



report

National Union
Working Session

Correctional Officers
& Youth Facility
Workers

Ottawa, September 21 & 22, 2006

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

REPORT

Delta Ottawa Hotel, September 21 & 22, 2006

INTRODUCTION AND OVERVIEW

NUPGE National Representative Len Bush assumed the role of Chair on Thursday, September 21, passing along the regrets of National President, James Clancy. Brother Bush provided a brief overview of the meeting and of the upcoming Memorial Service on Sunday, September 24.

National Secretary-Treasurer Larry Brown assumed the role of Chair on Friday, September 22.

OPSEU/NUPGE arranged for all interested participants to tour the Ottawa-Carleton Detention Centre at 1:30 p.m. on Friday, September 22.

It was requested that future meetings of the Correctional Officers and Youth Facility Workers be booked into the Minto Place Suite Hotel instead of the Delta Hotel.

The meeting commenced with the welcoming of participants and observers and subsequent introductions.

The agenda for the meeting was reviewed and adopted as presented.

REPORT FROM LAST MEETING

The report from the last Working Group session held September 22 & 23, 2005 was reviewed, and the following corrections were made:

SGEU/NUPGE clarified that there was only one unit of the North Battleford Youth Centre that was closed.

NUPGE CORRECTIONS WEB PAGE

<http://www.nupge.ca/corrections.htm>

The NUPGE Corrections web page is intended to provide a means for Components to easily share information on campaigns and labour related matters. In order for the page to be current and up-to-date, participants need to continue forwarding Component news to the national office.

NUPGE CORRECTIONS CONFERENCE

There was a conference held on International Trends and Issues in Criminal Justice on May 10 – 12 in Ottawa. DVDs and CDs of the presentations were distributed as part of the follow-ups from the conference.

Participants who had also attended the conference reported that the guest speakers provided valuable information from a variety of perspectives.

Following the Conference National President James Clancy wrote the Prime Minister about the Youth Criminal Justice Act (YCJA) as well as questions about provincial funding and conditional sentences. At the same time a draft letter was provided to the Components which could be sent to provincial Premiers. If any Components have sent a letter to their Premier, it was requested they forward a copy to the National Union office.

CANADIAN PEACE AND POLICE OFFICERS' MEMORIAL SERVICE

An overview of the Canadian Peace Officers Memorial Association board over the past year was provided. There was a general discussion about how, with the increasing number of provincial memorials taking place, Components are now being approached for multiple funding. However, it was stressed, contributing to the national memorial is still important.

NAPE/NUPGE reported that their provincial memorial stemmed from the national service.

It was reported that the province of Ontario is looking at establishing a provincial memorial and was considering contributing \$1 million towards a monument.

Brother John Landry, NSGEU/NUPGE, volunteered to act as the National Union contact with the Parade Marshals. Volunteers for the National Union colour guard were Brothers Paul Foley and Paul Kenny (NAPE/NUPGE) and Jarret Taylor (SGEU/NUPGE).

The following police and peace officers died in the line of duty and will be honoured at this year's memorial service:

- Const. Marc J.D. Bourdages (RCMP, Saskatchewan)
- Const. Robin L. Cameron (RCMP, Saskatchewan)
- Sr. Const. Donald Doucet (Sault Ste. Marie Police)
- Sr. Const. John C. Atkinson (Windsor Police)
- Corp. Matthew Dinning (Military Police)
- Corp. Randy Payne (Military Police)
- Const. John Goyer (Abbotsford Police)
- Const. Valerie Gignac (Laval Police)
- Wildlife Protection Officer Nicolas Rochette (Quebec Ministry of Natural Resources and Wildlife)
- Wildlife Protection Officer Fernand Vachon (Quebec Ministry of Natural Resources and Wildlife).

There are four historical names being added this year, none of them are peace officers.

CORRECTIONS RESTRUCTURING

1. Privatization Initiatives

Participants discussed the need to remain vigilant against the privatization of correctional facilities and continue advocating for publicly owned and operated jails. An important aspect of this work is the ongoing exchange of information – both domestic and international, about jail privatization.

See Appendix 3 - Privatization chart.

British Columbia

They no longer have electronic monitoring in probation.

Saskatchewan

Prince Albert Healing Lodge, run by the Aboriginal community, is reportedly being considered for privatization. The previously privatized facility, the Women's Community Training Residence, is now public. The Paul Dojack Centre is a one-unit private facility.

It was reported that they have been doing electronic monitoring for a number of years. Police Officers perform the monitoring Monday to Friday and Correctional Officers on the weekends.

Manitoba

Seeing government security personnel doing the work of some hospital staff. MGEU is watching the situation closely.

Ontario

The Central North Correctional Centre will be returned to public control on November 8, 2007. OPSEU/NUPGE explained that it had been a long struggle that required the involvement from people in the community. An agreement was recently reached that would allow for a fair and orderly staffing transition. Details of the agreement had not, as of the meeting, been released to the public.

The Young Offenders facility, Camp Turnaround, is now closed.

Electronic monitoring is being used (approximately 100 offenders) and overseen by six to seven officers. The technology is provided and maintained by a private company.

Nova Scotia

They signed a three-year deal with a private consortium to implement electronic monitoring. They were misled because initially there had been a one-year pilot where they were doing the actual monitoring.

The province is planning to increase the number of beds by 120.

They recently relocated a separate youth facility into a public adult facility.

Prince Edward Island

There were no changes reported. They make probation calls during each evening shift.

Newfoundland and Labrador

Young (violent) offenders are routinely released into an independent living arrangement. This brings \$800 - \$1,000 into the homes sponsoring them. They want a public awareness campaign against this because of the obvious dangers.

2. Correctional and Youth Facilities across Canada

A listing of all Correctional Centres and Youth Facilities in Canada was created and Component representatives were asked to examine the chart and report any changes.

See Appendix 2 - Correctional and Young Offender Facilities Across Canada

British Columbia

There are six adult maximum security facilities: Victoria, North Fraser, Maple Ridge, Kamloops, Prince George (women's) and Vancouver Island. There are three medium security facilities: Alouette Women's Correctional Centre, Ford Mountain and Nanaimo. The Vancouver Jail has closed. There are also three youth centres.

Saskatchewan

There were no changes to report.

Manitoba

The Milner Ridge Correctional (Beausejour) has now changed from a minimum security facility to a medium security facility. The Portage Correctional – Women's (Portage La Prairie) is moving outside of Winnipeg in 2009. They have had more than 20-25 bids. The small holding centres in Brandon, Dauphin and The Pas are not long term.

Ontario

Central North Correctional Centre will be a public facility as of November 8, 2006. Brockville Jail is now part of St. Lawrence Valley Correctional and Treatment Centre.

The Windsor Jail, YO Unit is now closed.

Nova Scotia

There is now only one youth centre (male/female) – the Halifax Youth Resource Centre. The Cape Breton Correctional Centre is for overnight only.

The Amherst Correctional Centre has been moved to Cumberland. The five correctional centres will be increasing beds by 120 more.

There are 13 main Community Corrections offices and sub-offices: Halifax, Bedford, Shelbourne, Yarmouth, Sydney, North Sydney, Glace Bay, Port Hawkesbury, Antigonish, New Glasgow, Truro, Amherst, and Kentville.

Also, the Halifax Youth Resource Centre will be opened in January 2007, employing six youth workers, four POs, two teachers, and management. It will be open 24/7.

Prince Edward Island

The PEI Youth Centre in Summerside is now designated as both an open and closed custody facility.

Newfoundland and Labrador

There are seven open custody youth centres and two closed custody youth centres.

NEGOTIATIONS – RECENT SETTLEMENTS

The draft Collective Bargaining Analysis was distributed and participants were asked to forward any changes or corrections to the attention of Len Bush at the National Union.

British Columbia

They bargained with the entire BCGEU/NUPGE and negotiated benefits of 2.4%, 3%, 2.5% and 3%. During the second year, Corrections Officers and Sheriffs received a grade increase of 3.2%. All contracts will be expiring after the Olympics in 2010 – for political reasons.

Eighty percent of their managers will be retiring over the next few years.

Saskatchewan

They bargain one master collective agreement and are currently preparing for negotiations. There are six components; Corrections represents Corrections Officers and Youth Facility Workers separately. They are hoping to get money issues settled - if not they will be returning to the main table. Expectation by membership is that they want money for other pockets.

Fears that pensions and health plans for Young Offender Peace Officers could be impacted if there is a change in government. If there is a funding shortage they will have to pay.

The federal contract has a major impact as they are losing staff to the federal system. This has led to some staff shortages – though uneven across the province. The Regina Centre, which has overtime “through the roof”, is experiencing trouble whereas the smaller facility in Saskatoon has 50 extra people in the pool. In Prince Albert, retention is becoming a problem in addition to an increasing number of retiring officers

Manitoba

The agreement began in 2003 and ended this past March. Negotiations have been ongoing since last year. This past June they filed notice to go to arbitration.

Ontario

They are in the second year of a three-year deal. The main concern is achieving pension improvements for correctional officers. Now receive the same as others in civil service, for example factor 90, but would like to win the ability for COs to retire earlier.

Kennedy House was a privatized youth facility and staff is out on strike for 6 months. The company is still getting paid although there are no young offenders there.

Pension is based on 60/20 (age and years) or 90 factor. The normal contributions are 6.4% of salary up to the year's maximum pensionable earnings which, for 2005 YMPE was 41,100. based on 3% contribution/year equals full pension (60%). Shift premium of \$1.50 more per hour for weekends plus an additional \$3.00 more per hour for weekends.

They have no problem with retention of staff.

Nova Scotia

Adult –The contracts have been three-year contracts, with the latest one expiring this October. They do not have the right to strike and have applied for binding arbitration

Youth – They are considered part of the civil service master agreement. They settled on 2% - 3.5% in two years. The shift premium is 50¢/hour on weekends. The Health sector (who are not civil servants) automatically gave it to the nurses. Shift premium was requested, but they got nothing. This was considered hugely unfair. They feel they are “collectively begging” and they have no right to strike.

Prince Edward Island

PEIUPSE/NUPGE has two bargaining units in the process of gaining control of health benefit programs from the province – the majority wants this. Increases were 2%, 1 ½% and 1 ½% and the contract ends in March.

Newfoundland and Labrador

NAPE/NUPGE bargains for the Correctional Officers, but Youth Facility Workers are not included. Bargaining for the October 2003 contract started September 2nd. Because of the general strike, two-tier sick leave was legislated. They are looking for language training changes. They

might go into arbitration. They have not signed a contract since 1986. The last time, they settled four items out of 120. They are losing staff to Fort McMurray.

COMPONENT PENSION PROVISIONS

See Appendix 6 - Major Public Sector Workplace Pension Plans Covering National Union Members

LEGISLATIVE AGENDA OF THE HOUSE OF COMMONS

Presentation by Joe Comartin, M.P., Justice Critic for NDP

MP Joe Comartin addressed the participants and discussed what criminal justice matters were expected to be under discussion in the House of Commons during the upcoming session of Parliament.

Mr. Comartin talked about the serious underfinancing of correctional facilities in Canada and the problems faced by workers as a result of inadequate resources and aging infrastructure. He expressed concern that the proposed changes to conditional sentencing will make the problem worse. As more offenders are incarcerated there will not be any additional monies going to correctional institutes. Under the new legislation only 1/3 of those currently serving conditional sentences will be eligible. The others will be housed in a correctional facility.

Some estimates suggest that it will cost \$250 - \$500 million to house the additional inmates.

There are a series of Bills currently before the House:

- An Act to amend the Criminal Code (conditional sentence of imprisonment);
- An Act to amend the Criminal Code and the Firearms Act; and
- An Act to amend the Criminal Code (age of protection) and to make consequential amendments to the Criminal Records Act.

It is expected that these three Bills will take from February to March to proceed through the process. He had little hope for any other Bills making it through. Mr. Comartin felt that what was really needed was a major revamp of the criminal code.

There was then a question and answer period with Mr. Comartin, during which provincial issues with gangs, overcrowding, unsentenced “dead time” and violence were discussed.

Mr. Comartin concluded by thanking the members of the working session for their input. One of the problems he sees with how criminal justice matters are raised in the legislature is the absence of input from workers in the sector. Decisions are made and laws enacted with little to no consideration for the women and men who have to implement the legislation. He encouraged them to continue raising their concerns with him.

The need to continue pushing their provincial governments to act on these issues was raised. A draft letter to the Provincial Premiers included in the binders was brought to the attention of the attendees. Components were encouraged to send the letter to their respective Premiers in time for an upcoming meeting of Provincial Attorney Generals.

COMPONENT REPORTS

Staff Issues (Training, Suicides, Overcrowding / Understaffing)

Saskatchewan

Overcrowding / Understaffing - Youth – There are some changes in terms of below 50%. There are unit closures in closed custody. There are many kids around the province and the beds are all full – not the way it was 5-6 years ago. The female count is volatile. There can be 15 females one day and the next day it will be overcrowded. The male count is more stable. They have more youth in remand than in custody.

Training - Youth – They have standardized new hires with 14 days of paid training. When they are hired as new employees, it is up to them to request first aid training.

Overcrowding / Understaffing - Adults – There is a large problem with overcrowding and double bunking. The double bunking situation never goes away.

Training - Adults – There is unpaid training for the first three weeks, and new recruits have nosedived. A defibrillator was purchased five years ago and is still sitting in storage because there is no training.

SGEU/NUPGE also raised the subject of international rules regarding prisoners and distributed a copy of “Standard Minimum Rules for the Treatment of Prisoners” (SMRTP) adopted by the First United Nations Congress on the Prevention of Crime and Treatment of Offenders. It was read and reviewed by SGEU/NUPGE and they noted that, according to the SMRTP, there should be no double bunking and there should be

adequate medical facilities. There was some general discussion about how to use the SMRTP as an advocacy tool.

The implementation of pods in facilities was discussed. Pods are interconnected and each contains a living unit, an enclosed exercise yard and a dedicated program and visiting area. Meals and health care services are brought to the living units to reduce inmate movement throughout the facility.

British Columbia

The North Fraser facility was designed for 300 inmates. It now holds 624 inmates. Overcrowding is a serious problem and is leading to increased violence against members of the union.

Ontario

The whole idea of super jails pod structure was to reduce staff; super jails are considered to be warehouses. There is little contact or rapport with the inmates, if any, because they are surrounded by glass. It becomes very territorial.

Staff Issues (Emergency Response Teams / Protective Gear)

See Appendix 5 - Protective Gear for Tactical Teams.

British Columbia

BCGEU/NUPGE reported that supervisors carry, at all times, OC Spray and ASP batons. They also use stun grenades. All six maximum security centres have ERT Teams as well as three medium security centres. The Rapid Response Teams are equipped with tasers.

The Youth Offender facilities do not allow the officers to have spray or any other equipment. They are allowed no physical contact with the inmates.

Saskatchewan

SGEU/NUPGE reported that they videotape every restraint. They are trying to get each staff member a baton and pepper spray. The ERT is closer to getting tasers and spectra line gloves. They ordered 20 – 25 sets of protective gear for a “pilot project”.

Manitoba

MGEU/NUPGE has tasers, restraint chairs and the ‘wrap’. Every institution responds to its own incidents with people on staff and, if needed, with Incident Response Teams (IRT) which are fully equipped.

Ontario

OPSEU/NUPGE has five specially trained teams with the training lasting for only one week. They do not have tasers. Senior staff is offered the choice of training or not. They have refreshers once a year. Restraint chairs and restraint beds are used.

Nova Scotia

NSGEU/NUPGE reported no changes. They had the highest number of critical incidents this year. For Youth, the training is ongoing.

Prince Edward Island

PEIUPSE/NUPGE reported that they are updating their training, including training on defibrillators. The EMR receives free training over three years and their core training is ongoing. They are recruiting and looking at training on site. Their officers are coming in younger, sponsored by anyone, with no screening.

They have outside escorts who have vests and more protective gear. Their smaller facilities do not have all the equipment.

Newfoundland and Labrador

NAPE/NUPGE reported that the use of pepper spray is now in units. They also use a restraint chair. For Youth, they have a set of equipment stored away for the last few years.

Staff Issues (Distribution of Medications)

See Appendix 4 - Distribution of Medication.

British Columbia

Every Adult facility makes its own rules. Methadone users have to eat bread with their dosage. Prescription meds have sealed envelopes. CWs don't distribute meds unless there is a nurse present. Self-administered packs are more prevalent.

Nurses distribute meds in Youth facilities.

Saskatchewan

SGEU/NUPGE reported that, in Adult facilities, COs are handing out pills in smaller institutions. Nurses handle methadone distribution and they wait 45 minutes after the inmates have taken it. There is no methadone program in place - only maintenance.

In Youth facilities, they are not properly trained in handing out meds. There is no formal methadone program - nurses distribute methadone except in smaller facilities where pharmacists distribute the methadone.

Manitoba

MGEU/NUPGE said they do not want to give out medications

Ontario

OPSEU/NUPGE reported 350 plus methadone users in their adult facilities. A nurse distributes methadone 8 hours a day. The inmate drinks it, eats a piece of bread, and then waits 25 minutes in front of the officer to avoid inmates regurgitating the drug and then selling it.

Nova Scotia

In Adult facilities, the Officer in charge distributes meds in blister packs. The Health Care Unit distributes methadone – inmates must wait 20 minutes after taking the methadone before returning to their cell.

In Youth facilities, there is no methadone available for inmates.

Prince Edward Island

PEIUPSE/NUPGE said, in Adult facilities, insulin is self administered in front of the CO2 or CO3. Methadone treatments are issued by a pharmacist.

Newfoundland and Labrador

Pharmacist distributes Methadone in the Adult facilities. They can give out prescribed drugs but there are different rules in different components for non-prescription drugs, i.e. Tylenol.

In Youth facilities, a manager or counselor, trained in med distribution, distributes meds in envelopes.

YOUTH CRIMINAL JUSTICE ACT

Brother Brown pointed out the working draft of a brief to the House of Commons regarding the Youth Criminal Justice Act in the binders and asked that Components forward their comments to Brother Bush.

OTHER BUSINESS

SGEU/NUPGE said their employees are forgotten. A staff member was stabbed three times in the neck; nothing was reported in the news about it. The judge

said it “was the staff’s job to be stabbed” and only gave the inmate a one day sentence.

MGEU/NUPGE has concerns about workplace violence. Feel that no one is looking after them.

NSGEU/NUPGE reported that gang violence is new and that Crystal Methamphetamine use is increasing.

The National Union committed to working with the committee to examine the issue of violence in the workplace as a means to prepare a report for lobbying and public education purposes.

Meeting was adjourned.

Appendix 1

Participants

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

September 21 & 22, 2006 – Ottawa

National Union Correctional Officers & Youth Facility Workers Working Group Session

September 21 & 22, 2006 – Ottawa

PARTICIPANTS

National Union	Larry Brown Len Bush Lisa Bullée	
PEIUPSE/NUPGE	Roger Buchanan Alice Rice Mike Chaisson	Brendon Ellsworth Carrie Gillis Deryl Beaton
NAPE/NUPGE	Frank Pittman Paul Foley Robert Cater	Paul Kenny Steve Manuel
NSGEU/NUPGE	John Landry Steve MacDonald Jim Gosse	David Brewster John Cook Cameron Lamond
OPSEU/NUPGE	Len Mason Dave Graves	Sandra Harper
MGEU/NUPGE	William McLachlan Umberto Willner	Robert Wells
SGEU/NUPGE	Barry Nowoselsky Terry Ullman Sandy Evanovich	Jarret Taylor Jason Rattray Lois Holcomb
BCGEU/NUPGE	Dean Purdy	Steve Lisik

Appendix 2

Correctional and Young Offender Facilities Across Canada

Correctional and Young Offender Facilities Across Canada

As of September 2006

PROVINCE	CORRECTIONAL CENTRES	YOUNG OFFENDER FACILITIES	
British Columbia	<p>10 Correctional Centres Alouette Women's 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 Vanc. Island Regional C.C. (Victoria)</p>	<p>3 Centres Victoria Youth C.C. Burnaby Youth C.C. Prince George Youth C.C.</p>	<p>67 Community Corrections Offices</p>
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 (3) Kainai (1)</p>	<p>3 Y.O. Centres Calgary YO Centre Edmonton YO Centre Grande Prairie YO Centre</p> <p>Y.O. Camps Shunda Creek (1) (Calgary)</p>	

PROVINCE	CORRECTIONAL CENTRES	YOUNG OFFENDER FACILITIES	
Saskatchewan	<p>6 Correctional Centres Battlefords Community Buffalo Narrows Pine Grove Prince Albert Provincial Regina Provincial Saskatoon Provincial</p> <p>2 Correctional Camps Saskatoon Urban (in Saskatoon Corr Cen) Waden Bay Park (La Ronge)</p> <p>Community Training Residence Regina CTR Saskatoon CTR Prince Albert CTR</p>	<p>4 Young Offender Secure Custody Facilities Paul Dojack Youth Centre (Regina) Kilburn Hall (Saskatoon) Orcadia Youth Residence (Yorkton) Echo Valley Youth Camp (Echo Valley Prov. Park)</p> <p>Young Offender Open Custody Facilities Drumming Hill Youth Centre (North Battleford) Prince Albert Youth Resid. (I unit temporarily closed) (Building 12 bed Remand) Yarrow Youth Farm (Saskatoon)</p>	
Manitoba	<p>7 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</p>	<p>2 Youth Institutions Agassiz Youth Centre (Portage la Prairie) Manitoba Youth Centre (Winnipeg)</p> <p>Note – small holding in Brandon Dauphin The Pas</p>	18 Community Corrections Offices

PROVINCE	CORRECTIONAL CENTRES	YOUNG OFFENDER FACILITIES	
Ontario	<p data-bbox="542 268 842 296">11 Correctional Centres</p> <p data-bbox="496 331 889 785"> Brockville Central East (Lindsay) Central North (Penetang - private operator) Maplehurst Mimico Monteith Algoma Remand and Treatment Centre Ontario Correctional Institute St. Lawrence Valley Correctional & Treatment Centre Thunder Bay Vanier Centre for Women (Milton) </p> <p data-bbox="646 821 743 848">13 Jails</p> <p data-bbox="615 852 773 1241"> Brantford Chatham Fort Frances Kenora North Bay Owen Sound Sarnia Stratford Sudbury Thunder Bay Toronto Walkerton Windsor </p> <p data-bbox="566 1339 818 1367">7 Detention Centres</p> <p data-bbox="570 1371 815 1793"> Elgin-Middlesex (London area) Hamilton-Wentworth (Hamilton area) Niagara (Thorold) Ottawa-Carleton (Ottawa) Quinte (Napanee) Toronto East (Scarborough) Toronto West (Rexdale) </p>	<p data-bbox="922 268 1271 296">9 Young Offender Facilities</p> <p data-bbox="943 331 1256 753"> 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 Thunder Bay Correctional Centre, YO Unit </p>	<p data-bbox="1320 268 1474 327">7 Treatment Centres</p> <p data-bbox="1320 363 1474 480">127 Community Corrections Offices</p>

PROVINCE	CORRECTIONAL CENTRES	YOUNG OFFENDER FACILITIES	
Quebec	<p>22 Detention Centres Quebec (men sector) (Quebec City) Prison Bordeaux (Montréal) Palais de Justice* (Montreal) Amos Baie-Comeau Chicoutimi Charlesbourg Gatineau Havre-Aubert* Hull Longueuil* New-Carlisle Rimouski Rivière-des-Prairies Roberval Sept-îles Montréal-Maison Tanguay (Women's facility) Saint-Jérôme Sherbrooke Sorel-Tracy Trois-Rivières Salaberry-de-Valleyfield (*these places of confinement are prison quarters and are not considered as houses of prison)</p>		
Nova Scotia	<p>5 Correctional Centres Antigonish Cape Breton Central NS Cumberland Southwest Nova</p>	<p>1 Youth Centre male & female</p>	<p>13 Community Corrections Offices Halifax Bedford Yarmouth Sydney North Sydney Glace Bay Port Hawksbury Antigonish New Glasgow Truro Amherst Kentville</p> <p>Attendance Centre Halifax Youth Resource Ctre.</p>

PROVINCE	CORRECTIONAL CENTRES	YOUNG OFFENDER FACILITIES	
Prince Edward Island	2 Correctional Centres Provincial (Charlottetown) Prince (Summerside)	2 Youth Centres PEI Y.C. Queen's Region (open custody)	
New Brunswick	5 Correctional Centres Bathurst Detention Centre Dalhousie Correctional Madawaska Regional Correctional Centre Moncton Detention Centre Saint John Regional Correctional Centre	1 Youth Centre New Brunswick Youth Centre	
Newfoundland & Labrador	6 Correctional Centres Her Majesty's Penitentiary (St. John's) Newfoundland and Labrador Correctional Centre for Women Bishop's Falls Correctional (Central Newfoundland) West Coast Correctional (Stephenville) Labrador Correctional (Happy Valley, Goose Bay) 2 Lock-ups Corner Brook Lockup St. John's Lockup	1 Youth Centre Newfoundland and Labrador Youth Centre (Whitbourne)	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

Appendix 3

Privatization Chart

Privatization - Services Already Contracted

(on-going research - current as of September 2006)

Province	Notes	Guarding	Escorts	Cleaning/ Maintenance	Laundry	Food/ Kitchen	Nursing	Programs	Electronic Monitoring
British Columbia	* BCGEU/NUPGE has been repeatedly told that the provincial government is not interested in privatizing corrections.					Kitchen -private for quite some time now	Yes - one contractor province-wide		In probation
Alberta									
Saskatchewan	Y.O.: - Paul Dojack Centre			Yes Y.O. - No	Yes Y.O. – yes sub-contracting for some	No (private canteen) Y.O. yes sub-contracting for some	Adult - no Y.O. - no	Adult - Yes Y.O. – Aboriginal Cultural Services - Elder Services	Yes Y.O. – Yes but limited - Northern - Auto-theft initiative

Province	Notes	Guarding	Escorts	Cleaning/ Maintenance	Laundry	Food/ Kitchen	Nursing	Programs	Electronic Monitoring
Manitoba	*minimal privatization	No	No	Yes (some cleaning)	No	No	No	No (keeping track of "volunteers")	No
Ontario	Private Penetang Super-Jail (Central North) – public as of November 8 Central East and Other adult jails Young Offenders Phase I -12-15 yr old Phase II - 16 +	Yes No Yes No		Yes Rare, less than 10%	Yes No	Yes Public kitchens plus private prepared food source w. public retherm kitchen Private canteens	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)	Yes	Just introduced; Salvation Army is sub-contractor - Operation Springboard in Greater Toronto Area - keep changing criteria for program as means to increase numbers

Province	Notes	Guarding	Escorts	Cleaning/ Mainten	Laundry	Food/ Kitchen	Nursing	Programs	Electronic Monitor-ing
Nova Scotia	Burnside mega-jail (built as a P3) - note problems with this project resulted in new jail not being built under P3 funding model.			Lawn maintenance contracted Burnside – Workers red-circled until retired painting & mainten.					
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, John Howard Society & Elizabeth Fry Society)	No
Newfoundland & 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 Psychiatrists Independent Living Arrangements	Administered by Probation Officers
Quebec									

Appendix 4

Distribution of Meds

DISTRIBUTION OF MEDS In Correctional Institutions And Young Offender Institutions

Information as of September 2006

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. C.O.s do not do insulin under any circumstances. Methadone issued to inmates by pharmacists. Can issue prescribed drugs but there are different rules in different components for non-prescription drugs, i.e. Tylenol.</p>	<p>In open custody – there is no 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 envelopes.</p> <p>Manager or Counsellor trained on med distribution.</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 Officer in Charge distributes 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 Physicians Assistants on duty from 7:00 pm to 7:00 am for 24 hr medical coverage. Health care unit distributes methadone; waits 20 minutes.</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> <p>After hours, they use 911. There is no methadone for Youth.</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.2 or C.O.3. Methadone is issued by pharmacists.</p>	<p>In closed custody, meds are delivered by admissions and discharge workers. In open custody the staff dispenses 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. The Ontario law also provides that all meds must be recorded. A nurse distributes methadone; waits 25 min. 350 methadone users.</p>	<p>Phase 1 – workers distribute meds in blister packs following two hours training.</p>
New Brunswick	<p>Have full-time doctor and two nurses in</p>	

PROVINCE	PRACTICE - Adult	PRACTICE – Y. O.
	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. Don't want to give out meds. Major concern is alcoholism.	There is 24 hour nursing service in the Manitoba youth center who distribute meds. C.O.s do not give out meds. Nurses are on day 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. Since 1991, correctional staff does <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. CWs hand out pills in smaller institutions. Nurses handle methadone, wait 45 minutes. No methadone program; only maintenance.	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/NUPGE 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 Not properly trained in handing out meds. No formal methadone program. Nurses distribute methadone; in smaller institutes pharmacists distribute methadone.
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). Every facilities makes own rules. Methadone users have bread. Prescription meds have sealed envelopes. CWs don't distribute unless nurse present. Self administered packs are more prevalent.	Y.O. – have nurses for distribution of meds.

Appendix 5

Protective Gear for Tactical Teams

**Protective Gear for Tactical Teams
As of September 2006**

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 cell extraction teams), - however, no spray provided to escorts ▪ there is no jump suit (or padding) provided ▪ pepper spray is now in units ▪ restraint chair 	<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. ▪ Set of equipment stored away for last few years.
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 ▪ Critical incidents – highest this year 	<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 ongoing ▪ 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) ▪ Outside escorts have vests and more protective gear ▪ Smaller facilities don't have all ▪ Training ongoing 	<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, coveralls ▪ have cell extraction teams 	<ul style="list-style-type: none"> ▪ can use pepper spray ▪ otherwise, youth offenders get treated the same as adult

Province	Gear – Adult Facilities	Gear – Y.O. Facilities
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; no tasers ▪ training is an initial 2 week course and each year there is a 1 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 ▪ institutions have gone from blue uniforms for inmates to the florescent orange (similar to U.S.) ▪ team of 5 specially trained for 1 week ▪ escorts are now trained guards ▪ sr. staff offered choice of training or not ▪ restraint chairs and beds are used. 	<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 responds to its own incidents with people on staff. ▪ Incident Response Teams (IRTs) - fully equipped, ballistic equip., trained mthly ▪ 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 carry own gear ▪ 1 female team – trains with male team ▪ looking at training for remote locations ▪ tasers, restraint chair, the 'wrap' 	<ul style="list-style-type: none"> ▪ IRTs for smaller units ▪ CERUs if necessary ▪ utilize soft-cell extraction
Saskatchewan	<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 ERT teams - plus a women's cell extraction team at Pine Grove ▪ there is some problem over floor staff stopping incidents ▪ ERTs are closer to getting tasers ▪ Trying to get each staff baton & spray 	<ul style="list-style-type: none"> ▪ use the 'wrap' as restraint equipment ▪ helmets are used on Y.O. only if youth is spitting, biting or banging their head ▪ workers use radios, helmets, shields, cuffs, shackles and the 'wrap' ▪ video tape all restraints ▪ In open custody - hand cuffs and shackles, and spit shields ▪ Ordered 20 – 25 sets of proper protective gear for "pilot project" <p>Half the team has to be the</p>

Province	Gear – Adult Facilities	Gear – Y.O. Facilities
British Columbia	<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 ▪ extensive training provided monthly in larger institutions ▪ tasers are used ▪ some discussion of introducing munitions – ‘bean-bag gun’ ▪ all six centres have ERTs as well as three medium security centres ▪ Raped Response Team with tasers (?) 	<p style="text-align: right;">same gender as Youth.</p> <ul style="list-style-type: none"> ▪ informal cell extraction teams ▪ Adult Custody Team responds when called upon ▪ Not allowed to have spray or anything similar ▪ No physical contact

Appendix 6

Major Public Sector Workplace Pension Plans Covering National Union Members

Multi-Component

- ***Canadian Blood Services National Defined Benefit Pension Plan***
(Jointly Trusteed)

This is a jointly trustee defined benefit plan with about 1,500 active members who are Canadian Blood Services (CBS) employees represented by 30 union locals across the country. It also has about 100 pensioners and about 100 inactive members. The plan is jointly sponsored between CBS and 12 unions including HSABC and OPSEU. It is administered by an eight-member Board of Trustees representing both CBS and the participating unions. The four union appointed trustees serve three-year terms and are rotated through each of the 12 participating unions. Third-party administration services for the plan are provided for the trustees by Morneau Sobeco. The plan covers members of the participating unions and those other unionized and non-unionized employees of CBS who are eligible, and elect to join (employees have the choice to join either the CBS DB plan or the CBS DC plan). The plan has approximately \$110 million in assets.

Members from the National Union Components – HSABC, HSAA, MGEU, OPSEU, NSGEU and NAPE – belong to this pension plan.

Website: <https://cbs.hroffice.com/en/retirement/dbplaninfo.asp>

- ***Canadian Blood Services National Defined Contribution Pension Plan***

This is a defined contribution plan available to approximately 3,000 Canadian Blood Services employees represented by 30 union locals across the country. The plan is administered by Canadian Blood Services. Contributions to the plan are invested in funds made available to employees through Manulife Financial. Third-party administration services for the DC pension plan are provided for CBS by Morneau Sobeco. The plan covers members of the participating unions and those other unionized and non-unionized employees of CBS who are eligible, and elect to join (employees have the choice to join either the CBS DC plan or the CBS DB plan).

Members from the National Union Components – HSABC, HSAA, MGEU, OPSEU, NSGEU and NAPE – belong to this pension plan.

Website: <https://cbs.hroffice.com/en/welcome2.asp>

Newfoundland & Labrador Association of Public and Private Employees (NAPE/NUPGE)

- ***Public Service Pension Plan (PSPP)***

There are approximately 26,300 plan members in the PSPP, a defined benefit plan, including employees of crown corporations, healthcare organizations, school boards and a variety of other organizations owned or controlled by government. There are approximately 10,900 pensioners. Overall administration of the PSPP is the responsibility of the Pensions Administration Division of the Department of Finance, in cooperation with the employers who participate in the plan.

Website: <http://www.fin.gov.nl.ca/fin/pensions/pspp1.asp>

- ***Uniform Services Pension Plan (USPP)***

There are 620 plan members in the USPP, a defined benefit plan, including members of the Royal Newfoundland Constabulary, the St. John's Fire Department and Her Majesty's Penitentiary. There are approximately 550 pensioners. Overall administration of the USPP is the responsibility of the Pensions Administration Division of the Department of Finance, in cooperation with the Department of Justice, the Royal Newfoundland Constabulary and the City of St. John's Fire Department.

Website: <http://www.fin.gov.nl.ca/fin/pensions/uspp1.asp>

- ***Government Money Purchase Plan (GMPP)***

The GMPP is a defined contribution plan where members make contributions that are matched by their employer and deposited into individual accounts with Group Retirement Services, the plan custodian. There are approximately 22,400 plan members, including employees of crown corporations, healthcare organizations, school boards, substitute teachers and a variety of other organizations owned or funded by government. Members may select from several investment options and, with the assistance of trained professionals, can develop a personal investment strategy suited to their goals and expectations.

Website: <http://www.fin.gov.nl.ca/fin/pensions/gmpp1.asp>

Prince Edward Island Union of Public Sector Employees (PEIUPSE/NUPGE)

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- ***Civil Service Pension Plan***

An agreement was negotiated in the last collective agreement that the government “shall consult with the Union for the purpose of investigating the feasibility of establishing a Joint Trusteeship” prior to March 31, 2007.

This defined benefit plan covers employees of the PEI Civil Service as well as the health & community services system and is administered by PEI’s Provincial Treasury Department (approximately 4,000 UPSE members). It is governed by the *Civil Service Superannuation Act* and is administered by PEI’s Provincial Treasury Department.

- ***Holland College Faculty Pension Plan***

This defined benefit plan covers employees of Holland College and is administered by PEI’s Provincial Treasurer Department.
Website: not available

Nova Scotia Government and General Employees Union (NSGEU/NUPGE)

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- ***Public Service Superannuation Plan (PSSP)***

This defined benefit plan covers employees of the Nova Scotia Civil Service as well as employees in 22 agencies, boards and commissions and in nine district health authorities. As of December 31, 2005, it has approximately 26,000 members (15,189 active members, 254 deferred and 10,700 pensioners). It is governed by the *Public Service Superannuation Act* and administered by the Nova Scotia Pension Agency, a special agency of the provincial Finance Department. In January 2006, the Minister of Finance, as sole trustee, established a joint Public Service Pension Committee composed of four labour representatives, one retiree representative, and five government and employer representatives to provide advice and recommendations to the Minister. As of December 31, 2005, it has approximately \$3.5 billion in assets. The PSSP is the single biggest plan for NSGEU members.

Website: http://www.gov.ns.ca/fina/pension/PSS/PSS_HOME.htm

- ***Nova Scotia Association of Health Organizations (NSAHO) Pension Plan***

The NSAHO defined benefit pension plan covers approximately 25,000 health system employees at over 80 different workplaces represented by five different unions. As of December 31, 2005, it has 20,216 members, 395 deferred and 4,560 pensioners. This plan, with fund assets in excess of \$2 billion, is managed by a 20-member Board of Trustees representative of employers, employees, retirees, plus two trustees who have particular expertise in pension plan investment or administration. Only four of the 20 trustees represent the unions involved. It is the second biggest plan for NSGEU members.

Web

site: <http://www.nsaHopensionplan.ca/index.aspx>

- ***Dalhousie University Staff Pension Plan***

This defined benefit plan covers all full-time employees and regular part-time employees of Dalhousie University. Statutory part-time employees may elect to join the plan following completion of two consecutive calendar years of employment during which, in each of the calendar years, their earnings were at least 35% of the Canada Pension Plan YMPE, or their hours worked were at least 700. As of June 30, 2005, there are approximately 3,400 members of which 2,787 are active members, 126 are deferred and 505 are pensioners. There is an Advisory Committee which consists of representatives of interested bargaining units (including two representatives of the Dalhousie Faculty Association) and representatives of the Board. The number of representatives named by the Board shall not exceed those named by the bargaining units. The Advisory Committee shall consider any matter relating to pensions and the administration of the plan referred to it by the Board, the Dalhousie Faculty Association, other bargaining units or staff groups. As of June 30, 2005, it had \$575 million in assets.

Website: http://personnelservices.dal.ca/personne_4291.html

- ***Halifax Regional Municipality Pension Plan*** (Jointly Truited)

This defined benefit plan was established in 1998 following the establishment of the Halifax Regional Municipality. This plan covers all full-time and other employees with the Municipality, the Halifax Regional School Board and other local participating employers provided they earn at least 25% of the YMPE from their employment or work at least 700 hours with the municipality in the immediately preceding 12 months of continuous employment prior to joining

the plan. As of December 31, 2005, there were approximately 8,000 members of whom 5,123 are active members, 382 deferred members and 2,537 pensioners. As of December 31, 2005, the plan had \$882 million in assets. The plan is governed by a joint labour management HRM Pension Committee composed of five management representatives, five union representatives, one non-union representative and one retired member.

New Brunswick Union (NBU/NUPGE)

- ***The Public Service Superannuation Plan (PSSP)***

The PSSP is the main public sector defined benefit pension plan of the province and includes all NBU members employed under Part I of the *Public Service Labour Relations Act* (PSLRA) as well as employees of NB Power; NB Liquor; Workplace Health, Safety and Compensation Commission; non-academic employees of the University of New Brunswick and non-bargaining employees of NB School Districts and Regional Health Authorities.

The plan has approximately 19,500 active members (employees) and 10,000 retirees. The plan is governed by the *Public Service Superannuation Act* (PSSA) and is administered by the NB Investment Management Corporation (NBIMC), which reports only to the cabinet. NBIMC has been established as both the trustee of the plan and as the investment manager of the plan; this creates a very obvious conflict of interest. Although the PSSA has established an advisory committee to the plan, this committee plays an extremely limited role. The plan has \$4.3 billion in assets.

Website: <http://www.nbimc.com/PSSA-Echo-Vol2-2004.html>

- ***Certain Bargaining Employees (CBE) of NB Hospitals Pension Plan*** (although not technically Jointly Trusteed, it operates as such)

The CBE defined benefit pension plan covers full-time employees of NB Regional Hospital Corporations. Members of the NB Nurses Union, NBU Paramed and SHCP bargaining units are eligible to participate. The plan has approximately 5,500 active members (employees), 1,000 retirees and 1,000 inactive members. Although the plan is not jointly trusteed, it does have a Pensions Committee which performs functions specifically assigned with respect to the operation of the pension plan, e.g. establish investment policy, monitor performance and act accordingly, select fund consultants, investment managers, an actuary and advisors. The Pensions Committee is composed of five management representatives and five union representatives. The Fund has approximately \$675 million in assets.

Website: Not available

- ***General and Service Employees Pension Plan*** (Joint Trusteeship)

This is a province-wide defined benefit pension plan that covers all permanent full-time and permanent part-time employees of New Brunswick Nursing Homes.

Website: not available.

- ***Part-Time and Seasonal Pension Plan***

This plan is the only defined contribution plan in the government sector. The plan is voluntary and plan members have three contribution rates to choose from (2.0%, 3.25% and 4.5%). The government matches the plan member's contribution.

Website: <http://www.gnb.ca/0163/pension/7/PT&SBookletE.pdf>

Ontario Public Service Employees Union (OPSEU/NUPGE)

- ***OPSEU Pension Plan*** (Jointly Trusteed)

This defined benefit plan has approximately 44,500 active members from bargaining units in the Ontario Public Service and certain agencies, boards, commissions and foundations, and 22,000 current pensioners. In addition, the plan has 8,000 deferred pensioners and members with a deferred entitlement. The plan is administered by the OPSEU Pension Trust (OPTrust), an organization separate and distinct from both the plan's sponsors (the Government of Ontario and OPSEU). As plan sponsors, the Government of Ontario and OPSEU each appoint five trustees to OPTrust's Board of Trustees. The plan has assets of \$11.8 billion.

Website: http://www.optrust.com/Home/p_home.asp

- ***College of Applied Arts and Technology (CAAT) Pension***
(Jointly Trusteed)

The CAAT pension plan is a multi-employer, defined benefit pension plan for the employees of the 25 Community Colleges of Ontario, Ontario College Application Services (OCAS) Inc. and for the employees of the CAAT Pension Plan. It operates under the joint sponsorship of the Boards of Governors of the 25 Colleges, the Ontario Public Service Employees Union (OPSEU) and the Ontario College Administrative Staff Association (OCASA). A Board of Trustees, appointed by the sponsors, is responsible for the overall administration of the plan's assets and benefits. The plan serves 16,000 members, 9,000 pensioners and 1,000 inactive members. It has about \$5 billion in assets.

Website: <http://www.caatpension.on.ca/>

- **Hospitals of Ontario Pension Plan (HOOPP)** (Jointly Trusteed)

HOOPP is a multi-employer jointly trustee plan serving 148,000 active members who work at 331 health care and related organizations in Ontario. HOOPP also serves more than 59,000 pensioners and has about 14,000 inactive members. Four unions have trustees on the plan – OPSEU, ONA, CUPE and SEIU. The Board of Trustees has a rotating Chair and Co-Chair. Each organization selects its trustee and each trustee serves at the pleasure of the appointing body. HOOPP has over \$25 billion in assets.

Website: <http://www.hoopp.com/>

- **The Ontario Municipal Employees Retirement System (OMERS)**

The plan covers about 355,000 active and retired members and almost 900 employers. Some 1,114 municipalities, local boards and school boards participate in the OMERS Plan and close to 70% of its members are CUPE members. OMERS is not jointly trustee but has a similar governance structure. OPSEU has a representative on the Board of the Sponsors Corporation of OMERS and is seeking permanent representation on the plan's Board of Trustees.

Website: http://www.omers.com/scripts/index_.asp

Manitoba Government and General Employees' Union (MGEU/NUPGE)

- **The Civil Service Pension Plan (CSPP)**
(a commitment from government to move to Jointly Trusteed)

The CSPP is the main public sector defined benefit pension plan of the province and includes all MGEU members employed or retired from the Civil Service. The plan is governed by the *Civil Service Superannuation Act*, and is administered by the Civil Service Superannuation Board. It has \$3.6 billion in assets and serves over 43,000 members. There is no trust document but the plan will operate as if it were jointly trustee. MGEU recently negotiated a Memorandum of Agreement with the government that gave the union the right to elect amongst its membership three trustees.

Website: <http://www.cssb.mb.ca/index.shtml>

- **Health Employees Pension Plan (HEPP)** (Jointly Trusteed)

HEPP is administered by an independent Board of Trustees, with half of the 12-member Board appointed by participating unions, and the remaining six members appointed by employers through the Regional Health Authorities. Non-union and retired members are also represented. It has over 44,000

members and \$3.0 billion in assets. HEPP is governed by independent Boards of Trustees made up of both union and employer participants. Website: <http://www.hepp.mb.ca/pension/index.shtml>

- **Home Care Employees Pension Plan (MGEU is Plan Sponsor)**

This is a defined contribution plan established by MGEU for home care workers in the province. Both employees and participating employers contribute to the plan. The plan has approximately \$40 million in assets. Website: Not available

Saskatchewan Government and General Employees' Union (SGEU/NUPGE)

- **Public Service Superannuation Plan (PSSP)**

This defined benefit plan is governed by the *Public Service Superannuation Act* and the Act is administered by the Public Service Superannuation Board. The Public Employees Benefits Agency (PEBA) has responsibility for the operation, administration and management of the PSSP. The plan covered provincial government employees as well as employees of the Anti-Tuberculosis League and the Saskatchewan Transportation Company. The plan however was closed to new members as of October 1, 1977. As of April 2006, it had 1,452 active members, 130 inactive members and 5,988 retired members.

Website: <http://www.peba.gov.sk.ca/pophome.htm>

- **Public Employees Pension Plan (PEPP)**

The PEPP, a defined contribution pension plan, has more than 100 participating employers and over 43,000 members. PEPP employers include the Government of Saskatchewan, certain crown corporations, agencies, boards and other institutions. The plan is governed by the *Public Employees Pension Plan Act*. That Act establishes the Public Employees Pension Board as Plan Trustee and the Board consists of nine members, with four members appointed by government on behalf of employers and four members appointed on behalf of employees (SGEU appoints one of the trustees). The Board retains the Public Employees Benefits Agency (PEBA), a branch of the Finance Department, to provide day-to-day administration of the plan. As of March 2006, the PEPP had 29,571 active members, 13,639 inactive and retired members and had \$3.8 billion in assets.

Website: <http://www.peba.gov.sk.ca/pepphome.htm>

- ***Municipal Employees' Pension Plan (MEPP)***

MEPP is a defined benefit pension plan and is governed by the *Public Service Superannuation Act*. It is administered by the Municipal Employees' Pension Commission (MEPC). MEPC is a 10-member Board appointed by government with five employer representatives and five employee representatives (although only one of them is a union representative). Members of MEPP are employees of school divisions, urban and rural municipalities, regional colleges, regional public libraries and other local authorities within the province. As of December 2005, it had 11,656 active members, 1835 inactive members and 3,803 retired members and had \$1.25 billion in assets.

Website: <http://www.peba.gov.sk.ca/mepphome.htm>

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- ***Saskatchewan Health Employees Pension Plan (SHEPP)*** (Jointly Trusteed)

SHEPP is the largest defined benefit pension plan in Saskatchewan with over \$2.5 billion in assets. SHEPP has over 40,000 members and is in over 83 healthcare and related organizations in Saskatchewan. The plan is jointly trusteed. The Board is made up of eight trustees. Four trustees are appointed by SAHO and four unions each appoint one trustee: CUPE, SEIU, SUN and HSAS.

Website: <http://www.shepp.ca/portal.jsp?27Fc6lpxB0c95OB2ATLlcWM8H7Z7Su+GmnWdzAY5qma8GIS2cDEYNWmDqxOUgPD9>

- ***The Liquor Board Superannuation Plan***

This defined benefit plan is provided to employees of the Saskatchewan Liquor Board. It is governed by the *Liquor Board Superannuation Act* and the Act is administered by the Liquor Board Superannuation Commission, which consists of three members appointed by government, one is nominated as Chairman. At least one of the members shall be an employee and representative of the employees of the Liquor Board.

Website: Not available

Health Sciences Association of Alberta (HSAA/NUPGE)

- ***Public Service Pension Plan (PSPP)***

The PSPP is a contributory [defined benefit](#) pension plan for employees of the Government of Alberta, its agencies, boards, commissions and other public

bodies. It is governed by the [Public Sector Pension Plans Act \(PSPPA\)](#) and the [Public Sector Pension Plans \(Legislative Provisions\) Regulation \(A.R. 365/93\)](#). The Minister of Finance is the trustee of the plan and is governed by a six-member Board comprised of employer and employee nominees and is administered by Alberta Pensions Administration (APA) Corporation. The plan served 27 employers, 58,272 [active members](#) and [pensioners](#), and 10,038 [deferred members](#) as of December 31, 2005. The PSPP Fund is approximately \$5.05 billion.

Website: <http://www.pspp.ca/home/home.htm>

- **Local Authorities Pension Plan (LAPP)**

LAPP is a contributory defined benefit pension plan for employees of local authorities in Alberta including health authorities, cities, towns, villages, municipal districts, colleges, school boards and many other public sector organizations. The Alberta Minister of Finance is the legal trustee of the LAPP. LAPP has its own legislation and is not covered by the Pensions Benefit Act. It is governed by a 14-member Board of Trustees, all of whom are appointed by government. Seven represent the employers and seven represent the various unions. The unions nominate their representative and the government has always appointed those nominees. (HSAA has one member on the Board.)

Website: <http://www.lapp.ab.ca/>

British Columbia Government and Service Employees' Union (BCGEU/NUPGE)

- **Public Service Pension Plan (PSPP)** (Jointly Trusteed)

The PSPP is a defined benefit plan with nearly 50,000 members currently making contributions to the plan, and almost 31,000 retired members collecting their pensions. The plan has \$16 billion in assets and is jointly trusteed between the provincial government and the B.C. Government and Service Employees' Union (BCGEU). These partners and other organizations representing plan employers and plan members are responsible for nominating and appointing the trustees. The 14-member Board of Trustees is responsible for the management of the pension plan, including asset investment and plan administration. The BC Pension Corporation provides benefit administration services as an agent of the Board of Trustees. The BC Investment Management Corporation (BCIMC) provides investment management services as an agent of the Board of Trustees.

Website: http://www.pensionsbc.ca/portal/page?_pageid=121,581565&_dad=portal&_schema=PORTAL

- **BC College Pension Plan (CPP)** (Jointly Trusteed)

The CEPP is a defined benefit plan for senior administrators and faculty members of most of BC's Colleges and Institutes. The plan serves 16,053 members, including 10,651 active plan members and 2,890 retired members. The plan has \$2 billion in assets and is jointly trusteed, with four plan partners: the B.C. Government and Service Employees' Union (BCGEU), the Federation of Post-Secondary Educators of BC (FPSE), the Post Secondary Employers' Association (PSEA) and the provincial government. The partners are responsible for appointing the trustees. The 12-member College Pension Board of Trustees (the Board) is fully responsible for the management of the pension plan, including the investment of the assets and the administration of the plan. The BC Pension Corporation provides benefit administration services as an agent of the Board of Trustees. The BC Investment Management Corporation (BCIMC) provides investment management services as an agent of the Board of Trustees.

Website: http://www.pensionsbc.ca/portal/page?_pageid=121,580268&_dad=portal&_schema=PORTAL

- **BC Municipal Pension Plan (MPP)** (Jointly Trusteed)

See HSABC below.

- **BCGEU Defined Contribution Plan** (Basically solely trusteed by BCGEU)

This is a multi-employer defined contribution plan sponsored by the B.C. Government and Service Employees' Union (BCGEU). Eligibility to join the plan is determined by the various collective agreements and is also subject to the legislation and regulations of the BC Pension Benefits Standards Act (PBSA). The plan currently has 1,072 active members and 108 inactive members. It has \$135 million in assets.

Health Sciences Association of British Columbia (HSABC/NUPGE)

- **BC Municipal Pension Plan (MPP)** (Jointly Trusteed)

The MPP is one of the largest defined benefit plans in the country with 204,823 members from 594 employers. Membership is open to all eligible employees of municipalities, schools, the health sector, police and fire fighters, and many others in the community health and social service sectors (129,862 active plan members, 27,310 inactive plan members and 47,651 retired plan members). The plan has \$22 billion in assets and is jointly trusteed between the provincial government, the Union of Municipalities, the BC Public Schools Employers' Association, the Health Employers Association

of BC Municipal Employees' Pension Committee (the former union advisory committee) and the six unions representing members of the plan (HSABC is one of the trustees). There are also trustees to represent the approximate 20 smaller unions who have members in the plan, retired members and excluded members (managers).

The 16-member Board of Trustees is responsible for the management of the pension plan, including asset investment and plan administration. The BC Pension Corporation provides benefit administration services as an agent of the Board of Trustees. The BC Investment Management Corporation (BCIMC) provides investment management services as an agent of the Board.

Website: http://www.pensionsbc.ca/portal/page?_pageid=121,580910&_dad=portal&_schema=PORTAL

