

B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION
Component 4 - Health Science Professional Sectoral Council Meeting
September 14, 2020

Zoom Meeting - 1:00 p.m. Pacific Time (PDT)

Minutes

PRESENT: Ping Qui, Tim Little, Danniell (Dan) Dickson, David Dixon, Kerri Wall, Cina Opel, Seyoum Gebeyehu and Michelle McAuley (Staff Representative)

GUESTS: Mahen Ramdharry (Vice-President Health Services), Brent Camilleri (Coordinator Negotiations) and Thom Yachnin (Director)

ABSENT: Jordie Allen-Newman, Lance Valcourt

1. CALL TO ORDER: 1:02 P.M.

2. ATTENDANCE/INTRODUCTION

3. REVIEW PREVIOUS MINUTES

4. ADOPTION OF AGENDA

5. DISCUSSION

• **Pandemic Pay Delay Bulletin**

- **Ping-** Union email indicates it is delayed. BCGEU has informed all workers when pay will be received by the workers.
 - Fraser Health Authority (FHA) Covid pay for regular hours only (no OT) but town hall meeting in October.
- **Tim-** Grievances underway but need to move to arbitration.
- **Michelle-** Local issue only?
- **Kerri-** Confirmation she received notice for delay in Covid-pay as well.
- **David-** Pandemic pay delay – folks are still waiting.

• **Labour-Management Issues (by area)**

- Local 401 – **Jordy** – not present.
- Local 402
 - **David-** Many discussions around various rates of pay for Social Workers (SW) seems to depend on position/grid/grade levels. Different unions involved (BCGEU/HSA). Social work rates of pay and sole charge/supervisory position in long-term care on the Island. Are new hires being hired under another union or lower pay?

- **David-** Also discussions around “worker shortage” premiums but no info on website. Issue seems to be BCGEU membership protection (HSPBA) vs CUPE (SW) positions. This should be solely BCGEU.
 - **Mahen-** Staff Reps should be contacted with request to investigate further.
 - **Cina-** Follow-up is planned to deal with issue (SW) also Health Inspectors (HI) to be hired and Environmental Health Officer (EHO) grievances to be followed further.
Major concern around Human Resources (HR) staff understanding issues in regards to which union should be representing these employees.
 - **Michelle-** Clarification around FHA issue upcoming and Nicki is aware of postings. (Email Nicki to remind her).
- Local 402
 - **Cina-** Will keep working with David on his aforesaid issues. A lot of licensing officers and health inspectors will be hired soon. Discussions with employers happening. Grievances for EHO and student supervision.
 - Local 403
 - **Ping-** Extended Health Benefits (EHB) have apparently changed according to Pacific Blue Cross (PBC) but HSPBA to update (Michelle will follow-up).

Vancouver Coastal Health Authority (VCHA) has grievances in one care facility (SW).

Concerned about lack of BCGEU Arbitration Awards.

Working short premium, lots of resentment among social workers doing the same job. HSPBA has filed 2 postings in Burnaby they should be BCGEU members. We are losing our members. How can we have a system to get the employer to do the right thing? Received a call from member regarding extended health care (Pacific Blue Cross). PBC policies have changed? Could Angela/HSPBA give us an update? Michelle will look into it. Filed a grievance on behalf of a social worker for VCH – the only social worker in a nursing home – HSPs seen as weak? We should take this more seriously and assertively. Calls from members – but people are supposed to go to their stewards. Being a shop steward helps you know members and learn the collective agreement. Ping is starting to get too many calls. There will be other HSP stewards to handle those grievances.
 - **Michelle-** Stewards need to take lead here but staff reps can also offer support if/as needed.
 - **Mahen-** Ping should work with Nicki to follow-up on HSA/CUPE jobs that should be BCGEU. BCGEU has a number of arbitrations pending but cc Mahen with progress details. Regarding \$5 that Ping mentioned, there was a request from Stephanie and a me-too clause. Michelle or Angela has an update? It was a bargaining thing. Ping will follow up with Nicky. HAS filed a policy grievance alleging that the working short premium constitutes a general wage increase.

○ Local 404

- **Tim-** Lack of employer response with on-going grievances until step-3 is reached and on to component meetings (at least two dozen involved).

FHA has new positions and is hiring “covid-trackers” Job description appears to be 10hr shifts with no OT (? <75hr).

Re: Ping’s comments about grievances and arbitrations. Fraser Health doesn’t take them seriously. In Tim’s experience the employer offers a settlement at the 11th hour. FH came up with a job description for COVID trackers, 10 hour days no overtime, 20-30 positions. FH refused to sign an hours-of-work agreement. Tim’s suggestion was to reject the job description due to no hours of work and no overtime. That’s continuing. A new job description for new community health workers in Chilliwack looks like a fine full-time job with everything needed. Filed a sole-charge grievance himself (the other 2 EHOs in his office were doing COVID tracking all summer). FH hasn’t responded to the grievance at all.

○ Local 405

- **Dan-** Nothing on the radar in terms of labour management issue. No membership issues.

Attendance for two day steward training session in October, enrollment is confirmed.

Nominated self (volunteered) to sit on Occupational Health and Safety Committee (OH&SC) as no BCGEU presence.

Registration completed for Step-up but notified that course not available (Dan to follow-up with Clare).

Joined BCGEU Equity Network.

○ Local 407 – **Lance** not present.

○ Local 408

- **Kerri-** Nothing to report at this point in time. Will connect with Michelle offline for further information.

○ Local 409

Carol’s position – nominations were sent out but received nothing back. If we know anyone let them know. Still vacant and no response to request for nominations. (There is someone who may be a candidate).

○ Local 410/411

- **Seyoum-** No labour-management issues however the membership is increasingly frustrated over lack of progress in Pandemic pay delay.

- **HSP Staff representative position proposal (Ping)**

- **Ping-** There is a need to offset some union rep duties.
Agreement issues would be more efficiently handled as well.
It would be a significant departure from the way BCGEU has always handled staffing. A lot of complications. We expect staff reps to be generalists and conversant in the collective agreement they work with. Next bargaining session get paid stewards similar to what HAS has? If we had a few permanent stewards it would greatly help our membership in the field and take some of the workload off volunteer stewards like Tim & Ping.
- **Thom-** Most business is by zoom now. Emails tend to complicate things. Staff reps need to be totally clear on all agreements.
Travel budgets would increase significantly.
Also difficult to manage day-to-day issues.
- **Tim-** As a follow-up to Pings proposal- paid stewards (following the HSA model) would greatly decrease volunteer steward workloads.
- **Ping-** Agree.
- **Mahen-** Sectoral Committee should study this (budget available) Also LOA's available for union business.
- **Brent-** Met with Sonja regarding Articles of Association (HSPBA) They cannot be changed in spite of the BCGEU 2/3 majority.
Needs to be evidence to show Art. Of Ass. not failing currently. Reasons of failures need to change to allow them to be identified.
The approach to this needs to be more "pointed" with more preparations.
- **Michelle-** How do we propose a failure during bargaining?
- **Brent-** Not practical during the bargaining process- organizing tactics (Sylvia) may be a stronger case for failures in bargaining.
- **Ping-** Variances in job roles (Community vs Acute) Same job descriptions and experience. These do not happen in other unions. (BCNU vs BCGEU ~ \$8/hour)-Me too clause.
- **Brent-** Legal counsel indicates current state will not change with smaller groups (similar with other unions as well).
- **Tim-** "Anger and Frustration" – many examples of failures in past in regards to pay inequities in varying roles. We were hoping they would be considered and addressed during bargaining.
- **Brent-** There are different wage rates in other unions as well. Smaller unions need better committee structures and voting structures.
- **Thom-** Labour Board only method of changing Articles of Association.
- **Mahen-** HSA working committee are always a majority.
- **Brent-** three minority unions may offer opportunities for a louder voice.

- **Mahen**- There are current Policy grievances with two BCNU and two BCGEU positions that are now seeming to be going solely to BCNU. We need to lobby now that we have a friendly government.
- **Tim**- Recruitment/Retention Committees may offer opportunities for Grid adjustments. There are a number of vacancies for EHO, HI, and Licencing Officers (LO).
- **Ping**- There is no BCGEU Representative on Recruit/Retention Committee.
- **Michelle**- Will follow up with Angela and Chris re: seat on committee.
- **Mahen**- Is there specific work underway to address specifics in group pay inequities?
- **Call for Local 409 Delegate** (one) for Health Science Professionals Sectoral Council – Michelle McAuley

6. ORGANIZING

Discussion around document sent out by Sylvia in July 2020.

- **Ping**- We need more shop stewards.
- **Tim**- Agreement.
- **Dan**- Cross sector job descriptions and pay rate are extremely variable. It would be helpful to have a greater understanding of the details.
- **Ping**- Shop Steward experiences only way to learn about the different roles, pay grids and inequities.
- **Mahen**- Shop Steward recruitment underway but more work needs to be done.
- **Seyoum**- We need to improve relationship with union leadership and the general membership. Website is not helpful to identify and communicate with different roles and groups.
- **Mahen**- We can share classification package with the committee.
- **Michelle**- It is not complete and up to date at this point in time but we can distribute it in its present form.

7. NEXT AGENDA

Action Items- Sylvia to join October 26, 2020 meeting:

- Organizing strategies.

8. NEXT MEETING

- **Monday, October 26, 2020 at 1:00 p.m.**

9. ADJOURNMENT – AT 3:00 P.M.