



B.C. Government and Service Employees' Union
A component of NUPGE (CLC)

November 19, 2012

Peter.Coulson@gov.bc.ca

Pete Coulson
Provincial Director
BC Corrections- Adult Custody Division
Ministry of Justice

BY EMAIL OR FACSIMILE TO THOSE NOTED

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Dear Mr. Coulson

I am writing on behalf of the Union to alert you to concerns we have about some recent Employer correspondence provided to our members.

We have received a copy of an email you circulated to management staff on November 15, 2012 stating that all employees are required to contact a manager directly to **request** leave due to STIIP and special leave.

We have also received a copy of an email from Warden Joanne Hawkins that was circulated to our members in Prince George on the same date as a follow up to your earlier email. We now understand that similar notices have been sent out with the same content to other areas of the province.

Warden Hawkins states (and similar material has been sent out in other areas of the province):

The process for staff is to call the CS Scheduling or CS Regs after hours and **request** the leave. The CS will **request** details as needed and cover the shift as needed. The staff member who is **requesting the leave will then call ADW Staffing, Rob Allison, to get approval for the leave** during the next regular work day (Monday through Friday). **All of these days are leave without pay until it has been approved.** (emphasis added).

We strongly object to the Employer's characterization of the STIIP benefit process and the steps in the process.

The wording of the Collective Agreement clearly states: In the event an employee is unable to work because of illness or injury they will be **entitled** to a benefit of 75% of pay for a period not to exceed six months (Appendix 4 at page 197). Members are not applying for STIIP or requesting approval for STIIP. They are **entitled** to STIIP leave with pay if they are ill and unable to work.

Can you clarify what you mean by the term "provincial changes". Does it mean that "all of these [STIIP] days are leave without pay until it has been approved". If it does, we believe it is a breach of





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the Collective Agreement and a breach of the parties' policies and past practice. Our members are entitled to STIIP leave with pay and the Employer cannot unilaterally tell them they are now on STIIP leave without pay until approved.

We have advised our members they do not need to notify two employer representatives about their STIIP leave of absence. We also have concerns about what details will be requested by the Employer and whether the Employer understands the strict requirements about what questions can be asked of a member in circumstances where privacy and confidentiality interests are held to a high legal standard.

In closing, the content of these emails are disturbing and appear to indicate that the Employer does not understand its obligations under the Collective Agreement that **entitle** our members to STIIP benefits.

Please confirm that we have not misunderstood your position and that you now understand your Collective Agreement obligations and will comply with them. We expect that all members who are ill and unable to work will receive STIIP benefits. We ask for a prompt response as we are currently reviewing all possible responses both political and legal.

In solidarity

A handwritten signature in black ink that reads "Darryl".

Darryl Walker
President

DW/ck/cope 378/1Coulson.dw

cc Sue Godwin, BC Public Service Agency, via email
Dean Purdy, via email

