

**Ministry of Public Safety
and Security**

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**Ministère de la Sûreté
et Sécurité publique**

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Ontario

Ministry of Public Safety and Security

Occupational Health & Safety Corrections Division Meeting

February 18, 2003

Committee Members Present:

Management

Paul Mooney

Barry Thomas
Cheryl Sikkes
Tony Valaitis

Union

Daryl Pitfield
Brian Wilson
Mark Dewar
Barry Scanlon
Edward Almeida

Observers

Mark Dugas
Tammy McGregory
Dan Gregoire
Dwight Stoneman
Paula Wilson
Kathy Kinger

Follow-up from December 4, 2002 Meeting

- 1) Staff Training January 29, 2003 – meeting cancelled as D. Pitfield unable to attend... to be rescheduled.
- 2) Coroner's Inquest Database – not very helpful as database lacks sufficient info to adequately identify H&S issues – Paul Mooney will report back to Committee.
- 3) Black Pepper – Union's concern brought to the attention of Director, Management & Operational Support Branch.
- 4) January 8, 2003 – Fire Safety Meeting - Management Co-Chair still to respond to issues raised by Union.
- 5) WHIMIS Training – no discussion.
- 6) Outside Breaches – memo sent by Mgmt. Co-Chair to Director of Security Committee.
- 7) Inmate ID Bracelets – Mgmt. Co-Chair provided response and indicated pilot projects at CECC and Maplehurst Complex will be conducted.

- 8) Violence in the Workplace
 - Parties have researched and shared a great deal of relevant information
 - Committee agreed that next step would be to agree on definition of "violence"
 - T. Valaitis and D. Pitfield to arrange teleconference meeting to discuss definition matter further
- 9) Inmate Shampoo – Johnson No More Tears has been removed, other items still being reviewed.
- 10) Overcrowding – Paul Mooney, Mgmt. Co-Chair followed up on the status of this with Mike Simpson. ADM Community & YO Services, who agreed to follow up with Gary Commeford, Acting, Assistant Deputy Minister, Adult Institutions. P. Mooney to report back on this issue at next meeting.
- 11) Recreation Issue at HWDC – Despite reports by local management that this matter is near completion, union contends the issue is not resolved and intends on taking it back to the GS Board.
- 12) North Bay – Union side recommends – putting Lexan glass in doors in Segregation Cells. Union suggests that the Thunder Bay Jail isolation cells also require lexan. Barry Thomas to discuss with Joe DeFranco for follow up.
- 13) Searches – Maplehurst Complex – Union side indicates these settlements are not being complied with and will go to civil litigation. Despite on-going meetings Union side contends many issues still not resolved. PAL system still not working according to the Union side.
- 14) TB Testing – Union side indicated some Institutions are not providing TB tests through Health Care.
 - A consistent policy across systems is recommended by Union side.
 - Mgmt. Co-Chair to follow up with Joanne Shaw and Senior Medical Consultant.
- 15) Washroom at Hamilton P&P Office – Ms. Cheryl Sikkes from Mgmt. Side reported that on 2 floors, washrooms will be designated as Staff only.

New Business:

1) Workplace Hazard Specific Training

Union side recommended content training be expanded in line with recommendations presented by the Union side of the local Health and Safety Committee at the Metro Toronto West Detention Centre.

Mgmt. Co-Chair agreed to refer matter to Richard Gibson and Cathy Biondi, Director Bell Cairn.

2) Security Committee

Union Co-Chair recommends he and another Union member from the Ministry level OH& S Committee be part of this committee. Mgmt. Co-Chair to refer request to Peter Lesperance.

3) Overcrowding Issues (report dated September 6, 2001)

Union side suggest that the Ministry must develop a plan to relieve this issue. Union feels we are heading for disaster due to overcrowding in many facilities. Union contends this issue has been discussed for over 2 years with little satisfaction. Ministry study from October 2002 referred to by Union side in reference to increasing Remand population. Suggest overcrowding could be alleviated by occupying closed units in other Institutions. Union contends Metro Area Institutions are in a crisis situation. Union request official notification that closures are on hold.

4) Units 5, 6, 7 at Maplehurst Complex

Union requests definition on the security level of these inmates and wants to know what criteria or tool is/will be used to classify inmates occupying these units (5, 6, 7). They are concerned about higher level of security inmates in these units with less staff and decreased security. Mr. Tony Velaitis, Mgmt. Member will follow up with Superintendent, Maplehurst Complex for response.

5) Staff Privacy

Union reports that Unit 11 windows can view parking lot directly. Union side recommends these windows be sandblasted. They suggest all staff vehicles be registered with Ministry of Transportation (work rather than home address). Union side recommends that at all facilities where inmate living areas have direct view to staff parking lots, that windows be frosted.

Barry Thomas to follow up window issue with Maplehurst. Mgmt. Co-Chair to follow up vehicle registration issues.

6) Gang Security Issue

Union side suggests all staff be eligible for gang security courses and training.

7) Mechanical Restraints

Union side recommends that Hand-cuff training should entail using separate hand-cuffs apart from those used in the facility (ie. Universal precautions). Committee agreed to refer this matter to security committee/and Richard Gibson.

8) Walkerton Jail

Union side suggests generator system is a hazard at Walkerton Jail and should be replaced. There is apparently no back-up system. Barry Thomas to follow up with Western Regional Office and Joe DeFranco.

Probation and Parole Issues:1) Hep. C. Vaccine

This item was agreed to be held in abeyance.

2) Ergonomic Issues

Reference to January 20, 2003 memo to Co-Chairs from Michael Simpson, ADM Community. Cheryl Sikkes and Brian Wilson will be Committee contacts on this issue. Management Co-Chair to inform M. Simpson accordingly. Both sides agreed that it's important that staff be kept up-to-date on progress in addressing ergonomic issues in P&P offices and that "Straight Talk" might be used as a means to achieve this.

3) Multi Work Sites P&P

Brian Wilson will communicate with Richard Gibson on our future direction concerning this issue.

Court House in New Market:1) Issue – No Emergency Alarm

Discussion/Response: Panic button to be installed in near future.

2) Issue – No Barrier Between Client and P&P Officer @ front desk

Discussion: There is a standard for the protection of staff on this issue.

Response: Committee recommends that Mike Simpson through his Regional Directors, do Security Audits to ensure the areas are in compliance with the

said policy. Mr. Mooney will get back to Brian as to Mr. Simpson's response within 21 days.

3) Issue - Office Set up (New Market)

Discussion: Staff Availability for first Egress.

Response: Area Manager to look at office to see if this can be done.

4) Issue – Staff Access (phones, computer drops)

Discussion: Need to access OTIS, special needs.

Response: Being looked at by Cheryl Sikkes.

5) Issue - H& S Concerns Re: Amalgamation of MCFCS/MPSS

Discussion: Policy and Procedures are required to be looked at given that there are many issues/changes occurring in the field.

Response: The Committee recognizes that issues around this topic will need to be addressed in due course, but that we're probably not at that point yet.

6) Issue – Certified Training

Discussion: Is there a tracking system for this.

Response: Committee informed that Richard Gibson is looking into formalizing a tracking system which included Probation and Parole Offices.

STATUS OF REVIEW

Issue – Safety and Security audit does not co-incide with Policy and Procedures manual and visa-versa.

Mgmt. Agreed to forward this issue to Mr. Michael Simpson, Acting ADM, Community.

Next Meeting:

Thursday, May 15, 2003 at 25 Grosvenor @ 10:00 a.m.