

November 4th, 2010

Dear Deputy Minister Hope, Deputy Minister's Office,

On November 4th, 2010, members of your office visited CNNC, on behalf of Local 369 and staff at CNCC, thank-you for attending our facility.

We are honoured that you would take the time to seek input from us in order to further enhance your draft document entitled, "*Correctional Services Division – Our Commitment to Professionalism*". We hope that you have received enough information and feedback to "improve upon it".

Like always, Local 369 is committed to enhancing professionalism at CNCC, and within the Ministry. Therefore, over the past few days, we have 'polled' a wide, cross-section of staff, and provided their thoughts. We feel that, should a number of issues be addressed, professionalism in the Ministry would improve, and as a result likely mirror your document.

Our issues are:

1. **The Availability of Compensating Time Off:** Throughout Ontario, on a daily basis, Correctional Officers are working overtime to ensure that YOUR facilities operate normally and safely. Yes, we are enumerated for working overtime, but would not having the ability to bank OT be beneficial to ALL parties? Would it not reduce sick time? Would it not be 'professional' to simply work this out without going to repeated GSB hearings, where the Employer continues to request more dates?

"Where is the provincial initiative? If the province was serious they would have worked it out by now with our union. Clearly this is a punitive measure carried out by the government against Correctional Officers as the Provincial Bailiffs have their CTO back." – one member's thoughts.

2. **The ASMPP:** Why can we not have a program with a fair and logical threshold. The idea of 4 occurrences and/or 7 days is unreasonable, especially considering the stress associated with being a Correctional Officer. Take into consideration that Teachers' are allotted 20 days a year! We feel that a more reasonable threshold and program would pay dividends to professionalism in the workplace.
3. **The Dress Uniform:** Unrolling a dress uniform for all staff, at the time of the announcement, pleased staff and encouraged our vision of professionalism. Since, we have been advised that our current clothing allotment would be reduced in order to cover the costs. The idea of losing items on our standard allotment, in order to receive a dress uniform, simply de-professionalizes our occupation.

"I am not giving up my clothing allotment for a uniform which, for other agencies, is seen as a professional necessity." - one member's thoughts.

4. **The Current Uniform:** Our current uniform is not adequate for the job we do. A large majority of law enforcement agencies have moved to dark shirts, in part, to cover marks and sweat stains, which our light coloured shirts allow. This is not a mark of professionalism; to the contrary, it decreases the general public's already poor view of Correctional Officers. Raising the public's perception of Correctional Officers would go a long way to making this career more professional and the image we portray is the first step to doing so.

In addition to a change in the current uniform, the quality of the pieces should also be addressed. On several occasions, staff members have had to leave work for "wardrobe malfunctions", due in large part to the poor quality and workmanship put in to these items. Some problems are, but not limited to, seams coming apart, buttons falling off and pockets falling out. The length of time that these items must last is absurd; and now, requiring the allotment to be cut back or the life of items extended in order to receive a dress uniform will make looking professional all the more difficult.

"There is no consistency in quality or sizing...work uniforms and dress uniforms alike. I had a pair of work pants, and after the first time I wore them, the button tabs came off and I could no longer do them up. I was told I couldn't have them replaced because they were hemmed. So I had one pair of pants to wear for the entire year and those ones didn't make it either." - one member's thoughts.

Furthermore, there is currently no denotation for years of service. Our current uniform has epaulettes with no "slip-ons." What better use then to denote ones years of service in this Ministry?

"As far as our uniforms, I would like to see "slip-ons" for our epaulettes that denote years of service, institution and/or Ministry badge number. I would also like to see us go to dark shirts in order to bring us in line with the majority of other Provincial law enforcement agencies." - one member's thoughts.

5. **Management Accountability:** It is very difficult to be a professional when you are not being led by example. There is very little accountability when management fails in their duties, whether it is as simple as musters or misconduct adjudications. However, if an Officer fails in any of their duties, they are quickly held accountable by means of investigations and/or suspensions. Correctional Officers are professionals and therefore so is Management.

"Following the ADI is important. Maybe management needs to be retrained. It is not a rough guide. It is the basis for how the institution runs in a safe manner. Being a professional extends to both sides." - one member's thoughts.

6. **Fixed Term Employees:** Where is the 'professionalism' in a law enforcement career, where you are basically part-time, have no real schedule, have no benefits, have a contract of "0-40 hours". Some of our FTE employees throughout Ontario are working less than 20 hours a week, and the Government expects professionalism?

"Do away with them. Correctional Officers all do the same job and all must act like professionals. If the Ministry expects professionalism from all its employees, it must treat us all equally." - one member's thoughts.

7. **Wage Freeze?:** Need we say more? The recent government advertisements that portray public servants as being over-paid is simply demoralizing and inflammatory. To attempt to create a myth that the Government deficit is the fault of public servants' salaries is unfair. The truth of the matter is, the Government deficit is a direct result of the recent recession.

"A wage freeze will not improve my professionalism." - one member's thoughts.

8. **Health & Safety:** A number of our concerns do not get addressed at all, or in an inappropriate time frame.

"If their policy is 5 days and there must be a response then they should respond. They are not taking the concerns of the membership seriously". - one member's thoughts.

We, as a staff group, trust you will give this information and feedback great consideration; and, make the appropriate decisions.

Should you wish to discuss any of these items in greater detail; or, if you require clarification, feel free to contact The Local Executive at CNCC. We look forward to your response with regards to these issues after your visit.

Thank-you,

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cc: Hon, Jim Bradley, Minister MCSCS
Jay Hope, Deputy Minister MCSCS
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