



report

National Union Working Session

Correctional Officers & Youth Facility Workers

Ottawa, September 23 & 24, 2004

Table of Contents

Meeting Report.....Page 1

Appendix 1Page 20
Working Session Participants

Appendix 2Page 22
Correctional and Young Offender Facilities
Across Canada

Appendix 3Page 27
Protective Gear for Tactical Teams

Appendix 4Page 31
Privatization Chart

Appendix 5Page 35
Distribution of Medication

**National Union Working Session
Correctional Officers and Youth Facility Workers**

REPORT

Ottawa, September 23 & 24, 2004

INTRODUCTION AND OVERVIEW

National Representative Marie Bean provided a brief overview of the meeting and of the upcoming Memorial Service on Sunday, September 26. National President James Clancy sends his regrets.

It was reported that National Secretary-Treasurer Larry Brown would be joining the meeting and assuming the role of Chair. Sister Bean then introduced National Representative Len Bush and explained that he will be assuming her duties with regards to the Corrections Officers and Youth Facilities Working Group as she is retiring.

The meeting commenced with the welcoming of participants and observers and subsequent introductions. SGEU members Ernie Brossart and Lea Zohner were added to the participants list.

The agenda was reviewed and the following amendments adopted.

Addition under agenda item #8 – Staff Issues

- MGEU wished to discuss Components that had collective agreement language relating to suspension with pay of members who are under investigation.
- SGEU asked to add a discussion of different policies addressing worker-offender relations.
- NSGEU asked to add a discussion of a recent public relations initiative the Union had embarked upon.

Addition under agenda item #9

- NSGEU asked to discuss a request they have for Component job specifications.

Representatives from OPSEU raised the possibility of the meeting participants attending a rally in support of striking Youth Corrections Workers of the Syl Apps Centre. They pointed out the members had been on strike for five months,

fighting against wage cuts and other concessions. The facility had been privatized under the previous provincial government but was still receiving considerable support from the newly elected government. Workers from the facility were coming to Ottawa to hold a picket outside the constituency office of the Premier during the lunch hour of the final day of the meeting. There was strong participation support among the meeting's attendees.

Also, as in past years, the opportunity to tour the Ottawa Carleton Detention Centre was made available for the afternoon following the conclusion of the meeting.

The agenda for the meeting was approved as amended.

REPORT FROM LAST MEETING

The report from the last Working Group session held September 25 & 26, 2003, was reviewed, as well as the follow-ups from that meeting.

BCGEU asked that the second paragraph of page 10 of the minutes be deleted as it contained inaccurate information.

NUPGE CORRECTIONS WEBPAGE

The NUPGE Corrections Webpage has become an important way for the National Union and its Components to share information relative to the justice field. In addition to articles of interest, and news releases, it hosts previous NUPGE working group reports and other reports which impact on corrections workers. The website has also proven valuable in garnering media attention to corrections issues. Components were asked to continue sending items in order to keep the page current and viable.

CANADIAN PEACE AND POLICE OFFICERS' MEMORIAL SERVICE

Sister Bean provided a report on the logistics of the memorial service. This year's National Union colour guard was comprised of Ernie Brossart (SGEU), Warren Banks and Wilfred Watts (PEIUPSE).

It was reported that no peace officers were known to have died in the line of duty since last September.

There would be, however, five historical names placed on the Memorial plaques:

- Michel Lagace, Sheriff's Officer, NB (died September 11, 2002)
- Kenneth E. Weaver, Fishery Officer, BC (died September 2, 1948)

- Stanley Blyth, Penitentiary Guard, SK (died August 19, 1925)
- Joseph Purcell, Penitentiary Guard, ON (died September 29, 1919)
- Robert E. Coxford, Correctional Officer, ON (died November 29, 1914)

There were also six police officers being honoured:

- Tyler I. Boutilier, Constable, OPP, ON (died May 23, 2004)
- Christopher G. Garrett, Constable, Cobourg Police, ON (died May 15, 2004)
- Jim W. G. Galloway, RCMP, AB (died February 28, 2004)
- Patrick Levesque, Constable, QC (died September 27, 2003)
- Stephen D. Gibson, Canadian Forces Military Police, AB (died September 26, 2003)
- John P. Flagg, Senior Constable, OPP, ON (died September 20, 2003)

It was reported that, during the past two years, efforts have been underway to have the Memorial Service coordinated under one umbrella organization that would be called “The Memorial”. A Memorandum of Understanding has been signed by the three organizations – the Canadian Peace Officers Memorial Association, the Canadian Association of Chiefs of Police and the Canadian Professional Police Association. Each organization will maintain their own respective criteria for inclusion on the Memorial Tablets – but letters to next-of-kin members, police and peace organizations, dignitaries, etc. would come through the one source for the purposes of “The Memorial”.

In the past nine years, Sister Bean has been the NUPGE representative on the CPOMA Board of Directors, during which time she has insisted the criteria for peace officer must be a PUBLIC service employee – not private. Now, given that OPSEU represents private Correctional Officers, a discussion is underway at the Board of Directors about CPOMA updating their Constitution. As was reported to last year’s working session, the CPOMA Constitution was discussed, with the criteria remaining the same (that inclusion for the Memorial would be for PUBLIC service peace officers).

It should be noted the police officers are facing similar decisions with the advent of private policing. This whole issue will be revisited in the years ahead – but will unfortunately come to a head when a private officer (police or peace) is killed on the job.

The “definition of peace officer” issue is ongoing – and the Executive of CPOMA is still grappling with it.

Both SGEU and BCGEU reported that Memorials had been erected and annual services were held to coincide with the National Memorial. In the case of SGEU, this was the first year that such a Memorial was being held in Saskatchewan.

CORRECTIONS RESTRUCTURING

1. Privatization Initiatives

During the 2002 working session, participants requested the National Union compile information on what is, and is not, privatized in the corrections field across the country. A short entry chart, with information gathered from Components, was created and distributed and then revised at the 2003 working session. Participants were asked to review the revised chart and provide updates. A revised chart will be sent to participants as soon as it is completed. Any further updates and expansion to this chart should be forwarded to the National Office to ensure the information is current and relevant.

It was also pointed out that the participant's kits contained a number of articles and reports pertaining to prison privatization – domestic and international. Any other articles of interest in this regard can be forwarded to the National Office for overall distribution.

Saskatchewan

Youth – The Salvation Army Centre has been closed. In addition, private security contracts providing observation on suicide units, not on the chart, have not been renewed.

Adult – The SGEU has made considerable gains in addressing the problem of contracting-out of members work. Eight months ago, as part of bargaining, the province made a copy of all contracts available to the Union. Following this, a meeting with all stewards was held with the goal of bringing work of the bargaining unit back in. They have been largely successful with new improved language and a mechanism for ongoing review of all contracts. The representatives to the meeting felt that utilizing workplace knowledge was essential to the success of the campaign. In addition, the practice of having young offenders and adult inmates doing public sector work (e.g. highway maintenance) has ended.

British Columbia

There was no change from the previous report. At that meeting it was reported that representatives from the BCGEU met with the BC Solicitor General Rich Coleman who reported that, following a tour of Ontario facilities, that the province was not interested in privatizing correctional facilities.

Prince Edward Island

There were no privatization initiatives at all.

Nova Scotia

Youth – There has been some contracting-out of program services, e.g. job readiness training. The chart should be updated by removing reference to contract and casual workers.

Adult – Representatives reported there has been very little change since the last meeting. The private facility in Burnside is a Public Private Partnership (P3) arrangement. Corrections workers are public employees and the existing maintenance employees are red-circled to remain as public employees. As these maintenance workers leave, they will be replaced with private employees. The experience to date has been that the P3 model has been costly with much higher maintenance costs and the government is ultimately responsible for the expense. Given the poor experience with the P3 in Burnside, the province built the new jail in Yarmouth as a completely public facility. There has been some contracting-out of nursing services to the VON. Also, the province is exploring the possibility of electronic monitoring.

Ontario

Since the last meeting, there has been a provincial election in Ontario. The new Liberal government campaigned with a promise to bring privatized services back into the public system. Almost immediately upon assuming office, the new government began to raise concerns about money. The new Minister has been largely ineffectual to date.

Youth – In the past, there had been a split jurisdiction in Ontario – 12-15 year olds (Phase 1) fall under Social Services while 16-17 year olds (Phase 2) fall under Corrections. This has changed and all youth facilities were moved to the Ministry of Children and Youth Services. Currently, almost all youth facilities are privately run with only five remaining as public facilities.

Adult – There is not much change in the chart provided. What has happened is that the comparison between the private and public jails has been considerable. The working conditions in the private jails, in particular salary and benefits, are markedly poorer than in the publicly run facilities. This has led to a lot of union organizing among workers. While it took a year to negotiate the first contract, with the employer's "final offer" being rejected twice, the agreement brings the private jail officers close to parity with those of the public system.

Manitoba

Not much has changed since the last meeting. While the Intense Supervision Program was privately run, it has been brought into the public system. MGEU is currently in negotiations for a new collective agreement and it is expected that contracting-out will be minimal.

2. Correctional and Youth Facilities Across Canada

Sister Bean explained that, at a previous working session, the National Union had been asked to compile a listing of all Correctional and Youth Facilities in Canada. Component representatives were asked to examine the chart and report any changes.

Nova Scotia

The Shelburne facility has been closed. Also, the new Yarmouth jail was renamed the South West Nova Facility. In addition, 15 Community Corrections Officers have been hired.

Manitoba

The last camp, Egg Lake Rehabilitation Camp, was closed this past summer. The women's facility, Portage Correctional, is to be replaced and may be moved to another community. Currently, the location is out to tender and various communities are submitting proposals.

Ontario

While the province has built two mega-jails, one public and one private, each housing 1,200 inmates, they have also closed a considerable number of facilities.

Adult – Closed are: Guelph Correctional Centre, Millbrook Correctional Centre; Rideau Correctional, Pembroke Jail; Cornwall Jail; Lindsay Jail; Whitby Jail; and, the Peterborough Jail. The Sault Ste Marie Jail and Northern Treatment Centre have both been closed and the Algoma Remand and Treatment Centre was opened on the same site.

Youth – Closed are Brockville Young Offender, Project Turnaround, Quinte Young Offender, Sault Ste. Marie Young Offender and the Toronto Youth Assessment Centre. Also, the Vanier Youth Centre has been renamed the Invictus Youth Centre.

Prince Edward Island

There are no changes to report.

British Columbia

Adult – The Burnaby Centre for Women has been replaced by the Alouette Women's Correctional Centre. The Rayleigh Correctional Centre has been closed.

Youth – The Lakeview Youth Centre and High Valley Camp have both been closed.

Saskatchewan

Adult – The Besnard Lake Correctional Camp was closed. In addition, halfway houses in North Battleford and Regina have been closed.

Youth – Nesbit Youth Centre, NorSask Unit, and Kenosee Youth Camp have been closed. There are a couple of centres the province claims are only temporarily closed but representatives worry that they will not be reopened. These facilities are the Paul Dojack Youth Centre and North Battleford Youth Centre. Of special note is that a privately run centre, Concord House, is also being closed.

NEGOTIATIONS – RECENT SETTLEMENTS

Participants' attention was directed to a memo sent to them by National Representative Len Bush requesting updates for the Collective Bargaining Analysis report. They were asked once again to submit updates to Brother Bush.

Manitoba

MGEU concluded negotiations for the Civil Service employees over the summer but Corrections, which has its own table, is still outstanding. The membership has rejected the most recent settlement at arbitration. A primary goal is to achieve parity with Correctional Officers in Saskatchewan. The master agreement contained 3% for each of two years and then COLA in the third. There was a special adjustment made for Probation Officers who will receive 4% in each of three years. Concerning Benefits and Medical, they won two special allowances of \$200 and \$250 in the first and second year. The first allowance can be used to contribute to any item of the member's choice. The second is a one-time only allowance.

Ontario

The current agreement expires at the end of this year. Also, the contract for the private jail ends at the same time. The goal is to create some positive pressure in order to "whipsaw" wages up. There have been two strikes during the last three rounds of negotiations. These resulted in fairly good increases though the last contract saw rollback on benefits in the central agreement. The government is currently talking about less than a 2% increase. It is generally seen they are trying to restore the ministries of health and education at the expense of other ministries. Important goals of the Union are to address some of the benefits concessions from last round (\$100 deductible in dental and drug coverage). Another hot issue may be retirement factor 80. It was implemented during the Social Contract but has proven fairly popular. The Union now has trusteeship of the pension plan and has been buying factor

80 for the membership. The money may no longer be there and it may be a strong focus during bargaining.

Youth – There are currently workers at the Syl Apps Youth Centre on strike. Bargaining started off with the employer applying for a No-Board report on the first day. The members went on strike as of April 15 and there has been very little movement since. An indication of the employer's approach has been to push for a 50% reduction in sick time. The membership has turned down two final offers to date. Management is replacing striking workers with some youth being shipped out to other facilities. There is concern that Ontario legislation allows the employer to dismiss workers after six months of striking. That deadline is approaching quickly.

Nova Scotia

Adult – The collective agreement expired on October 31, 2003 and the Union has been in bargaining with little progress. Workers do not have the right to strike and disputes often end up in a process of binding arbitration. This has worked fairly well in the past – when the process is fair. The Union met with the government prior to the agreement's expiry. The employer is trying to roll back provisions that move part-time into full-time, tie wage increases to "merit", increase probationary periods and offer no wage increases or retroactivity. NSGEU has practiced a policy of providing frequent updates to the members – something the government dislikes. The Union has applied for arbitration and is sending a request for wage parity with other provinces, as well as some improvements in job security and benefits (family leave). The representatives from NSGEU asked other Components to assist them by providing them with copies of job specifications.

Youth – The Civil Service Agreement expired in March 2004. Since then, the two sides have met twice. Reports are that it is not going very well. At a recent bargaining convention, it was clear the membership is looking for a wage increase. To date, the government has refused to discuss monetary issues. It will probably be referred to binding arbitration in the near future.

Prince Edward Island

Adult – The collective agreement expired on April 31, 2004. The representatives from PEIUPSE wanted to thank the National Union and OPSEU for facilitating the assistance of Art Lane during negotiations. To date, bargaining has been going slowly. The Union is fighting to win joint trusteeship of the pension plan. There are also some problems with the existing pension and benefits provisions that the Union is trying to rectify. It is expected the final wage settlement will be in the 2% range. The

Union has also been sending the members regular updates and management has not reacted very well to the practice.

British Columbia

Master bargaining took place in 2003. The Union polled the membership and the majority supported a two-year extension on the existing agreement. Given the hostility of the government, this was generally seen as a “live to fight another day” strategy.

Saskatchewan

Adult – Negotiations are currently at the bargaining table. The government has offered 0% the first year, 1% the second year and 1% the third year, but has not returned to monetary issues in negotiations. Membership of SGEU is angry with the government as it is generally recognized the Union played a significant role in their re-election. The Union has made 24 major proposals of which the most important issue has been job security. The current agreement contains inadequate language. The Union has tried to address contracting-out by introducing language into the collective agreement that would require previous community consultation. This has been fairly positively received by many community leaders. Other important issues include the maintenance of the health plan, pensions and resolution of disputes over hours of work. The SGEU has approximately 700 grievances filed related to hours of work and overtime.

Youth – The last provincial budget really hit young offender facilities hard. Bargaining is taking place to maintain a health benefits plan, which currently accounts for about 8.5% of the payroll.

PENSION ACCRUAL

Brother Bush presented an update of efforts to change the federal government’s pension accrual rules so that peace officers would be accorded the same rate, 2.33%, as firefighters. It was thought that a minority government provided an opportunity to move the issue forward. To that end, the National Union has written the federal Finance Minister, Ralph Goodale, about the issue. The National Union has also committed to having a question on pension accrual included in an upcoming national poll by Vector Research. The results of the poll will likely be released to the media and will be of assistance in lobbying efforts. Meeting participants also agreed that a series of fact sheets and draft letters would be of assistance in their lobbying efforts. Members of the SGEU who live in the Finance Minister’s riding discussed trying to meet with the Minister on the issue.

COMPONENT REPORTS

New Youth Criminal Justice Act

The 2004 working session held an extensive discussion of the new Youth Criminal Justice Act that came into effect on April 1, 2003. Meeting participants, from all Components, raised serious concerns about the new Act. The National Union committed at that time to draft a research paper on the issue.

Since then, the National Union has released the paper Safer Communities, Safer Canada to very positive feedback. Copies of the paper have been sent to a number of other national organizations as well as some selected politicians. Representatives from MGEU mentioned they have made considerable use of the paper when meeting with provincial officials. One recommendation participants at the working session made was to update the section on youth facility closures.

Staff Issues (Training, Suicides, Overcrowding / Understaffing)

British Columbia

Training - Adult – A new hiring system has been implemented in the province. This entails a six-week program followed by a two-week training period in the facility. There was a problem with the previous system as people were seeing the course at the Justice Institute as a stepping-stone for entrance into the RCMP. This had led to a return to the old training module. Institutions hire their own staff, followed by a tour, on-line courses, an in-house program and then six-month progression within the institution. The first 18 months people are paid a training wage. It is hoped the new system will attract more mature applicants. To date, it is going fairly well.

On-the-job training has suffered under provincial cuts to auxiliary hours. With fewer auxiliary hours, there is less release to attend training courses. In a positive step, the employer has agreed to the Union preparing and facilitating a training module for new hires.

Overcrowding / understaffing – In British Columbia, there is an overcrowding problem similar to other provinces. Concerns are growing that, as the Olympics approach, there will be increasing policing of “problem” communities in Vancouver. This has been the experience in the past.

The employer has refused to consider staffing ratios as a health and safety issue. Similarly, WSIB will not get involved in the issue.

In medium custody facilities, the ratio of staff to inmates is approximately 1:96. For the North Fraser mega-jail, it is closer to a ratio of 1:52.

Manitoba

Training – The government has conducted an investigation into the system of staff training. The report produced from the inquiry did not detail any serious problems with the program – a few issues that needed improvement upon where identified.

Overcrowding / understaffing - Adult – There is some concern over the situation in Manitoba's jails. One of the problems in Manitoba is that the numbers vary from institution to institution. In some institutions, there is a serious overcrowding issue and with others, it is less of a problem. Similarly, some institutions have low staff-inmate ratios while others are fairly good.

In the North, the Union has been able to win Workplace /Health & Safety Legislation that ensures that there will be a minimum of 8 officers on duty when inmate counts are 81 or less. Once the inmate count reaches 82 an additional officer will be called on duty. Again when the inmate count reaches 92, an additional officer will be called on duty. This practice will continue at every additional 10 inmates - e.g. 102, 112, and 122. We always maintain a minimum staffing level of 8.

Overcrowding / understaffing - Youth – There are substantial increases in the number of youth sent into facilities for breach of sentence. This is largely an effect of the new Youth Criminal Justice Act, which has resulted in a dramatic increase in the number of remands and community sentences. Unfortunately, without adequate community-based programs, the youth are breaching their sentences and ending up incarcerated.

Saskatchewan

Training - Adult – The agreement between the community colleges and Corrections and Public Safety about providing training has ended. To replace the program, it is being proposed that a joint pre-employment and staff-training package will be created with Union input.

Currently, there is a six-week induction program, with pay. Also implemented has been a women's mentorship program focusing on the "wellness" of the worker.

One problem being faced is a lawsuit that alleges neither the employer nor the Union adequately informed members of their pension rights.

Suicide – The participants from SGEU distributed a package of material relating to a study conducted on *Post-traumatic Stress Disorder in Corrections Employees in Saskatchewan*. The study demonstrated that correctional workers had 23-25% higher incidence of PTSD than police officers and ambulance workers. This research project corroborated three

other studies previously released. There is higher incidence of workers with depression, which appears to be related to an increase in suicides. They are collaborating with Workers' Compensation to address some issues around PTSD.

Ontario

Training - Adult – A recent success for OPSEU is in reaching an agreement, with the assistance of Arbitrator Gerry Lee, which will see escort training offered to all Correctional Officers. Given that most, if not all, Correctional Officers in institutions will be escort-trained, there will be no excuse for the use of others to perform the escorts.

Other important elements of the agreement include:

- All classified COs who are not currently trained for community escorts shall be offered escort training.
- The employer agrees, where practical, that classified COs shall be offered the basic escort training before unclassified COs.
- Existing classified COs may decline the basic escort training. Those who do, or who do not complete the training, will be grandfathered for the duration of their employment.
- Classified COs who initially decline the training may apply for it at a later date.
- Unclassified COs will be required to complete the training, with training offered based on date of hire.
- The basic escort training for all existing classified and unclassified COs will be complete by September 9, 2005.

Concerning general training for new officers, there is central recruitment of potential employees but no guarantee of a job. Following recruitment, there is six weeks of training, paid for by the applicant, with no guarantee of a job.

Suicide – Provisions have been negotiated to have “wellness” people at each worksite. While these individuals do not provide direct counseling, they help provide information on support services available to workers needing assistance. The province has also an Employee Assistance Program with a 1-800 number to help provide support for stressed workers.

The Union has identified a gap in support offered to people who work alone within the institutions (e.g. maintenance) and is currently investigating a system for tracking these workers.

Overcrowding / understaffing – There is a significant problem with overcrowding in Ontario jails. In one facility, Maplehurst, the pod model

has one staff in unit control and three on the floor, with an inmate population of 192. At night, the number drops two staff – one in control and one on the floor. This is perceived as an almost impossible situation for the staff. Currently the issue is at arbitration.

The overcrowding problem has resulted in a number of facilities having horrific living conditions. As a consequence, there has been the increasing incidence of judges giving more time of sentences for days served in remand. For example, it used to be that each day served in remand was considered two days served of the final sentence. Judges now are allowing three or four days for each day served in remand.

A small trick the ministry has been using is to temporarily move inmates from an over-crowded facility to a smaller institution outside of the region. Once the numbers start declining at the larger jail, the inmate will be moved back.

Nova Scotia

Training - Adult – There are ten month programs offered by a number of Corrections Schools with course instructors being actual Correction's Officers. There is a two-week orientation program upon commencing employment. There are then ten-month programs offered by a number of Corrections schools with course instructors being actual Correctional Officers. Training in Taser deployment is a new program since last year that joins other ongoing training programs in the use of pepper grenades and other tactics. The employer has announced plans for the new year that all new hires will receive 176 hours of paid training. This will include suicide intervention, first aid, CPR and more. These are programs usually not received until later in career.

Training - Youth – All Youth Facility Workers receive training.

Suicides – There are frequent suicide attempts by inmates. Upon an attempt, the inmate is moved into a forensic hospital – Central Nova or East Coast Forensic Hospital.

Overcrowding / understaffing – There is no problem at the moment. The new jail in Yarmouth is running at 50% of capacity. The ministry is emphasizing a Direct Supervision model with increased interactions between staff and inmates. This requires higher staffing ratios. One of the reasons for the lower number of inmates is an increased use of community-based sentencing and house arrest by the courts. It is thought that the numbers may rise again as problems in the community become increasingly obvious.

Prince Edward Island

There is no change from last year's report.

Staff Issues (Distribution of Medications, Emergency Response Teams)

For the past several years, two charts have been pulled together – one reflecting the current practice of medication distribution – and the other on protective gear for tactical teams. Participants provided updates and modifications to these charts that will be re-distributed once updated.

Prince Edward Island

There is no change to what is contained in the chart.

British Columbia

In medium security custody, nurses distribute medication. For the remaining facilities, Pharmacy Technicians come in to distribute all non-injection medications. Nurses are still on site. This has proven quite cost-effective for the institution and has relieved some workload and safety concerns expressed by the nurses. The Pharmacy Technician spends about two hours in the institution distributing the medication. The policy is also that inmates are to be weaned off methadone.

Nova Scotia

The policy varies institution by institution. In smaller facilities, Correctional Officers distribute medications when they are required to do so.

Manitoba

Youth – In Winnipeg, there are 24-hour nursing services and they distribute the medication. For Agasséz Youth Centre and Portage La Prairie, nurses are only on during the day shift and staff must distribute evening medications.

Adult – There is no change from the chart distributed. This is a serious concern of the workers and the Union.

Nurses, out of concern with the liability issues, refuse to give medication to staff for distribution.

Saskatchewan

Youth – This is a significant issue for workers in youth facilities. The Union has taken the issue forward as a Health and Safety concern. The original decision was in the Union's favour but it was overturned upon the province's appeal. The Union has since appealed the decision and is expecting an answer in November.

Members are highly concerned that there is no liability protection should there be a problem. The issue is being discussed during negotiations. In the smaller centres, the facilities want the staff to sign off.

There is serious concern that, should they lose the recent appeal, the employer will extend policy to adult institutions.

Adult – Following a 1991 ruling, medication is not to be distributed by Correctional Officers to the inmates of adult facilities. Unfortunately, as in other jurisdictions, the smaller centres, under staffing constraints, end up distributing medication. Also, inmates are supposed to be weaned off methadone treatments but this policy is being slowly reversed.

Ontario

Excepting in the very small facilities, medication is not given out by Correctional Officers. It was also mentioned there are a number of inmates on methadone.

EMERGENCY RESPONSE TEAMS

Ontario

There is now a women's team available to deal with crisis situations. In "extraordinary" situations, the male emergency response team can intervene in the women's facilities.

Manitoba

There are mixed teams in the province.

Nova Scotia

There is a women's team in the women's wing of the Central Nova Institution. In some circumstances, the male team can intervene but usually it is the responsibility of the women's team.

Prince Edward Island

The emergency response team is comprised of whoever is in the facility at the time of the crisis.

British Columbia

There is a women's team in the women's centre. For the rest of the province, there are mixed teams available.

As a point of interest, only women have been allowed to work in the women's institutions. The Union has filed a Human Rights complaint about allowing men to work in women's facilities – the "Proudfoot" case. The case is currently under review.

Saskatchewan

There is a women's team for cell extraction in the women's centre. If the situation is "out of hand", the other team in the province is brought in.

Currently, the Union is fighting to win the right for women to work in men's institutions and a pilot program has been initiated with two women.

JUSTICE AND DIGNITY CLAUSES

MGEU asked that this item be added to the agenda. Looking for information on situations where, in the case of an investigation, the member is suspended with pay. Currently the member is usually suspended without pay until the results of the investigation are announced.

Saskatchewan

During the investigation, the member is suspended with pay. It was argued that suspension without pay is punitive if the accused is found not guilty.

Ontario

A problem arose recently with an investigation into the conduct of some members. The Union has covered the expenses until a decision is made.

British Columbia

If the incident is not serious, the accused usually remains on duty. In the case of serious incidents, the member is suspended without pay. There have been instances of the member being found guilty of criminal charges and remaining on the job.

Prince Edward Island

There is not a policy or language in the collective agreement about this and it has not been a problem for the Union yet. If convicted of a crime, the member is dismissed from employment. This was the case with a member convicted of impaired driving and had their driver's license suspended for one year. It was ruled that it was a necessary qualification for employment.

Saskatchewan

In the adult facility, they have fought for suspension with pay during the investigation. The employer has refused, citing budgetary problems.

Nova Scotia

The member receives a suspension with pay during an internal investigation. When the investigation is completed, and if upheld, punitive measures are taken.

In the case of criminal charges, the collective agreement has clauses that provide for legal aid protection. If unrelated to the workplace, the member usually remains on the job.

STAFF OFFENDER RELATIONS

Saskatchewan

This is a recurring problem, primarily in the male institutions and occasionally in the women's. Members often don't come forward, for fear of reprisal, and the situation escalates until it is a serious problem. While there is a policy stating that the worker must disclose a relationship, there is no policy on how to deal with the issue once raised. It was also felt the rules were more stringently applied in the women's institutions or when dealing with female staff.

Ontario

There is a written policy. Members are obliged to disclose if there is an actual or perceived conflict of interest between an inmate and them.

British Columbia

There is a Code of Conduct in place. Employees are expected to disclose whether there is a relationship between an inmate and them. There is not supposed to be a personal relationship between staff and an inmate. Also, the employer is not to knowingly hire an individual who has a relationship with an inmate.

It was also thought the employer deals more strictly with female staff on these issues.

Nova Scotia

There is a strict Code of Conduct in place that prohibits staff-inmate relationships.

Prince Edward Island

There is a Code of Conduct in place that deals with this issue.

CRITICAL INCIDENTS

Manitoba

There is nothing out of the norm to report.

Concerning gang activity and the response to it, each institution has a gang relations officer. There is also a provincial gang coordinator who shares information with other provinces. The coordinator will primarily

inform staff of recent developments in gang culture (e.g. new tattoos) or organization. The Hells Angels are now active in Manitoba and they are seeing more activity by people wanting to be associate members of the gang.

Saskatchewan

There is a gang liaison whose role is to share information with staff. There is fairly good sharing of information between the police and Correctional Officers.

Ontario

There are no major incidents to report. Some problems are arising regarding certain kinds of "pocket knives" that are making their way into the institutions. A stabbing has taken place at the private institution with inmates transported in from Toronto. The metal detectors are proving basically useless. Institutions are looking into the appropriate technology to deal with the problem.

There have been a couple instances of improper releases.

They are working to improve the system and want to see the implementation of tamper-proof, province-wide ID bracelets that would contain a name and picture.

There is an ongoing investigation into the inappropriate use of email and the internet. About 200 people have been disciplined and the number may reach as high as 300. Discipline has ranged from reprimands to 20-day suspension. To date, no one has been dismissed.

Nova Scotia

There were no critical incidents in the last year.

There are principal gangs operating in Nova Scotia – Hells Angels, Spry Town Mob and North End Dartmouth. Gangs are more prevalent in the federal system. There have been some serious gang related events in the capital city of Halifax.

Last year, an officer's house was firebombed. The device was thrown into his small daughter's room. It was learned that an inmate had been heard to utter threats against the officer. Management then developed a policy for dealing with threats. Staff must report any threats they hear uttered. Failure to do so will result in discipline.

One result of this incident is that the Union had to take the employer to arbitration when the officer's insurance refused to cover the damage. It

was argued that the employer ignored the threat and was then liable for the damage. The case has not been settled to date.

Prince Edward Island

There are no critical incidents to report from the last year.

British Columbia

There is no real gang problem in provincial jails. Most of the problems are present in the federal institutions.

Saskatchewan

Participants reported a lot of critical incidents in the province. Most are the direct result of poor management practices and problems with facility infrastructure.

There is an ongoing problem with gang violence in Saskatchewan's correctional institutions. Officers are occasionally injured when trying to intervene in the situation.

Management reaction has not been particularly good to date. The policy of not moving inmates, in a situation where it is known their life is in danger, unreasonably endangers staff. There was an incident last year when a manager, without warning new staff, decided to stage a mock hostage taking in an institution. This was complete with an emergency response team and it led to a number of problems for these new employees.

NEW BUSINESS

Participants from Nova Scotia reminded other Components to assist them with their arbitration by providing copies of job specifications.

The meeting was adjourned to allow participants to attend the demonstration, on behalf of the striking Syl Apps workers, outside Ontario Premier Dalton McGuinty's constituency office.

Report by: L. Bush / M. Bean

Appendix 1

Participants

**National Union Correctional Officers
& Youth Facility Workers Working Group Session**

September 23 & 24, 2004 – Ottawa

National Union Correctional Officers & Youth Facility Workers Working Group Session

September 23 & 24, 2004 – Ottawa

PARTICIPANTS

National Union	Larry Brown Marie Bean Len Bush	
PEI UPSE	Dwayne Stride Mike McIver	Warren Banks Daryl Beaton Wilfred Watts
NSGEU	Mitch Simpson Robert Backman Steve MacDonald John Penny	Peter Lloyd John Landry Jim Gosse Todd Dempsey
OPSEU	Barry Scanlon Sandra Harper Len Mason	Agnes Komar Dave Graves
MGEU	William McLachlan	Umberto Willner
SGEU	Ron Montieth Terry Ullman Ernie Brossart	Shelley Johnson Jason Rattray Lea Zohner
BCGEU	Graham Trotman Lynn Hastings	Candace Parker Paul Firth

Appendix 2

**Correctional and Young Offender Facilities
Across Canada**

Correctional and Young Offender Facilities Across Canada

As of November 2004

PROVINCE	CORRECTIONAL CENTRES	YOUNG OFFENDER FACILITIES	
British Columbia	<p>11 Correctional Centres Alouette Womens C.C. Ford Mountain C.C. (Chilliwack) Fraser Regional C.C. (Maple Ridge) Kamloops Regional C.C. Nanaimo C.C. North Fraser Pretrial Centre Prince George Region C.C. (P.G. has small female unit) **Surrey Pretrial Services Centre (**in 2004 will also have female unit) Vanc. Island Regional C.C. (Victoria) Vancouver Jail</p>	<p>3 Centres Victoria Youth C.C. Burnaby Youth C.C. Prince George Youth C.C.</p>	67 Community Corrections Offices
Alberta	<p>8 Adult Centres Calgary Correctional Centre Calgary Remand Centre Edmonton Remand Centre Fort Saskatchewan Correctional Centre Lethbridge Correctional Centre Medicine hat Remand Centre Peace River Correctional Centre Red Deer Remand Centre</p> <p>Correctional Camps Fort Saskatchewan (5) Kainai (1) Lethbridge (1)</p>	<p>4 Y.O. Centres Calgary YO Centre Edmonton YO Centre Grande Prairie YO Centre</p> <p>Correctional Camps Enviro Base Camp (1) (contracted) (Calgary) Shunda Creek (1) (Calgary)</p>	45 Community Corrections Offices
Saskatchewan	<p>6 Correctional Centres Battlefords Community Buffalo Narrows Pine Grove Prince Albert Provincial Regina Provincial Saskatoon Provincial</p> <p>3 Correctional Camps</p>	<p>7 Young Offender Secure Custody Facilities Paul Dojack Youth Centre (Regina)[Temporarily closed] Kilburn Hall (Saskatoon) Nr Battleford Youth Centre [Temporarily closed] Orcadia Youth Residence</p>	

	Saskatoon Urban (in Saskatoon Corr Cen) Waden Bay Park (La Ronge)	(Yorkton) Echo Valley Youth Camp (Echo Valley Prov. Park) Young Offender Open Custody Facilities Drumming Hill Youth Centre (North Battleford) Prince Albert Youth Resid. Yarrow Youth Farm (Saskatoon)	
Manitoba	8 Adult Centres Brandon Correctional Dauphin Correctional Headingley Correctional Milner Ridge Correctional (Beausejour) Portage Correctional - Women's (Portage La Prairie) Winnipeg Remand Centre The Pas Correctional	2 Youth Institutions Agassiz Youth Centre (Portage la Prairie) Manitoba Youth Centre (Winnipeg)	18 Community Corrections Offices
Ontario	13 Correctional Centres Central East (Lindsay) Central North (Penetang - private operator) Maplehurst Mimico Monteith Algoma Remand and Treatment Centre Ontario Correctional Institute St. Lawrence Valley Correctional & Treat Cen Thunder Bay Vanier Centre for Women (Milton) 16 Jails Brantford Brockville Chatham Fort Frances Kenora North Bay Owen Sound Sarnia Stratford Sudbury Thunder Bay Toronto Walkerton Windsor	10 Young Offender Facilities Bluewater Youth Centre (Goderich) Brookside Youth Centre (Cobourg) Cecil Facer Youth Centre (Sudbury) Hamilton-Wentworth Detention Cen. YO Unit Invictus Youth Centre Kenora Jail YO Unit Ottawa-Carleton Detention Centre - YO Unit Sprucedale Youth Centre (Simcoe) Thunder Bay Correctional Centre, YO Unit Windsor Jail, YO Unit	7 Treatment Centres 127 Community Corrections Offices

	<p>7 Detention Centres Elgin-Middlesex (London area) Hamilton-Wentworth (Hamilton area) Niagara (Thorold) Ottawa-Carleton (Ottawa) Quinte (Napanee) Toronto East (Scarborough) Toronto West (Rexdale)</p>		
<p>Quebec</p>	<p>21 Detention Centres Quebec (men sector) (Quebec City) Prison Bordeaux (Montreal) Palais de Justice* (Montreal) Amos Baie-Comeau Chicoutimi Charlesbourg Gatineau Havre-Aubert* Hull Longueuil* New-Carlisle Rimouski Riviere-des-Prairies Roberval Sept-Illes Montreal-Maison Tanguay (Women's facility) Saint-Jerome Sherbrooke Sorel-Tracy Trois-Rivieres Salaberry-de-Valleyfield (*these places of confinement are prison quarters and are not considered as houses of prison)</p>		
<p>Nova Scotia</p>	<p>5 Correctional Centres Antigonish Cape Breton Central NS Amherst Southwest Nova</p>	<p>3 Youth Centres Nova Scotia Y.C. (Waterville) Cape Breton Detention Centre</p>	<p>15 Community Corrections Offices</p>

<p>Prince Edward Island</p>	<p>2 Correctional Centres Provincial (Charlottetown) Prince (Summerside)</p>	<p>3 Youth Centres Georgetown Y.C. PEI Y.C. (Tyne Valley Y.C. - closed)</p>	
<p>New Brunswick</p>	<p>5 Correctional Centres Bathurst Detention Centre Dalhousie Correctional Madawaska Regional Correctional Centre Moncton Detention Centre Saint John Regional Correctional Centre</p>	<p>2 Youth Centres New Brunswick Youth Centre</p>	
<p>Newfoundland & Labrador</p>	<p>7 Correctional Centres Her Majesty's Penitentiary (St. John's) Salmonier Correctional (Salmonier Line) Newfoundland and Labrador Correctional Centre for Women Bishop's Falls Correctional (Central Newfoundland) West Coast Correctional (Stephenville) Labrador Correctional (Happy Valley, Goose Bay)</p> <p>2 Lock-ups Corner Brook Lockup St. John's Lockup</p>	<p>2 Youth Centres Newfoundland and Labrador Youth Centre (Whitbourne) St. John's Youth Detention Centre</p>	<p>14 Community Corrections Offices St. John's Clarenville Port Saunders Springdale Corner Brook Wabush Nain Harbour Grace Gander Marystown Grand Falls- Windsor Stephenville Happy Valley/Goose Bay Port aux Basques</p>

Appendix 3

Protective Gear for Tactical Teams

**Protective Gear for Tactical Teams
As of November 2004**

Province	Gear – Adult Facilities	Gear – Y.O. Facilities
Newfoundland & Labrador	<ul style="list-style-type: none"> ▪ no armory - will now have to call in the police ▪ riot gear equipment includes: helmets (no intercom), gas masks, face and body shields, higher boots, weighted gloves, Kevlar gloves, 36" batons and pepper spray (in segregation and in guard room; working on getting for cell extraction teams), - however, no spray provided to escorts ▪ there is no jump suit (or padding) provided 	<ul style="list-style-type: none"> ▪ Nothing in place. ▪ In closed custody, setting up riot unit within next 2-3 months; training and equipment will be provided.
Nova Scotia	<ul style="list-style-type: none"> ▪ in some situations there is no 'time' for tactical procedures and resort to instinct and training ▪ 18 sets of tactical kits, available in Ready Rooms, include - gloves, helmets, shields, masks, Kevlar gloves, tasers (as of Spring 2003 - training in progress), gas masks ▪ each institution uses different tactical methods - depending on size of institution and whether it is minimum, medium or maximum (senior staff opt out of training) ▪ pepper spray is locked up ▪ C.O.s have been trained in advanced security course (pepper, ASP, pressure points – n.b. must experience pepper and taser) ▪ In Central Nova Centre there is not an assigned team – all staff can be called upon 	<ul style="list-style-type: none"> ▪ no projectile weapons ▪ have ERT (intervention) ▪ all is video taped ▪ equipment includes helmet and shield, soft padding, belt has scissors and cut-down knife, hand cuffs ▪ training is being upgraded ▪ verbal skills
Prince Edward Island	<ul style="list-style-type: none"> ▪ Have Disturbance Response Units (DRU) – 2 male and 1 female ▪ 15 sets of gear (basic response equipment) 	<ul style="list-style-type: none"> ▪ have two cell extraction teams
New Brunswick	<ul style="list-style-type: none"> ▪ have code teams ▪ vests, helmets, shield, pepper spray, cuffs, cameras, tasers (no policy), radios, Kevlar gloves, 	<ul style="list-style-type: none"> ▪ can use pepper spray ▪ otherwise, youth offenders get treated the same as adult

	<ul style="list-style-type: none"> coveralls ▪ have cell extraction teams 	
Ontario	<ul style="list-style-type: none"> ▪ call their tactical team the 'Institutional Crisis Intervention Team' (ICIT) ▪ each institution is different ▪ the larger ones provide - higher boots, coveralls, helmets, longer (36") batons, shields, gas masks, SAP (weighted) gloves, mace/pepper spray ▪ training is an initial two week course and each year there is a one week refresher ▪ in podular institutions, flash grenades and pepper balls are being introduced ▪ smaller institutions provide shields, helmets, and gas ▪ have trained cell extraction team ▪ of note is that the institutions have gone from blue uniforms for inmates to the florescent orange (similar to the U.S.) 	<ul style="list-style-type: none"> ▪ Phase II - has same equipment as adult ▪ Phase 1 - restraints ▪ helmet, shield (no pepper spray) ▪ support team for incidents ▪ radios, personal call systems
Manitoba	<ul style="list-style-type: none"> ▪ every institution has Incident Response Teams (IRTs) - fully equipped, ballistic equipment, trained monthly ▪ equipment includes helmets, shields, jump suits, higher boots, gas masks, batons, spray (looking at tasers) ▪ In Winnipeg and Brandon, also have Corrections Emergency Response Unit (CERU) - using guns with bean bags as well as pepper spray (training includes exposure) ▪ 3 male teams of 10 members – carry own gear ▪ 1 female team – trains with male team ▪ looking at training for remote locations 	<ul style="list-style-type: none"> ▪ IRTs for smaller units ▪ CERUs if necessary ▪ utilize soft-cell extraction
Saskatchewan	<ul style="list-style-type: none"> ▪ during the last 2 years, funding has provided helmets and radio system, 2 piece combat suits, web belts, pepper spray (exposure during 	<ul style="list-style-type: none"> ▪ use the 'wrap' as restraint equipment ▪ helmets are used on Y.O. only if youth is

	<p>training is optional), one day a month for training (12 days a year), combat boots, gloves, 42" batons, throat protectors</p> <ul style="list-style-type: none"> ▪ tasers on hold while investigations taking place in other parts of the country ▪ equipment is locked up in central location ▪ all staff now have Kevlar gloves ▪ cell extractions are video taped ▪ have 3 IRT teams - plus a women's cell extraction team at Pine Grove ▪ there is some problem over floor staff stopping incidents 	<p>spitting, biting or banging their head</p> <ul style="list-style-type: none"> ▪ workers use radios, helmets, shields, cuffs, shackles and the wrap ▪ video tape all wraps ▪ In open custody - hand cuffs and shackles, and spit shields ▪
<p>British Columbia</p>	<ul style="list-style-type: none"> ▪ varies by institution ▪ the larger institutions provide - helmets, face shields, shields, gloves, boots, batons, gas masks, spray (controlled by shift supervisor), special scissors, radios, wraps, and tasers ▪ smaller institutions provide - shields, helmets, boots ▪ extensive training provided monthly in larger institutions ▪ tasers are used extensively ▪ some discussion of introducing munitions – 'bean-bag gun' 	<ul style="list-style-type: none"> ▪ informal cell extraction teams ▪ Adult Custody Team responds when called upon

Appendix 4

Privatization chart

Privatization - Services Already Contracted

(on-going research - current as of November 2004)

Province	Notes	Guarding	Escorts	Cleaning/ Mainten/	Laundry	Food/ Kitchen	Nursing	Programs	Electronic Monitor- ing
British Columbia	*Sol Gen Rich Coleman told Geo Heyman and Graham Trotman that he is not interested in privatizing corrections as he toured Ontario and was not impressed					Kitchen - private for quite some time now	Yes - one contractor province-wide		No longer have
Alberta									
Saskatchewan	Adult: Prince Albert Healing Lodge and Women's Community Training Residence - are privatized facilities Y.O.: - none completely privatized	Adult - Yes - by: five different contractors Y.O. - No	Yes - by four different contractors Y.O. -no (some done with police)	Yes Y.O. - yes	Yes Y.O. - yes sub-contracting for some	Yes Y.O. yes sub-contracting for some	Adult - no Y.O. - no	Adult - Yes Y.O. - Yes By eight different contractors	Yes Y.O. - no

Province	Notes	Guarding	Escorts	Cleaning/ Mainten/	Laundry	Food/ Kitchen	Nursing	Programs	Electronic Monitor- ing
Manitoba	*minimal privatization	No	No	Yes (cleaning)	No	No	No	No (keeping track of "volunteers")	No
Ontario	Private Penetang Super-Jail (Central North)	Yes		Yes	Yes	Yes		Yes	
	Lindsay Super-Jail and Other adult jails	No		Rare, less than 10%	No	Public kitchens plus private prepared food source w. public retherm kitchen	Agency staff used where recruitment & retention problematic; plus St. Lawrence Valley Corr & Treatment Centre clinical staff for secure treatment unit has been outsourced to the Royal Ottawa Hospital (PPP)		Just introduced; Salvation Army is sub-contractor
	Young Offenders Phase I -12-15 yr old	Yes							
	Camp Turnaround - private - currently closed - retendered								
	Phase II - 16 +	No							

Province	Notes	Guarding	Escorts	Cleaning/ Mainten/ /	Laundry	Food/ Kitchen	Nursing	Programs	Electronic Monitor- ing
Nova Scotia	Y.O. in Cape Breton & Restorative Justice Burnside mega-jail			Lawn mainten- ance contracted Burnside – Workers red-circled until retired					
Prince Edward Island	No initiative in either adult or young offenders								none
New Brunswick	5 institutions *no privatization yet	No	No	No (done by inmates)	No	No	yes	No (C.O.s do plus John Howard Society & Elizabeth Fry Society)	No
Newfound- land & Labrador	No plans for further privatization					Yes - in adult and young offenders	Yes at H.M.P. & L.C.C. Staff issue at all other institutions	Some programs contracted	Administer -ed by Probation Officers
Quebec									
Nunavut									
N.W. Territories									

Appendix 5

Distribution of Medication

DISTRIBUTION OF MEDS In Correctional Institutions And Young Offender Institutions

Information as of November 2004

PROVINCE	PRACTICE - Adult	PRACTICE – Y. O.
Newfoundland & Labrador	<p>Nurses give out meds at the St. John's Pen, but not in the rest of the province. In Labrador, due to a death, they now have a full-time nurse. C.O.s have a verbal assurance regarding their non-liability for such job function</p> <p>If nurse is off, and if the inmate cannot self-administer in front of a C.O., he would be sent to hospital. COs do not do insulin under any circumstances.</p>	<p>In open custody – there is training but meds are distributed. If any difficulty, the youth is taken to hospital.</p> <p>In closed custody – there are two full-time nurses who distribute meds. At night, management distributes meds in blister packs.</p>
Nova Scotia	<p>For smaller institutions - Insulin is self-administered. Meds are made up by the drug store and a nurse brings them into the institution and the C.O.s distribute them (in blister packs).</p> <p>In the new Halifax facility, no meds or treatment are done or distributed by C.O.s. Have increased nursing staff, under the Capital District Health Authority within the facility. CNSCF has Paramedics on duty from 7:00 pm to 7:00 am for 24 hr medical coverage.</p>	<p>Nurse is on staff 7 am to 7 pm (with a physician on call 24 hours). The nurse is there for all meal times to assist with insulin. Any meds distributed at night are in blister packs and distributed by the officer in charge.</p>
Prince Edward Island	<p>Nurses distribute meds and when the nurses are not working, the supervisor does it. If the supervisor is not available, then some staff will distribute, however, some staff have refused to do this. Any insulin is self-administered in front of the C.O.</p>	<p>In closed custody, meds are delivered by admissions and discharge workers. In open custody the staff dispense the meds.</p>
Ontario	<p>Adult and Phase 2 - In most institutions, if a nurse is not available, the managers on duty distribute the meds. For the smaller institutions, C.O.s give out some meds in blister packs.</p> <p>The Ontario law also provides that all meds must be recorded.</p>	<p>Phase 1 – workers distribute meds in blister packs following two hours training.</p>

PROVINCE	PRACTICE - Adult	PRACTICE – Y.O.
New Brunswick	Have full-time doctor and two nurses in Saint John. Fruit juice is provided for heroine addicts. C.O.s and nurses, or supervisor or designate, can distribute meds at other times (as long as they have had the Meds course).	
Manitoba	Medical distribution depends on the institutional policy – blister packs are used. There is no consistent policy across the province – sometimes correctional staff distribute; sometimes nursing staff; sometimes meds are in blister packs while at other times they are in boxes. Insulin is self-administered in front of C.O. This whole process is considered dangerous by the C.O.s.	There is 24 hour nursing service in the Manitoba youth center who distribute meds. C.O. do not give out meds. Nurses are on shift-only in Portage La Prairie, Agassiz.
Saskatchewan	Is seeking 24-hour nursing for this function in adult corrections, but presently have a nurse from 7 am to 11 pm. At night management distributes the meds. Since 1991, correctional staff do <u>not</u> distribute meds (nurses only). Not in facilities, but halfway houses have methadone policy. Some small centres do have correctional officers distribute meds	Y.O.: The secure, larger facilities have nurses. For smaller facilities, meds are distributed by C.O.s in blister packs for some meds only (no training). Some Y.O.s are taken to hospital for their treatment. SGEU has discouraged members from accepting the responsibility of med distribution - argued that can refuse under health and safety - was over-ruled and is under appeal
Alberta	Adult: Nurses distribute meds from 7 am to 11 pm.	Y.O.: The Youth Worker distributes meds in blister packs. Items such as Tylenol can be purchased at the canteen.
British Columbia	Nurses were doing but now have Pharmacy Techs who distribute majority of meds (has not affected number of nurses employed)	Y.O. – have nurses for distribution of meds.