**Local 003 AGM Minutes September 26, 2023**

**Called to order at 0912 hrs**

**Treaty Land Acknowledgement and Statement of Equality**

**Introductions /Guests
Bobby-Joe Borodey, VP assigned to Local 003, Hijal De Sarkar, MSO assigned to Local 003, Council Member Introductions**

**Review of Minutes from May/June 2023 AGM Moved Seconded and Carried**

**Business arising from May/June 2023 meeting**

**Officer Reports:**

**Chair Report – Mack Branch**

**Vice Chair Report – Dornubari Thornwe**

**Secretary Report – Greg Wohlgemuth**

**Treasurer Report – Brandi Aguilar**

**PE Report – Kevin Patterson**
**OH&S – Melissa Breau**
 **Reports M S C**

**New Business:**

1. **Peace Officer Memorial in Ottawa**

The Local approved sending **ONE** member to the 2023 POM, HQ sent one as well; one from the Sheriffs and one from Corrections. Local 003 members were invited to send an application to the Local, and after voting by Local Members via email, Matt Bolduc and Jordan Hill were elected to attend and represent Local 003.

1. **Chapter 013 nominations**Before COVID brothers Wohlgemuth and Bobinski set out to draft official criteria for Chapter 013. This has been again been sent to Council members 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.

**Brother Wohlgemuth is putting three names forward for consideration for Chapter 013 induction. They are as follows: Monte Bobiski from FSCC (005), Roy Jackman from ERC (008) and Eddie Lauzon also from ERC (008)**

**Monte served many terms on Council, served as our OH&S representative for at least two terms**

**Roy served also served many terms on Council. He served as ERC’s Chapter Chair, Treasurer and Chief Steward. He served on the AUPE OHS standing Committee and was a was a convention delegate numerous times from ERC.**

**Eddie was a Council representative for many years, he served as ERC’s Vice Chair and Treasurer and**

**attended Convention many times a Delagate and as a Credential Scrutineer**

 **Motion to induct Eddie, Monte and Roy to Local 003 Chapter 013 M S C (unanimous)**

1. **Sheriff’s Directive regarding equipment placement from Load Bearing Vests to duty belts**

 **Two weeks ago a memo was put out that all defensive equipment must be put back onto rather than load bearing vests. Members had to get medical notes to get the new vests, were trained with equipment in that location and are now being told to move it. Muscle memory, weight distribution, back and hip pain issues, etc. are all being disregarded. No rationale is included in this directive.

Most staff are disregarding and if their individual managers call them on it, Union leadership can help them address. Staff should go get medical notes pre-emptively to have it on record that they should have this equipment on the vest.**

1. **Sheriff’s recruits travelling from out of Edmonton to the Training Academy are being paid 16 cents per km for one round trip (to at beginning and from at end). Executive will look into issue.**
2. **Bobby Joe Borodi; Human Rights Committee – Pride week support, BBQ held in Edmonton rather than attending parade.
Saturday Sept 30 will be a Truth and Reconciliation event at HQ. Attendance by Indigenous Elder, smudge ceremony, Every Child Matters flag raising, vendors, drumming and dance.
Young Activist Committee: Events being held at Convention by committee; costume party on Friday, scavenger hunt app that can be downloaded at registration at the Expo Centre
Applications are open for al 13 standing committees, anyone wanting to put their name forward are encouraged to do so.
Bobby Joe is running for VP again; if successful she may be moved to a different area. Bobby Joe expresses her thanks and appreciation for the time she has spent as the Local 003 VP Liason**

**Break 1013 hrs to 1034 hrs**

1. **Kevin Patterson (PE Rep) and VP Bobby-Joe Borodey

Budget/dues issue; presentation of PE video on dues raise**

 **Focus should be on getting raises for members; if we make more, the Union gets more**

**BJ – The membership has a huge role in getting said raises,**

**Old building is sold, we have consolidated any rental property to the New HQ**

**Increase would erase the projected deficit from 2022/23; 2023 June YTD revenue including investments and increases from dues/member’s raises in January and September has done this
Salaries of AUPE staff are governed by a collective agreement AULRep and AUPE as an employer. Salaries of the 8 AUPE Executives can be changed through a motion on the Convention floor and can be voted on by that body
Why in the video were the other Union comparisons not shown, rather than Union 1, Union 2, etc.
There are a number of Chapters within health care who have been under the AUPE banner for a number of years and have never paid dues because they have never been able to sign a contract with their employers**

**Lunch Break 1204 -1303**

**Old/Ongoing Business**

**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 Convention Delegates will be decided on at the September meeting.

**Following the May/June AGM, we were asked for a list of Convention Delegates by HQ. having not done this formally, a list was put together based on past numbers for each Chapter.**

**Convention Observers**

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

Selection/voting on of observer positions

Open floor to requests for Observer spots:

Chapter 010 EYOC/Prov elected

Chapter 004 Edmonton Sheriffs elected
Chapter 003 Peace River elected

Chapter 012 Red Deer X

Motion to destroy ballots: **M S & C**

 **Local Policy Amendment:**

**(Tabled from May/June 2023 AGM)**

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.

**Kevin Patterson has established a Terms of Reference for how we make these selections.

Notice to be given to members to apply following the January General Meeting. Vote by Council on which applicants will receive to be done at AGM in May and money can be sent in time for courses in the fall**

**To be Tabled again until January 2023; Council should look over these Terms and we will vote on this issue at that meeting.**

**COPAT update**

- Discussed at UMC in October 2022 and again in January 2023; 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. **The Local has stated to Management that if the push pull is an issue the weight could be altered to assist**

**- To our knowledge, this situation has resolved itself at ERC but CRC and LCC have again reported instances of this again. Local Executive will continue to check up on this if/when Chapters find it is happening**

**- Please continue to let the Local know if this issue keeps cropping up so that we can address it with the Executive Director**

**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

**- the Local Executive is currently set to assist RDRC in conducting a vote at the end of October. We will assist in the same way if and when any other Chapters wish to conduct a vote.**

**- LCC will be doing a re-vote via Election Buddy as their participation number was missed by one vote last time and subsequently defeated. Saves time and money by using**

**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

- 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)

- 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. **This meeting has not taken place; the Local has asked for Debbie Bilotta from** **HR to assist in setting up this meeting. If something doesn’t happen soon we will look at filing a Policy Grievance.**

**Mental Wellness**

**Topic is lengthy; I have attempted to boil down the main points; see previous minutes for details

Our mental health supports suck. Sheppelle sucked and was replaced by Lifeworks by Telus Health.**

**When using their App, a disclaimer is displayed saying that information shared may also with the employer.**

**When used for the few sessions that are provided under the EFAP, the Councilors with Sheppelle/Lifeworks are not able to continue with you once those sessions are done.**

**$1000 dollars per year for Psychological Counselling barely covers 4 to 5 sessions with your Councilor.**

**These issues may need to be addressed in bargaining rather than in discussions with Management, either way we need changes to the EFAP provider and MyChoice Benefits package.**

**The Employer has taken some steps to help; Mental Health Coordinator positions have been added by both branches and a Mental Health and Wellness Board has been established in the Sheriffs branch.**

**Members of our Local have been referring coworkers to the Wayfound group for access to psychological counselling; we have had great success with Cumulative Trauma and WCB cases.**

**The employer offered the Before Operational Stress (BOS) course through the Wayfound group.**

**We brought attention to this issue on the floor of Convention 2022 with our shirts and HQ had brother Chad Kennedy (Sea to Sea for PTSD) attend to speak on the topic.**

**A Critical Incident Stress Management (CISM) has been rolled out to the GOA. 20 people were put through this training to properly facilitate Incident Debriefs in the Sheriffs, Community and Custody branches.**

**When the Local Executive last met with the Executive Directors we asked for backup from their side in bargaining regarding Mental Health supports.**

**Clinician positions are looking at being hired to emulate the EPS CISM program and have Mental Health professionals helping with directing people to appropriate services**

**Psycho-Social Hazard Assessments are being prepared; Mack, Woogy, Kevin, Chako and Melissa are all participating in this process and is under way.**

**On the Sheriff’s Wellness Board: the Chief is of the opinion that more front line members need to be involved vs management. Eraz Raz is of the opinion that selection should be the same as selection for Chapter OH&S committee members (elected by the members).**

**Motion: The Local supports Chapter 004 and 015 in advocating for their Chapter Executives to have input into which frontline members are appointed to the Mental Wellness Board M S & C**

**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

**- At the last Round Table discussion with Ms. Lavoie we were told that policy regarding this issue was being worked on but has not been shown to us or come out to staff as a whole**

**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 and Judiciary.

- 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)

- At least on **Grievance is still outstanding; the issue is that the Employer decided to use Clause 2(g)(ii) of the GOA Subsistence policy rather than 2(g)(i)**

**Sheriff Highway Patrol Scheduling**

**Transport Model/Scheduling**

**- Both of this topics have similar issues**

- 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.

**- Transport LOU proposals have been made and will have to be voted by the members affected. Training time, meals and who gets to vote has been discussed. Current vacancies was broght up and stated that they cannot be pulling from the Court Sheriffs leaving them ever more short handed**

**- SHP management still has not brought anything new forward, this will again be discussed with Management at UMC**

**- 5 on 4 off is very difficult for SHP with family life**

**- Ultimately these will have to be renewed at the Bargaining Table and Dax is well aware of the issues and will notify the Local Executive if they try to just put it through.**

**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.

- **One meeting was held on this topic for Chapter 004, questions were pre submitted but none were answered. The Chief seems to care about these issues but no tangible solutions have been put forward**

**- A FOIP request has been done by Chapter 004 members and the entire report was redacted; names/identifiers was cited as reason for redacting. Flaws in the RWP process can cause subsequent investigations to be done by the person being complained about rather than the PSC. Application can be made to have a review done at the King’s Bench level of court.**

**Motion:**

**That the Local pay up to $1000 to file for a Judicial Review of Chapter 004’s Cultural Review.**

**M S & C**

**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 EzA 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

**-** **WHAT THIS BOILS DOWN TO IS THAT ALL WORKSITES ARE RUNNING SHORT.**

**- The Local has made it very clear to upper management that this is due in large part to the pay gap between our divisions/branches and other services and agencies and that we need their support in bargaining to make this situation better. This is obviously one cog in the wheel; stress, toxic work environments and so many other factors are causing this.**

**- Looking at having our grade/grids adjusted though bargaining (Article 2 of MA)**

**- Ask at UMC for vacancy numbers for Courthouse Sheriff, SHP, Transport Bases, Corrections Centres, and Community Corrections offices**

**Motion:
Local Council will approve the necessary funding for the GSBC representative to attend any necessary meetings with the Local Executive in order to help facilitate discussion in Bargaining related items for the duration of the upcoming round of bargaining M S & C**

**Local Merchandise**

**- Shirts are now available in the PUB store. Not many have moved yet because of the summer/prime time lull in HQ activity. The Local will ask that the stock of shirts come with the PUB store to the Convention Hall at the Expo Centre. Money from these shirts will go to Chad Kennedy with Sea to Sea for PTSD as discussed at the last meeting. Convention shirts will be similar to these (black with blue writing on the back, “Mental Health is Health”**

**Round Table**

**Chapter 001 (CCC)
Disagreement over identification of medications when diverted meds are found and when positive urinalysis are found. The HC manager is the only person who will identify these meds for cancelling out false positives. AHS is citing privacy issues.**

**Chapter 002 (CRC)
Issue with stat pay, not getting the day in lieu. Does any other Centre, specifically ERC have this as an issue.
Morale, short staffing, borrowing from CCC and Sheriffs

Chapter 003 (PRCC)**

**Single Officer escorts, denying staff use of FI days because a child does not permanently reside with the member, pulling CSWs to do rounds, etc.
Seg unit was shut down as there was not enough staff

Chapter 004 (Edm Sheriffs)**
**3 Classes of recruits have come through, but there are not enough FTO. Training for FTOs has not been done. Overtime is being approved and taken to keep courts running. Load bearing vest/equipment issue. Some managers have been moved around.
New recruits are being given better offers than experienced officers coming in (step 5 vs step 2)**

**Chapter 005 (FSCC)**
**Encouraging staff to put in working short incidents in 1GX; seems to help and issue goes away
Investigations are a requirement of employment and must have Union representation offered, suggesting that the employer provide a lawyer – who would the employer hire though?**

**Chapter 006 (LCC)**

Certain managers who are better than others, morale, 3 3 3 vote

**Chapter 007 (SHP North)**

Operation opportunities are not given based on location, internal postings for north positions – staff can apply, interview and then opt out but use that interview for Southern opportunities

**Chapter 008 (ERC)**

Hiring a lot of new staff, but still losing almost as many as we hire – cannot compete
Union disillusionment, could we have an MSO assigned to us, (LRC or Chief Steward)

**Chapter 009 (SHP South)**

No members present

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

Morale; some staff questioned why we are not named as a Centre for this program/job security, pulling from one area to cover others

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

Higher Case load in Calgary offices than other places, having to monitor washrooms for clients ODing, compounded by server shortages. Construction continues at EYOC/Annex. EY doing well otherwise.
Need to have these issues brought to EMAC, have Jeff and Dax attend with your Managers

**Chapter 012 (RDRC)**

**Terms of reference for EMAC meetings – Mack presented to the last COB Director’s meeting about how EMACs are to be done**

**CSWs and SIO being pulled to work Central, A&D and units
Having Courthouse Sheriffs pulled to do Transports; is it possible to increase the amount of coverage for legal advice/representation if charged due to line of duties issues.**

**Chapter 014 (Med Hat)**

Brooks courthouse renovations are still having issues, staff are back but construction is not done
Transorts to Fed Pens are running short and pulling from courthouse.
Morale/wages, contacting staff who are off for various reasons to do recert training
MHRC – what qualifies FTOs, casuals training casuals,

**Chapter 015 (Cal Sheriffs)**

10 hr days, 4 day work week being looked at with rotating extra days off being explored with management. Will do informal votes to see where memberships sits.

**Motion to adjourn Meeting: M S & C @ 1612 hrs**