

**COMPONENT 6 – EXECUTIVE MEETING
SOCIAL, INFORMATION & HEALTH COMPONENT**

***September 17 - 19, 2018
Best Western Chateau Granville, Vancouver***

File No. 1006-002

Attendance: Judy Fox-McGuire – Component 6 Vice President and Local 610 Chair (PSSG Probation)
Shirley Kay – Local 601 Chairperson (IT)
Desiree Cabecinha – Local 601 Treasurer (CLBC)
Wes Meiklejohn – Local 601 Member at Large (SDPR Virtual Stream)
Leanne Salter – Local 602 Chairperson (SDPR)
Darryl Flasch – Local 603 Chairperson (MCFD)
Stephen Anderson – Local 603 1st Vice Chairperson (PSSG Probation)
Lisa McDonald – Local 603 Member at Large (SDPR)
Harbinder Gill – Local 604 Chairperson (SDPR Youth PWD)
Andrea Mitchell – Local 604 1st Vice Chairperson (PSSG Probation)
Cynthia Mephram-Egli – Local 605 Chairperson (AG Family Justice)
Alex Miller – Local 606 Chairperson (PSSG Probation)
Terra Plut – Local 607 Chairperson (MCFD)
Karen Kenney – Local 608 Chairperson (SDPR)
Anna Depretto – Local 609 Chairperson
Theresa Forsythe – Local 612 Chairperson (Youth Justice MCFD)
Mike Eso, Regional Coordinator

Regrets: Flint Keil – Local 611 Chairperson
Kayla Woodruff – Local 603 Young Worker

Day 1:

- 1. Call to Order by Chairperson, Judy Fox-McGuire**
- 2. Acknowledgement of First Nations Territory**

Morning Session: Presenter - Stephanie Ryan and Javed from Organizing (HQ)

- 50% of job is to organize non-union employees to unionize
- 50% of job is to help unionized employees to organize to address outstanding issues with the job

Basic Organizing

Where our Power comes from

- Numbers with people who are united in the mission
- Move to hybrid-servicing/organizing model from servicing model
- How to address issues that are not covered off by the CA or grievance process
- Petitions, rallies, campaigns for issues that staff care about and are willing to fight for
- rehearse/role play strategies and possible outcomes
- Reach out to people of influence/supporters not directly involved
- What are you willing to do to come together/unite/organize? Empowerment of the members to mobilize and participate: get members to understand that the union reps aren't enough to influence the ER. Strength in numbers.
- Incremental action to address people's fear of neg response by ER (e.g. getting fired)
- How to organize when people are physically separated/spread out?
- A good organizing issue has to be widely felt and deeply felt, possibility of gains, builds the union and develops leaders

- Initially pick an issue you can get a win on as a way to empower the members that they can effect change when they come together and present a united front
- Your union membership is like a Gym Membership - you need to use it in order to get the benefit
- How to have effective organizing conversations: active listening; intentional (what is the goal of the conversation)
 - Anger: tap in to the anger of the person you are talking to regarding a Good Organizing Issue; channel the anger into action (anger is energizing)
 - Hope: with enough unity, solidarity, pressure, we can change this
 - Urgency: act now; develop first steps - meeting, strategies
 - You: asking member to step up to be a leader in the process of organizing

Afternoon session: Emet Davis: RIS - Research and Interactive Services:

- Research, campaigns, interactive services/M2M, communications, education - BCGEU learning (Learning for Living, Learning for Working - ESL, Foodsafe, Resume writing in the local, Learning for Leadership - Step Up (recruitment tool)
- Member outreach campaigns are public campaigns
- 12 LOA days per area per year for HQ M2M that can be used by any member of the Local Executive - component can meet to decide how to divy the days up between the locals; Chair day LOA's are separate (11 - 5 union paid/6 employer paid) and site visits may not be viewed as M2M.

Day 2:

- Adoption of Agenda** M/S/C
- Review, Corrections and Approval of Previous Minutes** M/S/C
- Business Arising from Minutes:**
 - Discussion of setting dates for 2019 Component meetings – tabled.
- Old Business:**
 - Computers (Shirley): Discussion on how to manage supplying laptop or tablet to be used for union business. We need to keep track of serial numbers. Discussion to be continued tomorrow.
- New Business:**
 - Process for new member registration - need to have a signed hard copy (white card). Registration online is not sufficient. New membership cards will be mailed out to members.
 - Membership is not able to update work location online. Also, unable to re-subscribe to emails. Education registration online is unnecessarily onerous. Tech is aware and working on fix (J. Hunter). Too many layers to update membership records - needs to be simplified and streamlined for ease of use/navigation.
 - Discussion regarding email sent to membership from President regarding Proportional Representation, and current political climate.
 - Discussion regarding App 4's (MCFD) and outcome of process. Lack of follow up and communication back to the members. Generally, if chairs have active Appendix 4's, find out

where the process is at and report back to member. MCFD Appendix 4 Committee meets every two months. Database needs to be established and a component member needs to be appointed as point person to report back to the table.

- Discussion regarding union taking Article 29 minutes and posting to BCGEU website.
- Component Priorities: Appendix 4 process review and improvements regarding record-keeping and communication to members.
- Harrison Winter School (CLC) – Jan/Feb, 2019: Applications go directly to the BCGEU, not CLC (application on website); Component Executive who have not been in five years; Local Executive who have not been in five years; activists who have not been in five years; exception is if you are attending Arbitration Part 2; encourage Local Executive to write a blurb about why they want to go; leadership and Young Workers usually identified by Component VP – apply directly to HQ; selections to be made in December.
- Travel policy update: WestJet okay; flights to be booked two weeks ahead of time, when possible – taking into consideration unforeseen last minute changes, safety of travel conditions, and unnecessary delays in getting home.
- BC Fed November: Will discuss later, awaiting list of delegate numbers.
- Union Boards: Idea to create a kit to bring to member to member site visits to increase engagement with the board and keep up to date.
- Local Budgets: Request to change the allocation of each local's budget (\$1,500 per year); Finance Committee will discuss today; review of claiming mileage in line with financial policy. Request for easy to access guidelines for understanding what fall under local expenses, component expenses, HQ expenses.
- Women's Committee (Shirley): Pins distributed. November 16 & 17 – Women's Regional Conference for Region 1 members in Victoria.

6. Local Reports:

Local 601 – Shirley Kay:

Grievances and Appendix 4's:

32.15 Complaint - Public Safety & Solicitor General

STIIP/WCB payment - Children and Family

Return to work problem – BC Pension Corp

Rate on pay on promotion – Children and Family

Six employer files grievances - most over STIIP overpayments and not returning from maternity leave - various Ministries.

Three Suspension grievances – Attorney General, Children and Family, Social Development and Poverty Reduction.

Pre-retirement leave, rate of pay for vacation and severance- Social Development and Poverty Reduction

OSH:

Duncan – MCFD – July 17, disgruntled client threats, office on lockdown. Near miss.

Member/Worksite issues:

CLBC – Bullying manager complaint, investigation ongoing.

Good and Welfare:

Activist's Banquet at Royal BC Museum scheduled November 17.

Activism Highlights:

Local Chair worked on ratification vote for three weeks in July and August.

Worksite visits at Justice Access Centre on Burdett, CLBC, and Citizen Services

Local Executive meeting July 17 – ratification voting for new contract

Local meeting September 4 - ratification voting results and BC Fed Resolutions, 6 resolutions passed

M2M BBQs x 3 – 620 Superior, 3350 Douglas and Jutland with 1201 executive, served over 1300 wienies in three days

Joint 601 and 1201 Steward meeting scheduled October 23 and December 11

Local 601 meeting November 13 with Judy Fox-McGuire

Local 601 social scheduled December 6

Steward elections ongoing at three worksites

Worksite visit with local executive scheduled October 4 at 1001 Douglas (Sussex Building) in attempt to find some stewards for this building

Other:

Local executive training scheduled October 30 & 31

Chair Plus 1 meeting scheduled November 1

Regional Women's Conference Schedule November 16 & 17

Local 602 – Leanne Salter:

Grievances/Appendix 4's:

Staff Rep reports only one grievance for 602 at this time.

Social workers: Appendix 4's have been submitted in both Nanaimo and Port Hardy.

Worksite Issues/OSH: I have an update from Port Hardy – essentially, little has changed and there is concern over the supervisor learning of anyone providing information to the union regarding the lack movement on this. I have requested updates from Article 29 representative, but have not had any.

Social Development: Employer is not following the Ombudsman directive to not pull staff from other areas to fill the call center positions as they are not meeting the required stats as provided to the ombudsperson.

This has been forwarded to our chair.

MSDPR: STIPP – Ministry not paying out STIPP.

Statistics have become the most important issue with regard to work. Ministry supervisor sent email to member who was not making stats, however, employee was on a graduated return and only working two – four hours per day.

Probation (Courtenay): Members have not had OSH recommendations filled. Member needs a desk that is height adjustable due to medical conditions and needs to stand during workday. Employer provided an antiquated desk that needs to be cranked up and down, which takes approximately 70 cranks by hand to move desk one way or the other. Member has difficulty doing this due to medical issues.

The member contacted BCGEU in Nanaimo but could not get assistance. The member was advised by support staff to “talk to her manager”. The member became extremely distraught as she has spent months talking to her manager, which is why she contacted a steward and myself (Chair).

I requested an updated list of ergo assessors but could not get such a list in that area. I called BCGEU in Victoria who have let our OSH rep Brandon Thistle know of the issue and hopefully he will investigate. I was not able to locate an OSH rep with ergonomic training to assist the member.

(Update) – The member is still waiting for an ergonomic desk and is extremely distraught. Brandon advised she may need to contact WorkSafe since she is in extreme pain.

Chair was also contacted by BCGEU office in Nanaimo and told to get information from +1 so that support staff can arrange the + 1 LOA, etc., however, chair was at work and unable to make the calls to executive member so requested that the support person do this herself. Chair would like to not be asked to do this work as the employer requires that I also make stats and do not have time to get LOA information for support staff.

OSH issue – Safety of MCFD employees who enter a home to investigate re children.

Often they find drug paraphernalia, needles and or drug use in the home. This is not a safe situation for the members who are not gloved or gowned.

The RCMP wear safety gear as do the ERT. The BCGEU need to discuss safety protocol with the Ministry of Children and Families in order to ensure all our members get home safely after their shifts. Fentanyl can be deadly in minute doses. In fact, a police officer had to fingerprint a person who had overdosed. He was gowned and gloved when he did this. He took the prints back to the office and put them in his cubby then went on several days off. When he returned to work, he took the paper out of his cubby to enter the information and passed out at his desk as a result of minuscule residual Fentanyl on the sheet of paper.

Local 603 – Darryl Flasch:

Grievances and Appendix 4's:

21 active grievances

OSH: MCFD Burnaby still under WCB Orders of Compliance. All staff to take 2-day OSH course, Burnaby. Naloxone Training all staff - St Johns Ambulance.

ISSUES: GWL and pension changes negatively impacting members.

MCFD:

Members complaints towards TL's c/o breach of standards of conduct in the workplace.
TL's rolling out performance management plans on members in probation period or post probation period. Examples, not done in a fair process, workers' examples they are in fact meeting expectations in areas identified.
Overtime disputes, not being allowed access to time banks, not equitable sharing of OT RE: fatigue policy.
MOU: CS meet with employer October 4 to negotiate.
Workload issues in various offices.
Restructuring teams as short staffed.
Maples moving to Riverview- parking not provided.

LDB: Inconsistent application of policies for auxiliaries and case conference planned.

ISM

RFP transferring of some ISM health care work to a new service provider called NTT.
The LMC Cttee or JUM is currently working on transfer of work agreement through the VAO assessment.

MSDPR:

Staff shortages
Rejection on probation
Denied overtime due to work alone policy
Increase of client incidents

PSSG: Verbal report

ACTION: Discussions w/ members for ratification vote/meetings, Area 03 BBQ, support PSSG BQ.

UPCOMING: Training session on Appendix 4. Local meeting September 27.

Good and Welfare: None noted.

Local 604 – Harbinder Gill:

19 grievances at FVAO
3 grievances at Advocacy
22 total
Of the 19 grievances:
11 at expedited arbitration
6 employer filed
1 full arbitration at FVAO
1 full arbitration at advocacy

OSH:

At SDPR, we are advocating to members to complete Incident reports on the employer Incident Reporting & Tracking (IRT) site for every incident. This data can be accessed and used to identify trends and make recommendations.

Member/Worksite issues:

MCFD: SW's are asking who are getting the TMA's in the 18th Collective Agreement. Is the criteria

based on job description or C6 delegation or both? Filing of Appendix 4's, no updates from BCGEU or the Article 29 committee.

SDPR: Work from home pilot to be introduced, with EAWs will work from home Mondays & Fridays answering phones and taking their EDO on a Wednesday. It is voluntary.

Concern that Stream specific mitigating strategies is a band-aid solution to alleviating pressures in one stream by borrowing staff from other streams. Why isn't our employer hiring more EAWs. Does BCGEU get stats on how many EAWs hired and how many left or retired in a specific time period?

Probation: POs voicing disappointment over outcome of ratification vote, after loss at BM review, all hopes for appropriate remuneration lay on bargaining; Andrea educating on process/tests for TMA; lots of interest in next steps; will be mobilizing in FVAO meetings to strategize for how to move forward (App 4's and filling out exit surveys on the BCGEU website).

- still voicing desire for lateral transfer process to be developed;
- staffing shortages continue to be an issue; lots of STIIP that are longer in length and work is being offloaded to other POs;
- desire for workload measurement tool to define the workload/scope of an FTE, or an understanding of how the ER arrives at how many FTEs can be funded to do the work; Andrea doing site visits to Langley and Abbotsford probation office end of October;
- incident at Abbotsford Probation where client nearly breached the secure envelope - couple injuries as a result of trying to hold the door against him; debriefed and OSH investigation;
- discussion regarding having Naloxone on site to hand out to clients in case of OD, also should first aid attendants be trained to administer to staff should OD occur.

CLBC: New Staff Rep Kevin Hagglund attended the open house at CLBC in Abbotsford on July 25th. No issues to report.

IT: ISM members are concerned with the transition to the new employer. Is the new contract signed? Any changes coming? Concern with wages as well.

Good and Welfare:

Three members had immediate family members pass away. Flowers and condolence cards were sent by Shop Steward.

Activism Highlights:

- 1) Ratification meetings held at three MCFD offices and one SDPR office after receiving request that local executive attend in the first week of July.
- 2) BCGEU orientation provided at three SDPR worksites for 23 new hires.
- 3) Area 4 cross component BBQ at area office attended by members, BCGEU President and Treasurer.
- 4) Cross Component Labour Day event at Mill lake Park in Abbotsford.

Local 608 – Karen Kenney:

Grievances:

Three grievances (one SPDR & two MCFD)
0 Appendix 4

OSH: Emergency lighting has been installed in the Service BC building 1st floor washrooms after a power outage leaving one employee disoriented in their attempt find the door.

Worksite Issues:

MCFD: Workers are required to be on call over their lunch hour, but are not being compensated for this time.

SDPR: Nothing to report

Probation: One staff member resigned after an investigation into a possible inappropriate relationship with a former client. The staff member was supported by the union throughout the initial investigation which resulted in a two day unpaid suspension and direction the employee was to no longer have contact with the former client; however, the employee choose to resign after a second investigation was initiated following a concern that they were still seen in the company of the former client after agreeing to the initial discipline agreement.

CLBC: Nothing to report

IT: Nothing to report

Activism/Education: CCC participated in the annual Pride parade and celebrations.

Activist Appreciation Banquet to be held on September 29, 2018 at Fairmont hot springs resort.

Committee Appointments:

Member Engagement and Strategy Committee: Darryl, Andrea, Des, Karen, Harbinder and Kayla.

OSH Committee: Cynthia, Wes, Lisa, Flint, Leanne, Tara, Theresa.

Finance Committee: Shirley, Anna, Alex, Steve

AD HOC Committee Chairs:

Women's Committee: Shirley

Education Committee: Cynthia

Community and Social Action: Andrea

Resolutions: Darryl

Intersol: PE appointment, runs convention to convention

MESC Report:

Mandate – this Committee will develop strategies to deliver “wins” to our members. We will better engage our members through education, communication, and empowerment to organize in their worksites to address issues.

Ministry specific meetings at union halls to address next steps after the outcome of bargaining e.g. PSSG – education on TMA's, recruitment and retention, exit surveys, filing informal Appendix 4's, lateral transfers.

Exit Survey to be jointly developed and administered across ministries (as per new agreement language).

Plan for short-turnaround wins – issues we can address in a short period of time: e.g. sit/stand desks for PSSG and MSD.

Idea for developing a Union Board Starter Kit – spruce up the boards.

Contest to give away Component tablets.

Priorities for each sector/ministry need to be determined – will take back to local general meeting; pick something small and specific that is union-wide to address for initial wins.

Communicate on union board what the priorities are.

Day 3:

Stephanie Smith: Remarks regarding outcome of ratification and her assurance that she is continuing to further the work of Component 6 members and seeks out the Ministers to discuss ongoing issues – CLBC, MCFD, SDPR, IT, PSSG, Ministry of Finance re rent increase. Q&A for 60 minutes.

Local Reports Continued...

Local 605 – Cynthia Mephram Egli:

Grievances and Appendix 4's

We have three 605 grievances. Staff Rep says one is nearly resolved.

The OHS department would have information on any OHS concerns. Sorry, we don't have that here. You can contact Wendy from OHS at Wendy.Mah@bcgeu.ca.

And sorry again, we don't track Appendix 4, but unresolved ones are tracked through Article 29. Not sure who to contact on this one.

In the Salmon Arm MCFD Office, two CYMH Appendix 4s were resolved and there are currently three active on the Youth Team and members at the worksite are finally hopeful that things are getting better. One of the Stewards and Local 605 Executive member has reported that members are concerned that the Appendix 4 process is aimed (in their opinion) on Child Protection Social Workers and not on other areas like Adoption, CYSN, CYMH or Social Work Assistants.

This Appendix 4 "lead" Steward has also encouraged other teams in other areas to file Appendix 4s, but no one is interested or they don't have the energy.

Member worksite issues

Group of MCFD members – Facilities Project Officers – ADMIN Officers 21 - have filed a Classification Review.

Regarding MCFD in Salmon Arm again, early this spring a decision was made to try a worksite labour - management committee spearheaded by the Steward at the worksite and the Area 05 Staff Representative. They have had two meetings and they are holding a third next week. "So far so good" is the report from the Steward, he just wants to see some follow through with what is said/promised by management.

There is a new EDS in Kamloops for MCFD and I had a conversation with her in June around all the MCFD offices in Area 05 and how my perception is that MCFD "Higher Ups" (i.e., Victoria management) "does not care about their staff," "they don't care if staff are overworked," and how my perception is that they don't protect their workers to the same extent that they protect the children of the province.

My division, Family Justice Services Division, is doing more hiring of FJCs and has hired a ½-time report writer and ½-time DR FJC for the north. In my area, the employer is refusing to purchase or provide a cell phone for FJCs doing itinerant service. The employer has suggested that the members use their personal cell phone.

G & W

Annual Activist Banquet was held by Area 05 CCC September 8th, 2018 – 106 members were signed-up to attend.

Activism Highlights

- Early June one of my local executive members contacted me and said that a CSW position in her office had been vacant for 30 days so I filed a grievance.
- I held a Local 605 meeting July 9th where VP Judy Fox-McGuire attended by video and did address members' concerns re the upcoming ratification vote.
- I attended my first PE meeting as the 2nd delegate for Component 6 on July 17th and 18th.
- I attended the Kamloops ratification general meeting July 18th in Kamloops where Mike Esso (BCGEU Staff) and bargaining committee member George Buis (from Component 20) spoke to attending members from all components.
- I attended worksite visits with EVP Susanne Skidmore and Staff Representative Dwayne Ardell on June 27th. We visited the SDPR Call Centre and two MCFD Offices in Kamloops. We also visited

Transportation, the Kamloops Fire Centre and the picket line at the casino.

- I had two SDPR Stewards resign in early September after the results of the ratification vote were released. Steward elections are now happening at the Kamloops Contact Centre.

- I held a Local 605 meeting September 7th, 2018 and invited as a special guest BCGEU Treasurer Paul Finch. He attended to speak to the changes to the Public Service Pension Plan. Seventeen members RSVP'd, one of those members ended up sending their regrets, and five members including myself attended. Local 605 Treasurer/Executive member Lana Tomiye took the leftover pizza and veggies to the Component 17 members walking the picket line at the casino.

- The Component 1705 members are going on three months on strike and this is a 24-hour picket line and there is no end in sight (that I know of).

Local 606 – Alex Miller:

Grievances and Appendix 4's:

Four grievances; one Appendix 4's; two 32.15's.

OSH: Nothing to Report

Member/Worksite issues:

MCFD: M2M/Worksite visit completed by myself at Quesnel MCFD. Employer is enlisted dispute mediator due to office work environment. Spoke with members as a group and 1-1. Issues of bullying, misuse of supervisor authority, lack of support for employees and poor leadership were noted.

SDPR: Lack of stewards noted in SDPR offices. One steward in Williams Lake office was recruited successfully and attempts will be made to recruit in Quesnel and 100 Mile House Offices.

Probation: SPO Position has been vacant for over seven months, and no TA - will follow up with supervisor.

CLBC: Some noted peer issues with one staff member in Quesnel

IT: Nothing to report.

Good and Welfare: Members' father passed away and was given a gift.

Activism Highlights: First Local 606 Executive Meeting held at area office with four people attending. Steward Appreciation Banquet upcoming September 22, 2018 and Local 606 Chairperson will be MC.

Local 607 – Terra Plut: Verbal report

Local 609 – Anna Depretto:

Grievances and Appendix 4's: none

OSH: most sites have OHS stewards

Member/Worksite issues:

-ongoing work site issues continue, particularly @ MCFD & CLBC offices.

- low staff morale due to management issues
- Bullying and harassing by management
- Misuse of managerial authority (grievances filed and still in process for both MCFD & CLBC)
- Workload issues
- Free overtime

-local staff rep discussed moving towards a 'workplace campaign' as a result of ongoing issues with sites like MCFD. Local members (particularly MCFD) are feeling like the union is not helpful as Appendix 4's were filed in the past, but none were resolved. I will follow up with staff rep as to next steps with this idea. Employers seem to be open to allowing this culture to continue with no consequences. Many staff feeling hopeless, defeated...

Good and Welfare: None noted

Activism Highlights :

Fundamentals Steward training September 26-27

Retirement/pension course, October 11

M2M site visits, October 4 & 18 (purpose is to recruit members to local and increase steward representation)

Local 610 – Judy Fox-McGuire:

Worksite visits were conducted post ratification at all worksites in Dawson Creek.

MCFD continues to be short staffed and we have reports that members are being asked to do work that they are not delegated for or that are outside of their job description. One grievance is being considered for that.

SDPR members are feeling underpaid and are not happy with the workload or the 2% increase.

OHS issues continue at all Ministries in terms of safety of clients and response to violence.

No good and welfare

Local 611 – Flint Keil: No report

Local 612 – Theresa Forsythe:

Grievances and Appendix 4:

Grievance, in regard to an employee receiving a three day suspension without pay following two employer investigations into seven incidents. There is a second employer investigation which was not concluded at the time of submitting this report.

STIIP Grievance. An employee went off work following a performance review resulting in the employer demoting the Social Worker delegation from C6 to C3. The employer required the employee to provide a physician assessment before making a determination on whether or not the employer would grant the employee STIIP. The employer placed the employee on general leave without pay and is prepared to retrain the employee once the employee returns to work. The grievance was filed due to the employer not making a decision within 30 days of the employee going off work. As of December 1, 2015 the employee reported the employer approved STIIP retroactive to October. Grievance regarding letter of reprimand.

OHS: There have been new members recruited in the Terrace area offices.

Member Worksite Issues:

The Hazelton MCFD office has been understaffed for a significant period of time such that the employer has brought the Emergency Response Team into the area to manage the office workload. The staff morale in the office is low. I heard from an Aboriginal community leader complaints specific to that office with respect to services and recommended the option of contacting the Representative of Children and Family office. Darryl has been working in the Hazelton office and can attest to the work environment and reports the office is working towards completing an Appendix 4 with relation to workload. The

Assistant Deputy Minister visited both the Hazelton and Smithers work sites early November 2015. The ADM announced Hazelton and Smithers like Dease Lake, Fort St James, Williams Lake, are historically difficult to staff. The employer has posted for Child Protection Social Workers, Child Protection Team Leader, Resource Team Leader positions to recruit for such MCFD offices. The ADM asked for staff for feedback on the Centralized Screening and ideas to improve staff retention. Some staff commented after the meeting with the ADM that they felt uncomfortable engaging in the meeting due to a distrust of management. Management in attendance consisted of Team Leaders, CSM, Executive Director of SDA and the ADM. There is an apparent distrust of management (Team Leaders, CSM, ED) amongst the staff notably in the Smithers and Hazelton office.

MCFD staff in CYSN, Resources had been historically working duty weekends. Management determined to remove delegation from these employees to be consistent with practice across the province and to allow for the current Child Protection/Guardianship Team to provide Duty Weekend on a consistent basis. A couple employees impacted by this change shared their desire to continue duty weekends. The CSM attended one of the member's office in response to an email the member sent, confronted the member in an intimidating manner to the point the employee felt threatened and was emotional. I met with the employee and CSM to address this as Misuse of Managerial Authority. The employee appears satisfied with the CSM apology. It appears the meeting brought to the attention of the CSM his inappropriate bullying type behaviour. Following this the member reported the RCMP removed children on the weekend as no staff responded to a duty weekend call. Prince Rupert MCFD is experiencing difficulties with Team Leaders in Child Protection and Child Youth Special Needs. Staff are feeling they are not receiving clinical support they require in case management. There are reports of staff feeling bullied and misuse managerial authority. Staff that have brought their verbal complaints to the CSM have been told to work things out with their respective Team Leader. Staff will be encouraged with the support of the Steward to proceed with the process of Misuse of Managerial Authority as outlined in the Collective Agreement.

Given the perceived negative relations within MCFD offices developing in Hazelton, Smithers and Prince Rupert, the Staff Representative will be looking into providing bullying education to these offices.

In the Prince Rupert MCFD It has been reported members applying for STIIP or wanting to return to work are being required to complete an assessment prior to STIIP approval and return to work.

Inquiry from Child Youth Mental Health, Team Leader into CYMH pay increases and wanting pay increases comparable to the pay increases granted the CYSN clinicians per Collective Agreement bargaining.

Time and Leave has rolled out and staff are frustrated with the process. Members have a lot questions in regard to flex and overtime.

Good and Welfare:

No good and Welfare brought to my attention. Although a member contacted me inquiring whether there was any leave in the collective agreement to assist in her situation. The member's aging parent was in hospital and adult child was in a serious motor vehicle accident resulting in serious injuries to vertebrae, sternum, ribs, hips and knees requiring home support for three months. There is nothing in the collective agreement to assist this member in the situation except taking vacation or general leave without pay.

Activism Highlights:

RV Tour, new BCGEU Staff Representative, Kim Shelly and Cross Component Chairs in September 30,

2015 from Prince Rupert through Burns Lake was successful. A good turnout of members. Activist banquet in October 16, 2015. Cross Component Chairs reported a good turnout of activists. Enhanced Steward Training in Terrace October 5, 2015. Attending Cross Component meetings as meetings are called via teleconference. Last one November 24, 2015. Prince Rupert MCFD Steward with CSM approval held a meeting with members following the October 2015 Enhanced Steward Training to encourage members to familiarize themselves with the Collective Agreement. The meeting was well attended and appreciated by the membership. Attended Chair plus one training with BCGEU, Regional Coordinator, Doug Dykens November 2, 2015. Members of Community Corrections, Terrace were successful in signing a Hours of Work Agreement - Modified Work Week with their management. Thank you, Judy Fox – McGuire for your assistance in this process. Susan Greenlees, Child Youth Mental Health clinician attended NUPGE Community Services Workers Conference, October 28-30, 2015 in Ottawa. Youth Justice team member in NW SDA going through the hiring process for Team Leader position. No announcement of successful candidate to date.

Article 29 Reports (available on employer website/BCGEU website):

- AG (Cynthia) – verbal report provided.
- PSSG (Judy): The meeting of PSSG Article 29 was held on September 12. Items discussed were the continued use of Probation Officers personal addresses on JUSTIN. The employer has not returned with a sufficient response so we are keeping it on the agenda. The safety review report was discussed and will be moved to the sub committee. The terms of reference for the committee was reviewed. Bargaining was discussed and a request was made that the WES scores with breakdowns to worksite where available would be sent by email to the Union co-chair. Next meeting November 14, 2018 and the next Article 29 subcommittee meetings will be September 28 and December 12.
- PSSG Sub Probation (Judy): Next meeting September 28 in Victoria. Andrea Mitchell is subbing for Sheila Veller.
- CLBC (Anna) – verbal report provided.
- SDPR (Lisa) – verbal report provided.
- MCFD (Sonja) – no report provided.
- IT/ISM (Shirley)

Ministry of Education

June 18, 2018

11:00am-12:00pm

1. Review of March Meeting Minutes/Action Items

New Action 1(4.1) – Employer to invite the DM to attend one of the upcoming Article 29 committee meetings.

Action 2.a) Employer will follow up with PSA on their current TA to possible permanent practice/advice to provide clarity on arbitration.

Complete. PSA communication has been distributed to all employees outlining new policy regarding TAs.

2. Union orientations

Most recent was June 14 with 11 attendees. Anecdotal participant feedback has been positive and these sessions will continue to be offered on a quarterly basis.

3. Upcoming ministry initiatives

- Public Service Week took place during June 11-15. Ministry events included breakfast served by Exec, Service Pins provided by applicable ADMs or supervisors, and an ice cream and photo booth event.
- Two Performance Conversation Sessions are scheduled for June 19th; Building Workplace Trust open to all staff, and Building a Culture of Feedback open to supervisors, managers, and aspiring leaders.
- Two Pension Information sessions are scheduled for June 20th; Getting the Most of Your Pension, and Approaching Retirement
- No date has been confirmed for the next ministry all staff meeting (to be organized by the DMO).

4. Hiring practices

There were questions from the GEU regarding how an employee who is excluded could be placed in a union position. As this question was in response to a specific scenario, it was determined it would not be appropriate to continue the conversation at this committee meeting.

Action 5. To ensure privacy and confidentiality are protected for individual situations, the Employer to follow up with the Ministry union steward in a private meeting setting to provide additional information.

Questions arose from the conversation regarding:

- The length of time an eligibility list can be used. **Answer:** this is established at the time of creation in partnership with the PSA; eligibility lists can be established for up to one year.
- How long is an employee on the auxiliary recall list, and does a hiring manager have to refer to this before hiring? **Answer:** on the list for nine months, and yes the list should be referred to before hiring.

5. Ethics advisor role

Sally Barton presented to the Article 29 Committee previously to share information on her role as the Ministry's Ethics Advisor. The Committee appreciated hearing about this role and its functions and is keen to look for other opportunities to spread awareness throughout the Ministry. Opportunities could be at all staff events, branch meetings, or EdNet.

6. Work Environment Survey (WES)

GEU requested any information available regarding the Ministry's plan to address low WES scores on Workspace and Tools, Physical Environment. The Employer clarified that the WES comments report, which has now been distributed helps determine priority for what areas to focus in on first. The SHR team is currently working with ADMs, and leadership teams to confirm approaches for unpacking WES scores and determining actions with their applicable teams based on their collective preferences, needs, and specific scores.

The GEU mentioned that external mobile work is an issue as employees often feel this option is not applied equally throughout divisions and branches, and GEU receives complaints regarding noise level and individuals feeling crowded. The Employer emphasized that we remain in a state of flux until the space project is complete, and once everyone is in their final spaces and construction is complete, it will be a better time to make assessments. In addition, the Workplace Committee will be instrumental in the process of addressing concerns in these areas.

7. Space enhancement project update

The space enhancement lead provided an update on the final move dates, move strategy, and communications that are scheduled to bring us to project completion. The project lead is currently working through issues and solutions as needed with SSBC. The Committee will request the Space Project Lead continue to provide high level updates at these meetings until completion of the project.

The Project Lead also mentioned the work the Workplace Committee is doing to create positive and solution focused changes around broad workplace principles (instead of rules), and suggested practices to support working in a LWS environment. The Workplace Committee will be working on other strategies and areas of focus such as mobile vs. resident, working from home, and, providing supervisor support on this topic in the future. The current focus is physically getting everyone in the space and figuring out how we operate together.

Action 9. The secretariat will contact the Space Project Lead to prompt her to discuss visiting the Article 29 Committee in the future.

VP Report (Judy):

Bargaining wrapped up in early June. After the ratification memo was released, I began answering many emails and planned ratification meetings. During the summer, many members became engaged with the Union and expressed frustrations about working conditions, compensation and worksite issues. Ratification meetings were well attended and the Public Service Bargaining Committee was able to hear first hand from members who are frustrated.

The ratification vote was held in early August and the Public Service Agreement ratified at 62.7% with Component 6 ratified at 50.9.

It is clear that members want to be heard and they have given us specific feedback on what their main issues are. With this in mind, I am looking at strategy to move forward on the main concerns.

I invited the organizing department to join us on the morning of the first day of our Component meeting in September with Emet Davis in the afternoon to discuss member to member plans and envision the importance of reaching out to members. My focus will be to meet with members face to face rather than to do any new campaigns.

A meeting is scheduled with Minister Shane Simpson at Headquarters with President Smith and Doug Dykens and reps from Social Development and Poverty Reduction.

ISM workers will be moving to a new employer, NTT data. With that in mind, meetings have been held with both groups and communications have gone out to members.

The new travel policy is that flights must be booked two weeks in advance or the Component VP will be notified and need to approve. This is due to the high cost of booking flights later than two weeks.

CLBC bargaining will be upcoming in the new year.

Harrison is upcoming, I will be sending a list of courses that Component 6 sponsors.

Continuing work on the issue of lieu days in MCFD after hours, as well as the Centralized Screening graveyard shift hours of work agreement.

Bar-B-Que tools were distributed to Local Chairs who were able to take them back for outgoing Local Chairs. I will be sending the others out from Victoria next time that I am there.

PE Reports:

PE Occupational Health & Safety Committee Report – Cynthia Mephram Egli

- **OH&S Department Update was given by Frank Anderson, highlights of which would be:**
 - Hired third staff, Brian Campbell with plans to increase by another rep, hopefully this year. Brian's assignments are Component 3, 4, 17, 20; Brandon's are Components 1, 5, 6, 12; and Wendy is assigned Component 7, 8, & 10.
 - All components encouraged to invite OH&S staff to report to component meetings with training record of component OHS reps, prevention orders, updates and issues.
 - OHS training (Government and Labour Code) is scheduled in for the year; encourage employers to take our training.
 - OH&S profile in our union is much better than it was 3-4 years ago. With friendly government, we are pushing for legislative changes with the Worker's Compensation Act.
 - Wendy Mah attended NUPGE opioid meeting in Ottawa and after she talked to the Committee a motion was motioned/seconded and carried that: The BCGEU approach NUPGE to host an annual opioid conference with a focus on worker safety and exposure.
 - Brandon Thistle gave a Mental Health First Aid course update. He has delivered twelve courses & Wendy Mah has delivered six courses. There was discussion around: How to access training with only two staff trained to facilitate course. Train the trainer costs \$3,000 for five day training.
 - PE Committee members were asked to submit component reports 1.5 weeks prior to the next meeting.
 - PE Committee only has been budgeted for two - one day meetings a year. There may be necessity to hold conference calls in between meetings. Components can make recommendations to PE for more meetings.
- **BC FED Update**
 - Lobby for women's health and safety improvements to sexual assault services, intimate partner violence language (10 days paid leave, 17 weeks protection of job), workplace violence (more prescriptive language) and removal of wage exemption – mostly female workers depending on tips are exposed to sexual harassment and abuse.
- **OHS department updates**
 - Violence prevention course (Government), piloted 2018 with planned rollout 2019.
 - Violence prevention course (Labour Code), piloted April 19, 2018 – going to online evaluation and online APP for legislation/regulation – reduce use of paper.
 - CMHA Bottom Line Conference update – separate document in package.
- **Psychological Health and Safety Advisor training** through the Canadian Mental Health Association at BCGEU HQ and will be held on September 11, 12 at BCGEU HQ. PE OSH Committee members Brian Campbell (BCGEU Staff), Doug Kinna (BCGEU EVP) and myself attended.

Committee Reports:

- **Finance** – focus on writing terms of reference, vision statement, and to write the manual for Comp 6 on financial practices to be provided to component members; request for quarterly update on local balances; request for local budgets to be presented at the beginning of the year (not to be held to the previous \$1500/yr.) – some locals need more and others less – approval process TDB; budget for CSA committee to be provided to Andrea (chair); budget for computers/software (e.g., Office) \$1000 per component member (3yr term); Judy to follow up on process re capital assets and going through IT.
- **OSH** – brainstorming session; changing cultures through provision of current unit practices (e.g. violence as an acceptable part of the job); union could send out surveys re OSH issues to members; IRTs – what’s working and what’s not; White Noise machines – how is this working?; Cynthia to email out questions to component.
- **MESC (see day 2)**

7. Unfinished Business:

- Distribution of aprons and BBQ tools for all exiting chairs who previously served on component
- Discussion regarding Good and Welfare: Stephanie will write cards to members and close family members who are off on leave/death/illness. Let Debbie Campbell know and she will pass the info on; G&W comes out of local budgets
- BC Fed – call was rescheduled; unsure of the number of delegates for Comp 6

8. Next Meeting: December 1 - 3, 2018 (following BC Fed Convention)