up.

**This issue was discussed at UMC in September and January; several ERC staff have grievances active regarding this. ERC Chapter Executive has encouraged Management to come up with a frame-work how IIIs are replaced. A meeting with the IIIs and the ERC Operations Manager has occurred and it is reported that such guidelines will be addressed with the ADM. The Local Executive will bring this to Round Table with Ms. Lavoie.**

**- When this is occurring please forward dates/shifts etc. to the Local so that we can show Ms. Wierl and have it fixed**

**- RDRC does not fill their A&D CPOIII position and allows it to go unstaffed if the III books off**

**Sheriff Meal Claims**

- Request from members regarding active grievances; where they were at, what the outcome would be. Met with Carl Soderstrom, explained that the Collective agreement does not specify how work areas are defined. The CA references the GOA Travel and Expense policy, which the employer changed. A similar grievance by the union rep. the meat inspectors was denied, appealed, and denied. AUPE examined and was willing to examine with more information. Committee was suggested and Local asks for all members to offer up their information and experiences. The best way forward is seen as changing this at the bargaining table.

- Obviously very frustrating, members upset that the Union is not fighting this. Clerks are getting this when travelling, so are Crown prosecutors.

- **Local Exec spoke with Chief Farooq about this May 23. We talked about the fairness issue (Clerks travelling from the same base points can claim but we can’t)**

**Sheriff Highway Patrol Scheduling**

- Preferential treatment being given to some based on how the Sergeants are making the schedule (from brother Lamb).

- Current agreement does not balance over the set time. Management wants to make changes but it means members have to make changes as well (less lunch break, longer shift)

- issues such as GI/LTDI makes shifts 7.75 rather than 9.25, same with training

- when would the balancing be done? Do not do this before Christmas, for example

- told employer that we need to involve the membership for feedback.

- Management has tried to say they have spoken to the Union

- stat holidays are only being paid for 7.75 at 1.5x

- a lot of work and negotiation has to go in to this still, we are NOT on board with the changes as proposed

- **Management has made proposals on scheduling; we have stated that their proposal does not address our concerns. AUPE, Local Exec and the employer will continue to discuss this. We have been explicit that we will not agree on anything without member input.**

**Town Hall meetings for Chapter 004 and 015 Regarding the Culture Review**

- brought up to Chief and ADM and told that this would happen, informed them of the need to involve AUPE HQ and possibly doing media releases over issues not being actioned on. Will speak about this with the Chief tomorrow.

- some things have seen improvements but this continues to be an issue

**- Town Halls for the other areas of the Branch have also been held. Thoughts from members of affected Chapters/Executive members:
- Exec and the Chapter both do not feel that any issues were addressed properly, different answers in morning sessions to afternoon sessions, a lot look all the good things we do, but no action on issues brought forward**

**- Management stated that some questions were not answered because they were targeted at specific managers**

**- One recommendation was that a concrete plan be drafted to address the issues; the Local will put this question to the Chief.**

**Meeting adjourned at 1558 hrs, return at 0900 hrs Thursday, June 1**

**Resume Thursday, June 1 at 0905 hrs**

**CMHA cheque presentation (moved from Wednesday)**

**Budget presented by Brandi Aguilar**

**- details emailed to all members**

**- budget is Moved, Seconded and Carried**

**Motion from Matt Bolduc:**

**“I move that Local 003 permit Chapters to carry over any unused Chapter funds for a maximum of one year. (Policy Change)**

**Moved, Seconded and defeated**

**Break from 1005 – 1024**

**ELECTIONS**

**Chair – Mack Branch (acclaimed)**

**Vice Chair**

**Tyler Lamb (by proxy, accept)**

**Dornburi Tornwey (accept) ELECTED ON THIRD BALLOT**

**Sean Hill (accept)**

**Ankur Pandey (accept) Speeches (done in reverse, however candidates allowed Tyler Lamb to speak first by phone)**

**Secretary**

**Greg Wohlgemuth (acclaimed)**

**Treasurer**

**Brandi Aguilar (acclaimed)**

**PE Representative**

**Sean Hill (accept)**

**Kevin Patterson (accept) ELECTED FIRST BALLOT**

**Tyler Lamb (by proxy, accept)**

**Thierry Ramsamy (accept)**

**PE Alternate**

**Brandi Aguilar (accept) ELECTED FIRST BALLOT
Sean Hill (decline)
Tyler Lamb (proxy, accept)
Thierry Ramsamy (accept)**

**Break – 1207 to 1226**

**OHS Liaison
Sean Hill (accept)
Regina Tees (accept)
Thierry Ramsamy (accept)**

**Melissa Breau (accept) ELECTED, ONE BALLOT**

**Tyler Lamb (proxy, accept)**

**Rohit Tinani (decline)
Semone Dixon (decline)**

**Young Activist Committee Liaisons**

**Jordan Dugal (decline)
Dax Lydiard (decline)
Danielle Dumont (accept)
Kevin Patterson (accept)**

**Bargaining Representative**

**Dax Lydiard (accept) ELECTED**

**Matt Bolduc (accept)**

**Bargaining Subcommittee (alternates; 1 Sheriff, 1 CO, 1 PO)
Nathaly Rodriguez (Comm Corr, decline)**

**\*\*Matt Bolduc (CO, accept, ELECTED)**

**Semone Dixon (Comm Corr, decline)**

**\*Thierry (Sheriff, accept, acclaimed)**

**\*\*\*William Maccoud (CO, accept for Comm Corr as both declined, acclaimed)**

**\*\*Dannielle Dumont (CO, accept)**

**Wayne Scouten (Sheriff, decline)**

**Motion to rank Thierry Ramsamy as a 2nd PE Alternate and Tyler Lamb as a 3rd PE Alternate**

**M S and Carried**

**Finance Subcommittee Nominees (3 to 4; 4 accepted)**

**Rohit Tinani (accept)**

**Wayne Scouten (accept)**

**Danielle Dumont (accept)**

**Ankur Pandey (decline)**

**Dax Lydiard (decline)**

**William Maccoud (accept)**

**Regina Tees (decline)**

**Motion to destroy the Election Ballots**

**M S and Carried**

**Old Business Continued**

**Working Short**

- Affecting all worksites/chapters

- Various reason (GI/LTDI/not hiring OT)

- LCC seems to be hiring more ppl to alleviate issues

- Calgary probation has a large number of ppl off, ppl retiring or transferring, no replacement happening. Higher needs of the clients and workload out of downtown office is a stressor.

- Edm Prob are not as short staffed as previous, but still not solved.

- Do the working short form as much as possible, but please email the local with specifics

- EY has a lot of GI, working short (one staff vs two); lots of lead time when moving inmate from ERC but did not hire enough or were hiring CSW or ppl cant pass the COPAT.

- CY had the same issues and have started to get up to date but still trying to catch up.

- MH is running below ESA numbers, probation is experiencing high caseloads but has hired more staff

- EMAC will be set up for Chapter executive to address with their management

- SHP had 15 vacancies and another 20 were taken away, possibly moved to other areas of dept; will take that up at UMC with chief

- CCC has not been working short but still running a lot of OT. Reduction plan has closed a wing of the jail. Covering CRC positions. Some positions just not being filled.

- ELC (Chapter 004) is short staffed and below ESA numbers. 1GX allows for submitting near miss reports with regards to working short. Management wants specifics and this helps us to have those specifics

- EY and CY, as well as CRC and RDRC seem to have lots of OT and not enough staff to cover

- **Conclusion is that different worksites have different reasons for being short. Members are encouraged to do AUPE’s Working Short reporting form. (simply search AUPE Working Short)**

**- AUPE is in the process of FOIPing this information as well**

**- FSCC staff were told they had an “analyst” looking at which positions are essential and are not essential. Had one person in A&D, pulled from Patrol and did not replace. CCC does not hire for Medical Escorts and MAX cell block. Chapters need to have these situations put into EMAC and forward specifics (date, shift, area understaffed) so that we can bring it to the proper Manager’s attention**

**- Calgary Prob, two staff returned from maternity and are sharing a position, but that leaves one FTE unfilled, provide info to Local and we can ask Rob Campney about this**

**- CRC is borrowing staff from CCC to cover in the building and Sheriffs to cover Hospital Duties**

**Local Merchandise**

* Convention shirts were a hot item, we sold out of the extras
* Chad Kennedy, former south SHP member (Sea to Sea) gave us approval to use his logo
* Want to put a motion forward that we seek to sell these at the Aupe shop and that proceeds go to the Sea to Sea PTSD Awareness foundation
* I move that the Local 3 Executive explore selling the Mental Health t-shirts in the AUPE store, and all proceeds be donated to the PTSD Sea to Sea M S and C at the January GM
* **The Local Executive in the process of sourcing a provider for the shirts and an order should be placed very soon. Planning on these being the Convention shirts again and selling them at that time as well.**
* **Shirts were delivered as we were in Council**
* **Shirts will be sold for $30 for cotton shirts, $35 for dry weave.**

**Round Table**

**Chapter 001 (CCC)**

New Dual purpose vests are coming in, Vehicles as been replaced as they were terribly unsafe

SPro Blackout, asking for more PTSD pins, Lifeworks still sucks, would like to have Chad Kennedy come address musters and do a presentation

**Chapter 002 (CRC)**

Have been discussing how/when to shut down when short staffed

Staff being changed last minute on the roster after being hired for a specific

Travel time for hospital duty
OT going to Sheriffs as preplanned rather than only when a last resort; people getting passed over for OT when available
First aid training not up to date for many staff
Ratio of experienced to inexperienced staff
Vests that are deficient; being replaced with Dual Purpose vests
Lack of fencing has caused staff to have to escort public off the property **Chapter 003 (PRCC)**

Single Escorts have stopped but now we are dropping off in town; makes it look bad when these people have nowhere to go.
Lots of OT but not hearing about running short. Just not enough staff.

3-3-3 doesn’t have enough push for right now
Indigenous Coordinator not doing Sweet Grass Ceremonies, has been offloaded to Unit Staff; from discussion this is very much not how any other Centres do things

 **Chapter 004 (Edm Sheriffs)**

Election promises to hire more staff; we will see how that goes

**Chapter 005 (FSCC)**

Working short issues as stated

**Chapter 006 (LCC)**

Working short; have had managers shut down units
Letter of Expectation for staff to take Resect in the Workplace in dealing with complaints

\*BC government set out guidelines that say that an LOE cannot be about a specific issue or give a specific course of action. If it does it is deemed disciplinary.

**Chapter 007 (SHP North)**

No members present

**Chapter 008 (ERC)**

Beards not being enforced at all sites, get exemptions

COIII OT

Working short issues

**Chapter 009 (SHP South)**

No members present

**Chapter 010 (Edm Probation/EYOC)**

Grown the Chapter back from being defunct

Uniform change from relaxed to full uniform
Comparison of Probation to Parole salaries

Restructuring of Job Descriptions regarding added duties with Parole; look to have a Benchmark Review

**Chapter 011 (Cal Probation/CYOC)**

Everything has been discussed

**Chapter 012 (RDRC)**

New Chapter Exec, had first EMAC, went well
TLU changes and construction

Vests are being replaced as they expire
Very understaffed, Indeed ad out

**Chapter 014 (Med Hat)**

Not able to be present

**Chapter 015 (Cal Sheriffs)**

Courthouse staff on BEATs not being paid RAPID, but SHP were. Contract is specific to this as per Dax

**Motion to adjourn Meeting: M S and Carried at 1523 hrs**