

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

# **REPORT**

**Ottawa, September 25<sup>th</sup>/26<sup>th</sup>, 2003**

## **INTRODUCTION AND OVERVIEW**

National President James Clancy presented an overview of the meeting, and of the upcoming Memorial Service on Sunday, September 28<sup>th</sup>.

The meeting commenced with the welcoming of participants and observers and subsequent introductions. The agenda was reviewed and adopted.

Brother Clancy, in his opening remarks, also reported on what is happening across the country on the political scene - with upcoming elections in Ontario and Saskatchewan, the re-election of Brother Gary Doer in Manitoba, the expected call for elections in Newfoundland and Labrador, and the repressive Liberal government in British Columbia.

## **REPORT FROM LAST MEETING**

The report from the last Working Group session held September 26th and 27th, 2002, was reviewed, as well as the follow-ups from that meeting.

In March 2003, Brother Clancy wrote to Finance Minister John Manley seeking the increased pension accrual rate (to 2.33%) that had been granted to firefighters be extended to correctional officers and public safety officers. A political response was received in August 2003. Subsequent to that response, Sister Marie Bean was in contact with the Canadian Police Association who also put in a request for inclusion to the new rate. A meeting was held with the Chief Policy Advisor, Finance, Government of Canada, who advised that a decision would be made in October 2003 as to any new inclusions.

## **NUPGE CORRECTIONS WEBPAGE**

The NUPGE Corrections webpage has been up and running now for well over a year and contains a wealth of 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. Input, however, is requested from components to keep it current and viable.

## **CANADIAN PEACE AND POLICE OFFICERS' MEMORIAL SERVICE**

This year there is one peace officer being honoured - **Walter Ceolin** - Conservation Officer from the Ministry of Natural Resources and an OPSEU member. On January 21st, 2003, Walter and three other MNR employees (pilot and two spotters) lost their lives in a tragic helicopter accident while performing aerial moose surveys in a remote area north of Sault Ste Marie. Also of note is that with donations from OPSEU Regions 1 to 7, the North Eastern Area Council, and Local 706, a six-foot green memorial park bench, with an engraved brass plaque incorporated in the back, was placed at the MNR offices in Sault Ste Marie in honour of Walter Ceolin.

There is also an historical name, Roger Oneski, Forest Officer from Alberta - being engraved on the Memorial. Roger died in 1981.

There are also five police officers being honoured this year.

It was brought to the attention of the group that Deputy Sheriff Michel Lagace, member of NBPEA, died on the job Wednesday, September 11th. His name will be processed to the Awards Committee of the CPOMA for inclusion in next year's Memorial Service.

For the march on Sunday morning to Parliament Hill, the Working Group selected Brother Frank Pittman to be the NUPGE Contingent Marshall, and flag bearers volunteered from NAPE and NBPEA.

Sister Marie Bean is the NUPGE representative on the Board of Directors of the Canadian Peace Officers' Memorial Association (CPOMA - [www.cpoma.com](http://www.cpoma.com)), and also sits on the Next-of-Kin Committee of the overall Memorial Service.

As reported last year, efforts are closer - but not yet finalized - to have the Memorial Service coordinated under one umbrella organization which would be called "The Memorial". The three organizations - the Canadian Peace Officers Memorial Association, the Canadian Association of Chiefs of Police and the Canadian Police Association - will each 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 eight years as the NUPGE representative on the CPOMA Board of Directors, Sister Bean has insisted that the criteria for peace officer must be a

PUBLIC service employee - not private. Events have now changed and OPSEU represents private correctional officers, therefore, she presented this scenario to the Board of Directors as CPOMA is currently updating their Constitution.

The minutes of the last CPOMA meeting (in all kits) wherein the Constitution was discussed, reports that the criteria remains 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 have to be addressed when a private officer is killed on the job.

The 'definition of peace officer' issue is on-going - as how does one determine who is a peace officer or not. The current draft of this definition was distributed for the information of the working group participants and comments are welcomed and encouraged (send to [mbean@nupge.ca](mailto:mbean@nupge.ca) ).

Donations to the CPOMA to assist with their responsibility to the Memorial Service - website costs, administration, assistance for next-of-kin to the Service, and future bursaries for the children of fallen officers - were received by Sister Bean from MGEU, SGEU, and OPSEU. Earlier donations were received from BCGEU and NSGEU, in addition to the annual NUPGE donation. Heartfelt appreciation for component generosity was expressed, and a formal letter of thanks will be sent from the CPOMA president, Dennis Brock.

### **CORRECTIONS RESTRUCTURING (Privatization Initiatives)**

At last year's working session, participants asked for more information on what is, and is not, privatized in the corrections field across the country. Sister Bean has pulled together a thumbnail chart with information gathered from components. Participants reviewed the chart and provided some changes and 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.

In addition, information was compiled listing the correctional and youth facilities across Canada. As these facilities close (or new ones are opened) this information should also be forwarded to the National Office for updating.

Contained in the participant's kits were a number of articles and reports on the pros and cons of prison privatization. Any other articles of interest in this regard can be forwarded to the National Office for overall distribution.

**British Columbia** - The provincial government has studied the cost-effectiveness of private facilities and has determined that publicly-run are cheaper. The BC Solicitor General toured Ontario facilities and was not impressed, so privatization of correctional facilities is not currently on their agenda.

**Prince Edward Island** - No privatization initiatives at all.

**Newfoundland** - There are no current plans for privatization of facilities. Food services, however, have been contracted out for quite a while.

**Nova Scotia** - The new private facility has been built in Burnside. The province is aiming for four institutions in total - 2 large and 2 medium. Maintenance workers have been red-circled and as they retire, private contractors will do their work. Over the summer, offenders have done lawn maintenance on an occasional basis.

**Ontario** - Youth – There is split jurisdiction in Ontario – 12 to 15 year olds (Phase 1) fall under social services while 16-17 year olds (Phase 2) fall under corrections. All youth facilities will be moved under the umbrella of corrections and this move is primarily designed to bring the private players that operate the 12 to 15 year old youth facilities under corrections. Following the upcoming elections, the new government may move to privatize Phase 2 offenders.

**Manitoba** - Privatization is not really on the agenda - however, contracting-out is a big problem. Various positions are being filled by contract workers – e.g. cleaners and maintenance. There has been some restructuring with respect to the new Youth Criminal Justice Act recently implemented.

**Saskatchewan** - Youth – The province amalgamated adult and youth offender departments into a new department called Corrections and Public Safety. Contracting-out is a problem. There is an up-coming election and if the Saskatchewan Party wins there will be a lot of privatization.

Adult – Contracting out is still a problem. The Regina correctional center is being retrofitted and there are concerns about contract employees coming in. Escorts are a real problem – with some being done by the RCMP and others via taxi which is a safety issue.

**New Brunswick** – Youth – The facility in Miramichi is a privately built and operated consortium. It is now leased back to the province.

Adult – In Saint John, the food and laundry are done by inmates. The nurses are hired by the province per facility. Any programs are being done by the John Howard Society and the Elizabeth Fry Society.

## **NEGOTIATIONS - RECENT SETTLEMENTS**

A copy of the February 2003 publication "Collective Bargaining Analysis for Correctional Officers and Youth Facility Workers" was handed out. Participants are to review and forward any updates to the National Office for subsequent redistribution to participants (by end of December 2003).

**Ontario** – The current agreement runs from January 2002 to December 2004. Copies of the agreement were distributed to participants.

**Saskatchewan** – Negotiations will commence this fall for a new contract, following provincial elections.

**British Columbia** – The BCGEU is attempting a two-year contract extension. In March 2004, many contracts are up for negotiation and the government has asked for earlier negotiations.

**Nova Scotia** – The NSGEU has had a first meeting with the employer and tentative dates are being exchanged. The union is looking at a six-year wage package, and parity with the National average. Also want the same pension accrual as the firefighters.

**Manitoba** – The MGEU has been in negotiations since the end of April 2003. There are two tables (Civil Service and Corrections). There was a delay caused by the recent elections and a pause during the summer. The government does not want to give any raise, and there are many non-monetary items on the table – which is slowing down negotiations.

**New Brunswick** – CUPE represents correctional officers in New Brunswick. They currently have a 97% strike mandate. Peace officers have their own bargaining unit and negotiate their contract.

**Newfoundland** – The current agreement expires at the end of October. NAPE is ready for negotiations. However, correctional officers are designated essential workers and do not have the right to strike.

## **COMPONENT REPORTS**

### **Staff Issues (Training, Suicides, Overcrowding/Understaffing)**

**Manitoba** – There is a staff central training division whereby all correctional officers, pre-employment, must take ten weeks of training – unpaid – with no guarantee of a job. The union doesn't believe that the training deals effectively with the realities of the job. There is no training on how to work with individuals –

co-workers or inmates – but rather on how to ‘report’ on co-workers. There is an investigation underway. Good candidates challenge the trainers and the trainers dismiss the candidates – virtually no respect for recruits in the training schools.

With regard to staff suicides, there were two deaths this past year (one correctional officer and one in government services).

Adult - Overcrowding and understaffing is rampant with 40/1 in the day and 60/1 at night. There is not enough staff and discussions are being held with the Ministry. The smoking ban may not be implemented due to no space in the institutions. A new women’s facility is being added but the location is still undetermined. It is currently in Portage La Prairie and the community wants to keep it there.

Youth – There is no overcrowding due to the implementation of the new Youth Criminal Justice Act.

**New Brunswick** – To get hired in New Brunswick, one must complete a two year corrections course at the community college at a price of \$3,000 to 4,000 for tuition. The candidate must pay for the course and there is no job guarantee upon completion. When hired, come on as a casual and work six months on, six months off and some people have worked this way for 14 years. In the Sheriff’s department, candidates require a university degree or six-years experience.

There have been no known staff suicides in the past year.

Adult – There are a lot of casuals on staff with a ratio of 120 inmates to 13 on shift. At the Saint John Remand, men serving over one year sentences are permitted to go over to federal.

**Saskatchewan** – Adult - A two-year course is offered at the community college (about \$3,000). Following hire, six weeks of induction orientation is provided by peers. Overall training is a constant concern due in part to the limited training programs being provided, (basic CPR and first aid - but not much more), and the fact that management selects the people who get trained - which seems to be tied to promotional opportunities.

There have been no known staff suicides in the past year.

Overcrowding/understaffing is still a problem. There are 1600 staff for 1213 offenders in custody and over 5600 offenders in the community. A pilot project regarding employing men in female facilities is underway as a result of a human rights decision. The ban on men working in Pine Grove was challenged.

Youth - After the interview process, there is a 13 day paid training period. A requirement for hire is CPR and basic first aid.

There have been no known staff suicides in the past year.

With regard to understaffing/overcrowding, there has been a drop in numbers since the implementation of the new Youth Criminal Justice Act. Numbers are slowing going back up, with about 70% of the beds full. Many facilities are co-ed.

**Ontario - Adult** - To be eligible for employment as a correctional officer in Ontario, all candidates must complete the ministry's correctional officer START (Staff Application, Recruitment and Training) program. There are three components to the START program:

- admission;
- pre-employment training (four weeks basic training and then a choice must be made to either pursue adult or young offender training for a further two weeks); and
- institutional orientation (policies, procedures, and shadowing).

Each component must be completed successfully before the candidate progresses to the next stage. Candidates are responsible for assuming the cost of their pre-employment training.

As there is insufficient training, there are more riots, and assault charges. Shadowing, or mentoring, is problematic in that management tends to place new workers with newer staff versus older staff which management deems 'tainted'.

There have been no known staff suicides in the past year.

With regard to overcrowding/understaffing - the conditions are astronomical. Overcrowding is so bad that intermittent sentences are being dismissed as there is no where to put them. The home-alone program now has between 800-1000 'weekend' prisoners. Electronic surveillance (basically voice recognition over the phone) is being used. Toronto is in dire need of a new facility within the Greater Toronto Area. Over 300 beds are being utilized for immigration purposes alone. As for staffing, there are 108 staff to 340 women inmates, and 199 staff for 1200 male inmates on the day shift. In the pods at Maplehurst, there is a 12-hour lockdown at night, with 2 staff for 192 inmates (3 C.O.s for last 4 hours), and 4 staff on the dayshift. Emergency response is 500 yards away. There are four sites with pods - Maplehurst, Penetang, Lindsay and Ottawa. For the rest of the jails, Toronto West, for example, has 5 officers for between 120-180 inmates.

**Youth** - Training in Phase 1 (12-15 year olds) consists of basic First Aid, CPR and other life skills training. Every facility is different and some require community college. There is a 3-day physical intervention course, a 3-day verbal diffusion course, plus a 2-hour medical training in the use of dispensing blister packs. Workers would like to see weapons training implemented.

Due to the implementation of the new Youth Criminal Justice Act, Phase 1 is now at 62% capacity with a ratio of 1 staff to 5 young offenders (in custody), and with 1 staff to 4 young offenders in treatment. Phase II (16-18 year olds) is at 54% capacity with 1 staff to 7 young offenders.

**Nova Scotia - Youth** - One must have a university degree to be hired and thereby good candidates who have only the corrections course (from community college) are losing out on being hired. Once hired, there is a lot of in-house training (trainers hired from the front lines), however the trainers tend to report to management on things said during training which affects the participant's continued training. There is also a lot of competition for workers - with candidates going into adult corrections versus staying in young offenders.

There have been no known staff suicides in the past year.

The young offender population is low at this time, due in large part to the implementation of the new Youth Criminal Justice Act. In Shelburne there are currently only ten residents (can hold up to 36 residents) and only 40-50 in Waterville (can hold 120 residents). If the low population continues, Shelburne will close down and any residents will be moved to Waterville.

**Adult** - There have been some major changes in the last couple of years. There is a year-long training session at the community college, followed by a two-week orientation upon employment. As for in-house training, there have been some changes in philosophy - correctional officers do most of the training and there is a trend to return to the older way of dealing with offenders. Personal interaction is a priority and how to deal with problems and how to offer programs. At the Central Nova Scotia institution, there have been many problems leading to riots during the first few months of operation. Staff were not trained to deal with problems related to the new facility (2002). Staff training has improved in the last year to deal with major disturbances.

As for staff suicides, there was one attempt in the past year.

Overcrowding / understaffing - at the Central facility, there are 245 male beds, 24 beds for mentally ill, and 53 female beds - and is presently filled to capacity. The new facility which will open in Southwest Nova Scotia next year will reduce any overcrowding. There are 6 staff to 112 offenders on the day shift, and 2 staff in the evening. At the smaller institutions, overcrowding is not an issue and there is 1 staff to either 4 offenders or to 20 offenders - depending on the size of the institution.

**Newfoundland - Adult** - Last February a new correctional officer training program was implemented. Training was to be done at the community college at a price of \$10,000. This has been brought down to a reasonable tuition of \$4,000. Training is done by other correctional officers, however, those picked to

attend training tend to be favourites of management. Staff training is 18 months behind but is slowly catching up. It is a continuous battle to get mandatory training. There is also concern about the liability attached to the use of pepper spray so tasers are being looked at (and appropriate training).

There were no known staff suicides in the past year.

There is presently no overcrowding problem. The 180 bed facility in St. John's usually holds about 160 inmates. There are 35 staff on during the day-shift and 11 at night. At the farm camp, there are 68 beds with only 45 inmates. At the women's facility in Clarendon, there are 24 beds with only 7 inmates and 3 staff.

Youth - To gain employment, one must have a university degree but not necessarily in the justice field. In open custody, there is dismal training which is an on-going issue. Once hired, there is only four hours of training provided. In closed custody, there is a three-week training course upon employment - which is usually CPR, first aid, job shadowing, and the reading of the policy manual.

In Young Offenders, there is low population at this time due in large part to the implementation of the new Youth Criminal Justice Act. In a 34 bed closed custody facility, there are only 10 residents with 2 staff members. In open custody the ratio is 3 residents to 1 staff.

**Prince Edward Island - Adult** - To obtain employment, one must have a university degree or equivalent correctional course or combination (education must be related). Core training consists of case work, CPR, non-crisis intervention. Three years ago in the collective agreement, \$250,000 was put aside for member training - but it is not being utilized. Once hired, there is a three month orientation period.

There were no known staff suicides in the past year.

Overcrowding / understaffing is not an issue. The staff/inmate ratio is 1 staff for 6 inmates on day shift and 1 to 13 for the night shift. Capacity is 120 beds but have about 60 inmates (fluctuates on weekends up to about 80 inmates).

Youth - A two-year course is provided at the community college - but there is little work in the province these days due to the implementation of the new Youth Criminal Justice Act. Very few youth are in custody and some facilities have closed - leaving one open custody and one closed custody facility. As yet, there have been no job losses. There has been some shift of workers to community based programs.

**British Columbia - Adult** - The Justice Institute has changed into a community college and trains correctional officers, sheriffs, police, firefighters, and public safety officers. The Institute is 'running thru' people as it is revenue generating.

The cost of pre-hire training is excessive. The sheriff's ten-week course is \$6,000 and there is no job guarantee. The correction's course is \$3,200 for six weeks plus a two-week practicum and again there is no job guarantee. Any job hires are usually as an auxiliary (unclassified) employee and call-to-work may not happen for months at a time. However, if an auxiliary employee takes on a job in a similar industry (i.e. security, etc), they can lose their job status. Likewise, if a call-to-work comes after months of waiting and the employee cannot work at that time, they lose their job. The government is refusing to bring people on full-time even though an employee can work 1827 hours in a three-week period which constitutes full employment. In the Sheriff's department, training has been raised as a result of a Worker's Compensation ruling. Training is done for tactical teams, taser use, cell extraction, baton, pepper spray, and firearms. The newly released Neil Boyd report emphasized the need for more, and improved, training for all officers.

There was a murder/suicide in the past year. A correctional officer murdered his wife who was also a correctional officer, and then shot himself. Evidence suggested the stress was caused by job cuts. In another incident, a conservation officer went into his office and killed his manager after his job was cut. More work needs to be done by government when dealing with job losses.

As for overcrowding/understaffing, the new superjail in North Fraser which opened a couple of years ago was to house only 300. Double-bunking is being done with a count of close to 500 inmates on a regular basis. There is one staff for 40 inmates in the day, and one staff for 55 inmates at night. When a correctional officer does hospital escort, staff levels are further decreased. There is literally not enough staff for any emergency evacuation. Jails are overcrowded but the government has closed units and double-bunked to save on staffing costs. The Island Centre is running at about 80% capacity (165 beds). Prince George has similar problems to North Fraser in that it is filled to capacity (138 beds with 200 occupancy), with two units closed, and mentally disordered inmates are double-bunked.

In the women's facility, there are currently two high-risk pregnancies and these female inmates are left totally alone (due to staff cuts) which produces dangerous, difficult situations.

There have been 200 cuts in staff under the new government and another 200 in the last six weeks. Due to attrition, early retirement and early buy-outs meant for few layoffs during this round of cuts.

Youth - The same programs provided for adult corrections at the Justice Institute are provided to young offender workers. For identification, youth workers have just received a 'uniform' consisting of cargo pants and short sleeved golf shirt. Staff training is lagging and there is no use of tasers or pepper spray as such

items are not allowed in youth facilities. One youth facility has been closed, and 58 staff at another youth facility have been cut.

### **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 gave updates and modifications to these charts which will be re-distributed once updated.

### **Occupational Health and Safety Issues**

**Manitoba** - Gangs are alive and well with 3 or 4 major gangs through the institutions, including youth facilities. There have not been a lot of incidents during the past year. Gang coordinators are in every institution to track gang activity, clothing, signs, tattoos, and critical incidents, etc. and the information is shared on a provincial network. Some gangs are being kept separate (e.g. Hells Angels). In youth facilities, staff try and mix the youths up so that gang members are not all in one unit.

There is concern about the new smoking ban which will come into effect on November 3rd and the subsequent pressure from gangs. The non-smoking policy would apply to all government facilities.

**New Brunswick** - There is an over-whelming gang problem - especially in the past year or so (Hells Angels, Rock Machine, MOB, Fighting Irish). Gang members are in jail, however, the real problem is at street level - both the court house and the jail was bombed, police cars are being burned, as well as the crown attorney's car, many beatings and other violence are prominent, dynamite has been found in cars - the violence is endless. Port security in Saint John is poor and the criminal element is using it to their advantage.

There is no smoking in youth facilities. In adult facilities, the no-smoking policy was tried, which included staff, but there was mass destruction of property by the inmates – so the policy has been delayed.

**Saskatchewan** - Many gangs exist in the institutions - primarily in Regina and Saskatoon. Workers want gang liaison units but there is little funding. As gangs are becoming a major issue, the funding may have to be found. Gang members are being recruited up through young offenders. It is difficult to segregate gang members and youth gang offenders beat up on each other and on staff. To achieve higher rank in the gang is dependent upon greater violence.

The smoking ban was brought in last year with no major confrontations. It applies to all government buildings.

**Ontario** - There are extensive gang problems in the youth facilities. There are gangs in adult institutions but not as prevalent. Gang members are moving to 'other' gangs (called patchover). Gangs are even infiltrating their members through employment (get member in as worker) and then have access to computer records, etc. Workers are pushing for greater checks on gangs with 'zero tolerance' for association with gang members. In Phase II Young Offenders, there are assaults every day - on each other and on staff. Gang members are put in together and officers can only watch as they beat on each other. In Phase 1 Young Offenders, there is peer on peer violence which the workers try and stop, but it continues. The government is talking about building a 'kids superjail' in Brampton which will prove totally unmanageable.

There has been a no-smoking policy in effect for past two years in all facilities. It was a phased-in process which worked fairly well. ERTs were on standby but were not required. Working conditions are much better with the no-smoking policy. Tobacco is the object of smuggling.

**Nova Scotia** - In youth facilities, there is a smaller concern relative to gangs. Gang problems, however, are increasing in adult institutions. There are a significant number of Hells Angels in the prisons and gang recruitment is on-going. A security risk management team tries to get information to staff on a timely basis but this is proving difficult. There is a policy in force which states that the workers should have no relationship whatsoever with gang members or worker will be dismissed. There have been threats against staff, and staff members now have the ability to lay charges. A safety policy is needed but management seems to be more interested in budget issues than safety.

There has been no-smoking in youth facilities for many years and no-smoking in adult facilities for the past two years. Was not too difficult to implement.

**Newfoundland** - There are presently no gang problems in adult or youth facilities.

A phased-in no-smoking ban is being introduced (weed-less Wednesdays starting January 2004), but problems are expected from staff versus inmates.

**Prince Edward Island** - There are no problems with gangs at this time.

There has been no-smoking in youth facilities since the beginning. Hopefully a no-smoking policy will be implemented in adult facilities in the near future.

**British Columbia** - In youth facilities, there is a problem with gang alliances. In Burnaby, the co-ed programs have been separated to prevent pimping recruiting. In adult institutions, there is a large population of Hells Angels.

All jails have been smoke-free for past two years with the exception of one open-custody facility in Nanaimo which is causing some problems. When the smoking ban was implemented, inmates were offered the patch beforehand which most inmates took advantage of. For a while inmates still tried to smoke anything and everything, including bible pages. Sheriffs do strip searches as tobacco is the object of smuggling.

## **NEW YOUTH CRIMINAL JUSTICE ACT**

As of April 1, 2003, the new Youth Criminal Justice Act came into force, replacing the old Young Offenders Act – the law governing young people 12-to-17 years old. The new Act calls for fewer jail sentences in cases of lesser offenses like property crimes but takes a harder line on more violent crimes. The Act allows for out-of-court settlements, probation, community service and other non-jail solutions in cases like shoplifting, theft, property damage, breaking and entering and drug offences. This was the objective of the new Act.

As participants at the meeting reported, the new law is not working and does not resolve the problems. Young offenders are committing crimes but receiving no incarceration. One incident reported was where a young offender beat someone to death and received one day custody (Manitoba). There has been a dramatic decline in young offenders in youth facilities with less custody time being imposed and with early releases – generally into community services which are both underfunded and understaffed. The crime rate is going up, and the sentences are going down. Judges virtually have too many options when sentencing a young offender, with the objective being to keep young offenders out of custody. When a young offender does an additional crime, there is no additional penalty for the new offence(s).

Police services, including sheriffs, spend much of their time chasing young offenders but then get bogged down with paperwork and trying to get the parents involved, which is rarely successful.

Young offender facilities are being closed across the country and workers are either being laid-off or transferred to community services – and there is nothing in the community to help the young offenders (assessment, follow-up, funding, programs, etc.).

The new act 'protects' the young offender – and not society. The public needs to know the results of the new Act. To this end, President James Clancy advised that he will take this issue to the National Executive Board, and will then be

calling together a conference call of youth facility workers (as designated by each component) to assist with the development of a position/policy paper. This will require information being received from components as to actual events, situations, community involvement – in addition to the stats relating to number of offenders, sentences (in custody or community), re-offences, and staffing.

The date for this position/policy paper would be set for the one-year anniversary of the implementation of the new Act (April 1<sup>st</sup>) which is a realistic timeline to capitalize on heightened awareness. The accumulation of the material required and the development of the policy – as well as political strategies – will require the support at the component level, with staff resources dedicated.

To replace the current horrendous Act, suggestions for alternatives to put forward as public policy are also required.

## **NEW BUSINESS**

Participants from Nova Scotia requested additional information in preparation for their upcoming negotiations. Participants are to forward the information to the National Office so that it can be circulated to all participants once gathered. It was pointed out that if a component does not have any information to provide on a particular issue, they should respond with that detail as well.

Report by: L. Bush / M. Bean

## **List of Participants / Observers**

### **National Union of Public and General Employees**

James Clancy, National President  
Marie Bean, National Representative  
Len Bush, National Representative

### **B.C. Government and Service Employees' Union**

Mike Clark                      Steve Lisik

### **Saskatchewan Government and General Employees' Union**

Barry Nowoselsky                      Shelley Johnson  
Lori Bossaer                      Dan Nicurity  
Jim Ross

### **Manitoba Government and General Employees' Union**

William McLachlan                      Brian Parley

### **Ontario Public Service Employees Union**

Barry Scanlon                      Dave Graves  
Sandra Harper                      Agnes Komar

### **Nova Scotia Government and General Employees Union**

Mitch Simpson                      Robert Backman  
Steve MacDonald                      William Slack

### **New Brunswick Public Employees Association**

Scott Kiervin                      Jean-Marc Thibodeau

### **Prince Edward Island Union of Public Sector Employees**

Gordon Foster                      Mike McIver  
Tom Francis

### **Newfoundland & Labrador Association of Public & Private Employees**

Leo Puddister                      Paul Foley  
Frank Pittman                      Bob Cater  
Paul Kenny                      Steve Manuel