

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

*December 1 - 3, 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 Min of Ed)
Darcy Houston – Local 601 Recording Secretary (Min of Health)
Veronica Barlee – Local 601 1st Vice Chairperson (OHCS)
Leanne Salter – Local 602 Chairperson (SDPR)
Darryl Flasch – Local 603 Chairperson (MCFD)
Kayla Woodruff – Local 603 Young Worker (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 (CLBC)
Theresa Forsythe – Local 612 Chairperson (Youth Justice MCFD)
Jenny Ewing – Acting Region 1 Coordinator

Regrets: Desiree Cabecinha - Local 601 Treasurer (CLBC)
Flint Keil – Local 611 Chairperson

Day 1:

- 1. Call to Order by Chairperson, Judy Fox-McGuire**
- 2. Acknowledgement of First Nations Territory and Acknowledgment of World Aids Day**
- 3. Introduction of new Component members and oath of office**
- 4. Review and adoption of agenda as amended**
- 5. Business arising from the September Minutes**
 - Tablet giveaway: Will be discussed in committee.
 - Computers: Resolution needed regarding reimbursements to Component Officers, up to \$1,000; there are still two laptops in stock (to go to Judy and Shirley); computer remains the property of the Component for three years – if an officer leaves prior to that time, they will be responsible for returning it to the Component or buying out the remainder of the amortization (equally prorated of across 36 months). Claim for disposal to be made at component at the end of the three-year term. Asset form to be distributed and recorded.
 - Treasurer to bring forward several policy motions.

- Sussanne Skidmore elected Secretary Treasurer at BCFED. A replacement EVP for Sussanne will be elected by the PE by someone currently sitting at the PE.
- Discussion of BCGEU support of CUPW and attending today's rally; offer of \$3M in the form of an interest-free loan to support fight against back to work legislation.
- Discussion about roll-out of Step-Up: Was inconsistent across regions; one Local was told the course was not available to general membership until stewards were trained – this was unnecessary as stewards were also signed up for the Steward Fundamentals course and some stewards were told they could not take the Fundamentals course until they attended the Step Up course (redundant training and took spots that general membership could have taken).

6. Local Reports:

Local 601 – Shirley Kay:

Date: December 1, 2018

Grievances and Appendix 4's:

Six active employer grievances - recovery of an Overpayment (three are on a payment plan).

Two grievances Articles 1.7, 10, 2.5 - Ministry of Attorney General.

Two 32.15 complaints - Ministry of Attorney General.

One 32.15 complaint - Ministry of Social Development and Poverty reduction (parties agreed to try mediation) – mediation scheduled for Dec.13th.

One grievance CLBC - employer failed to follow their own investigation policy (in process of resolution).

One et al grievance MCFD - employer refusing to pay out V58 despite past practice-estoppel (Referred to MCFD Joint Working Group).

One grievance Article 27 MCFD - employer error on wage rate in Letter of Offer. Wage rate correction letter months after start day with lower amount-lateral transfer (seems to be a pattern-three such grievances in past year).

One 32.15 complaint - Ministry of Public Safety and Solicitor General.

One Article 10 and Article 1.7 grievance - Ministry of Public Safety and Solicitor General.

One grievance filed under Article 32.15, but was actually an Article 1.7 grievance MCFD – employer failed in their duty to inquire and duty to accommodate – successfully resolved.

One grievance Article 1.7 Pension Corp - employer cancelled grievors GRTW plan citing performance issues. Employer failed in their duty to inquire and duty to accommodate - successfully resolved.

One grievance Article 27 MCFD - employer error on wage rate in Letter of Offer. Wage rate correction letter weeks after start day with lower amount - lateral transfer (Float Position Child Protection to Guardianship position) remedy; could not be paid higher rate so only remedy to go back to Child Protection to get TMA. Remedy met but grievor opted to stay in Guardianship position.

Two employer grievances - recovery of an overpayment successfully resolved.

OSH:

None

Member/Worksite issues:

ISM - employer changed shifts - shift bid process and Hours of Work agreement finalized.
ISM - extension to contract with PHSA and provincial government in the short term (next 1-2 years).

Good and Welfare:

ISM - Death of a Member (35 Years old; 2 kids; pregnant wife; sudden illness)

Activism Highlights:

Activist banquet November 17, over 400 people attended night at the museum.
Steward training and Chair Plus 1 training conducted.
Women's Region 1 Conference in Victoria. One hundred women attended two-day conference.
Local 601 meeting November 13 with Judy Fox-McGuire to discuss new Public Service Main Agreement.
Local 601/1201 steward meeting October 23. Around 30 attendees. Next one scheduled for Dec 11.
Three Steward elections in Health – no one has stepped forward.
MAL position available – election to take place.
Local 601 Holiday Social December 13 at Sticky Wicket.
Next Executive meeting scheduled January 22, 2019.

Local 602 – Leanne Salter: Verbal report given

Local 603 – Darryl Flasch: Verbal report given

Local 604 – Harbinder Gill:

Date: December 1, 2018

Grievances and Appendix 4's:

Pending update from Staff Rep.

OSH:

Does MCFD and PSSG have an incident reporting and tracking system? SDPR has a system that is utilized by staff when an incident occurs.

Member/Worksite issues:

MCFD: Workload, Appendix 4's not being completed by employer in a timely manner, subtle harassment; bullying by employer in regards to members taking STIPP.

SDPR: LOS EAW's concerned with new employee work reporting spreadsheet as it does not measure all the work that an EAW is doing. The focus is on how many stubs were completed and how many clients seen.

PSSG: Concerns brought forward from three offices about signing the new Standards of Conduct. Wording very heavy handed and appears different than in past years with the electronic sign-off. Directed staff to sign and the union would look into why we weren't consulted on this; Step 1 of an Appendix 4 has been completed at one office on behalf of the PO14's and the expectation that they

provide each other coverage during absences/vacations; probation is expecting the Provincial Staffing Practices Committee to provide their findings/recommendations around hiring practices, filling temp vacancies and lateral transfers; offices are still finding that the information provided by the employer and the union, in response to critical incidents involving staff, is lacking. They want to know if there is anything immediate that offices can do to mitigate risk. They are asking for more information without crossing privacy lines; RD has gone on the record that PSSG is experiencing recruitment and retention issues.

CLBC: No concerns reported

IT: No concerns reported

Good and Welfare:

One member had immediate family members pass away. Flowers and condolence cards were sent by Steward.

Activism Highlights:

M2M conducted in the November by Local Executive and Staff Rep. Total 19 worksites visits. Seven in MCFD, seven in SDPR, three in PSSG and two in AG.

Other:

SDPR Minister Shane Simpson attended SDPR offices in Abbotsford and Mission. He was well received by staff and had a group discussion at both offices. Minister Simpson explained his vision for the Ministry.

Local 605 – Cynthia Mephram Egli:

605 grievances:

Two Separate suspension grievances for the same member for (progressive) behavioral reasons; one suspension grievance for behavioral reasons; one Interpretation grievance.

I have not filed any new grievances since coming to last Component meeting.

I have had a member contact me because their employer had investigated them on two separate occasions for fraud over \$5,000 and in the end they were cleared of these allegations. Now they wish to know the name of the complainant because they feel the complainant did their reports for vexatious reasons; however, the employer will not give them the complainant's name.

OSH:

October 30th a Component 6 member was physically assaulted in their workplace.

June 2018 there was gasoline incident in a Local 605 workplace.

This fall there was a knife incident in Local 605 workplace.

There is still ongoing confusion between members over the OSH Staff Reps (now four in the province) and whether they are assigned components or areas? Members have been contacting

our "area" OSH Staff Rep and they are bi-passing the Local 605 Staff Rep assigned to Component 6. I still don't have clear direction from anyone (BCGEU activist or BCGEU staff) as to "what route" is best.

The Staff Rep did say that they had a member call them about an air quality issue. The member's worksite (CLBC) is near a location where trains pass, and idle and the fumes seemed to come into the building. The complaint was taken to the local OSH Committee who investigated, had WorkSafe attend, and had air quality assessments performed. The air quality was acceptable at time of measure, but seems to still affect workers. WorkSafe is currently aware of the ongoing situation.

In my specific office there was an issue of cell phones being taken away from our Vernon office who provides itinerant work. Our office now has a pay-as-you-go cell phone to be used by the Family Justice Counsellors who provide itinerant services.

My office was also told that we will start providing services and being open late (until 6:30 or 7:00 p.m.) one night a week. When I brought up the issue of the "short shift change" in the Master Agreement and my office will not be breaching the conference.

Good and Welfare:

\$50 gift card and "Congrats card" sent to a Local 605 Executive member who recently welcomed the arrival of their second child.

\$50 gift card and "Get Well" card sent to a Local 605 member who recently was hospitalized after being assaulted at work.

GUEST: Megan Scott – OSH for Component 6

- Four reps with regional and component assignments: Brian Campbell, Wendy Mah, Brandon Thistle and Megan Scott.
- Protocol for reporting an incident is to go through local OSH Steward to Local Staff Rep, who will be supported by the Component OSH Rep.
- Megan's Committee work: PE OSH met this fall – recommendation forwarded new process for selection of OSH rep to PE (no longer subject to the automatic end of three year term); planning for fall conference; BC Fed Standing Committee; PPCC (Policy and Practice Consultative Committee – WCB), includes employer and member reps/implementing recommendations out of the Petrie Report including policy around surveillance of benefits claimants – BCFED has stated the draft policy is inadequate and more consultation/review needs to be conducted – supported by the BCGEU – *are there any WCB areas/policies/language/gaps in service that impact Component 6 members that need to be addressed in the upcoming triennial Regulatory Plan?*
- Discussion around recommendations for maintenance of OHS local reps after three-year term and process to expire OHS reps; Local OSH committees are silos and need to come together and share information about what is working/what's not; what are the networkers doing/what is their role now? Mixed reviews on effectiveness to date.
- Healthy number of OSH reps in Component 6, but annual eight hour education entitlement is only being accessed by about 25-30%
- Megan and Brian have been trained in delivering The Working Mind (Mental Health Commission of Canada Course) and can be delivered to members (half day for members, full

- day for managers).
- *How much information can a local chair expect when asking a staff rep for a list and contact numbers for OSH reps to respond to an incident?* This was recently an issue for addressing the assault on, and injury to, a PO in Salmon Arm. This information should be freely released to Local Chairs.

Local 606 – Alex Miller:

Education:

Activities/actions with equity awareness/education for members.

In October, Chair Plus 1 training and leadership training hosted in Williams Lake.

Collective Agreement Issues:

Issue brought forth by CYMH in Quesnel, posting a vacant position and attempting to recruit a RN.

Issue is RN having less education, but increase in approx. \$14k in salary.

One less grievance than last report submitted.

No new Appendix 4's

Capacity – building:

Work related to encouraging/ facilitating member's participation in union activities.

Policies & resolutions:

Work related to union policies, practices

Develop/submit proposals

Component/Local issues and campaigns:

Local 606 Executive meeting was cancelled in October 2018 as only Chairperson and Young Worker attended.

Appreciation dinner in September 2018 was MC'd by Local 606 Chair Person and was a success.

Union President was in attendance.

Local 606 Chairperson had opportunity to job shadow Area Reps in Prince George and Williams Lake for two weeks in October and November 2018.

Emerging Issues:

Continue of MCFD practice to deny special leaves or LWOP and use of requiring too much information for STIIP benefits.

Local 607 – Terra Plut:

Education:

Ongoing Stewards training.

Collective Agreement Issues:

It has been discussed there is a large amount of frustration regarding the pay increments in the upcoming Collective Agreement. CYMH is frustrated they require a Masters to be qualified for their work; however they are not paid according to their education. Adult probation is also unhappy with the pay increment and wanted more of a pay increase.

Capacity Building:

Currently Cross Component Committee is planning the children's Christmas party for BCGEU member and family. The children Christmas party is scheduled for December.

Member to member meetings through the Interior are in the process for January and February.

Discussions about a BCGEU BBQ for Members this April in Kelowna.

Local Issues/Emerging Issues:

STO2 forms are frequently being asked for by the Employer, even before the five consecutive working days. Some managers ask for the forms while others do not. Some members are required to fill out these forms frequently when they are sick and other members do not have to. MSD managers are placing a large amount of pressure on workers to come to work sick. The employer is aware these forms are also costly but continue to request them.

Ongoing bullying and harassment at MCFD. This past October a Local Chair was told by a MCFD Manager she could not represent her member in a meeting. When the union spoke to the Manager, the Manager gave a falsified story to the union. The Local Chair spoke with the Director of Operations regarding the inappropriateness of this Manager, there was no explanation given, nor was the Manager held accountable.

MCFD – The employer continues to hire workers not already employed by the Ministry into sought after positions that long-term front line workers want. Workers who have been in the frontline for years and need reprieve, continue to lose panels to interviewees who know little about Ministry processes, or have any Ministry experience. The concern is frontline workers are being forced to remain in the frontline in order not to disturb operational demands for the employer. Long-term frontline workers career growth and health is not of any importance to the employer. Concerns about the fairness of the panelling process have also been brought to attention. There have been several situations in the North of the Interior where long-term frontline members have won panels to non-frontline positions, but are forced to continue to work frontline. The panels actually won by frontline workers are not being honoured by the employer.

The South Interior is in need of Stewards.

Local 608 – Karen Kenney

Three grievances; one SPDR withdrawn

Two MCFD

0 Appendix 4

OSH: nothing to report

Activism:

Sussanne Skidmore visited the East Kooteney's for member to member visits September 26-28.

September 29, 2018 activism appreciation banquet held at the Fairmont Hot Springs resort (Stephanie, Sussanne, Kari and Paul were in attendance).

October 1, 2018: Local Executive meeting.

October 17, 2018: Local meeting.

November 14, 2018: Chair Plus 1.

November 22, 2018: CCC Meeting. Walk with postal workers following the meeting.

CCC: upcoming events – holiday bowling party to take place on December 9, 2018.

BCGEU donated the building the food bank has been operating out of directly to the food bank society.

Local 609 – Anna Depretto:

Date: November 29, 2018

Grievances and Appendix 4's: Eleven active grievances (seven - MCFD, three - CLBC, one - SDPR) - denial of STIIP, interpretation.

OHS: SDPR Trail - issue with safety at front counter. No panic/alert button for contract clerks. Follow up happening.

Member/Worksite issues: ongoing work site issues continue, particularly at MCFD; CLBC offices.

- MCFD/ CYSN short staffed- managers/staff are being directed to cover off from other offices.
- Bullying and harassing by management continues.
- Misuse of managerial authority (grievances filed and still in process for both MCFD & CLBC). Workload issues. Have discussed Appendix 5, staff reluctant to file complaint.
- CLBC- losing staff particularly in Okanagan area (ISM's).
- Staff choosing not to file grievances due to possible retaliation.
- Completed M2M site visits in October. Introduced workplace campaign idea to offices, particularly with MCFD. Local staff rep still waiting on direction to move forward; he will provide updates/direction to move in near future.

Good and Welfare: Donating \$150 to WE Graham Community Service Society for food hampers.

Activism Highlights: Enhanced Steward Training (need to set new dates)

Education Fair; Open House – to be scheduled in February (topics to include pensions)

Kids Christmas party - December 16

Annual open house @ community

Local 610 – Judy Fox-McGuire: Verbal report given.

Local 611 – Flint Keil: No report provided.

Local 612 – Theresa Forsythe: Verbal report given.

Day 2:

VP Report (Judy):

SDPR Meeting with Minister Shane Simpson.

ISM transition to NTT.

CLBC – Brent Camilleri is Staff Negotiator to oversee election of bargaining committee and head into negotiations. Judy to take a very active role in this.

BCGEU organizing a Sun Run Team – Run is April 14th.

Enhanced Steward Training and policies that relate to this. Funding per local can be shifted to make sure that training is available to everyone who is asking for it.

Worksite visits in 604.

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

Article 29 Committee Appointments to be reviewed in 2019

AG (Cynthia): The MAG A29 Meeting was November 14th, 2018 and aside from all the Component 1 issues raised by Sheriffs, which aren't new and weren't relevant, the biggest topic of discussion was around the change in Article 14.4 (Rest Periods) in the new contract. At the MAG A29 meeting in September, because there was no one from management for the Ministry of Attorney General at the bargaining table, the union made the management at the A29 table aware of the changes to this article and asked management how they were going to track/monitor this? At the recent A29 Committee meeting they came back thinking that they will likely make changes in TOL.

I also added the Traditional Greeting to the agenda and there was an agreement made at the table to acknowledge the land before every meeting (moving forward), but the Ministry is just now starting to look at how each division within the Ministry will acknowledge the traditional land we are on in all our work places and meeting places.

14.4 Rest Periods

ARTICLE 14 – HOURS OF WORK

1. (a) All employees shall have two, 15-minute rest periods in each work period in excess of six hours, one rest period to be granted before and one after the meal period. Employees working a shift of three and one-half hours, but not more than six hours, shall receive one rest period during such a shift. Rest periods shall not begin until one hour after the commencement of work or not later than one hour before either the meal period or the end of the shift. Rest periods shall be taken without loss of pay to the employees.
2. (b) **An employee unable to take their rest period because the Employer directs them for operational reasons to work through their rest period shall be credited with the missed rest period at straight-time rates in the form of ETO/CTO if the Employer prevented them from taking the rest period by the end of that workday.**

We talked about the WES Scores and what they mean. FJSD had the best scores.

I am currently looking into "short shift changeover" in Family Justice Centres that work "late hours" one day a week. I met with our ED the last time I was in Victoria for A29 and mentioned this and I also talked about having GPS locator introduced in offices that provide itinerant services to areas that have roads/travel required outside the cell services tower limits.

Next MAG A29 Meeting January 9, 2019.

Moving forward I will be requesting a list of all the Component 6 MAG Stewards in the province and I will email all of them and explain that I am the MAG Rep and if they have any questions/issues they can contact me. I can also email them copies of the approved minutes from each meeting.

- **PSSG (Judy):** Personal info on police reports/databases – ongoing; five-year checks were using wrong form – being addressed; STIIP strategy (ICBC); WES Scores – ongoing discussion.
- **PSSG Sub Probation (Judy/Andrea):** WES Scores – ongoing discussion; OHS – Security Review Considerations, High Potency Narcotics, Incident Tracking; Facilities funding updates; Lateral Transfers; next meeting December 19.
- **CLBC (Anna):** November 22 – Joint training for managing grievances, facing management, respectful workplace; no workload grievances submitted; discussion of temp vacancies not being filled due to lack of list of available staff/lack of auxiliary staff; employee engagement survey and concern that they are not confidential; concern re change of bargaining committee appointee at late date.
- **SDPR (Lisa):** Acting Supervisor list not available for LOS offices and process - will be coming in January; LOS – difficulty for applying for Pick Me opportunities and being addressed; attendance management language to be changed to remove diagnosis and allow for symptom description, and remove language ‘get involved in your staff’s personal life’; Contact Centre vacation scheduling Dec 7th meeting, ability to go on Teleopti to make change requests; Comp 12 IOs/lateral transfer to Workplace Health Advisor position (both grid 18s).
- **MCFD (Darryl):** November 15th – LOE’s and new process rolled out, ending the practice of inconsistent practices across the province – new process appears onerous for members to wade through; fleet vehicles; parking; recruitment and retention for youth custody (standing item); Smudging Policy in development (OSH); Audio-visual Policy; Social Media Policy re bullying/harassment; SPO Assistants (CYSN) and downloading of responsibilities from delegated SWs (adjustment of JD) – working group examining JD for CYSN and SPOAs; Exit Interviews; Provincial Float process; OSH – police and staff provision of DOB/address; Exact Decision – arbitration re expectation of having a driver’s licence should result in ER paying for renewal; OT and Fatigue Policy/7-day rule; no education leaves requested.
- **IT (Shirley) Ministry of Education:** Union orientations and timing of them; EDO inconsistencies being address; WES Scores discussion; LWS and noise issues/accommodations; moving minutes to being emailed; LOE’s discussed and discouraged by Union – unnecessary.
- **Municipal Affairs and Housing (Veronica):** Established a Sharepoint for previous minutes, documents; looking to make connection to OSH Comp 6 members – IT/Policy Advisors/Res Tenancy/Housing/Finance/Contracts.
- **Min of Health - Senior policy analysts/QA/IT/Researchers (Darcy):** Discussion of need for training for new Art 29 reps (through PSA); Ombudsman’s Report Recommendation 33/Culture Change initiative – reconciliation process to move past the impact of the health ministry firings of 2012 and

negative work environment – lots of work done in the area; Leadership development and the skills gap; Anti-bullying campaign conversation and language to be used to message this to staff; lack of continuity with Art 29 Secretary role to get minutes completed/passed/posted being addressed; new co-chair and great cooperation, seeking input from Union Art 29 reps; mobile work training coming in Feb., and mobile work is not an entitlement and tied to performance reviews and concerns re reasons to deny (eg. Operational Req); Team Tracking Tool – workload distribution and areas of application vs not applicable; Tech refresh happening right now; significant reorg happening in Ministry (eg. Primary Care Centres to take load off ERs); discussion of joint Union/Management training.

Day 3:

2019 Meeting Dates:

Discussion to move venue – hotels/locales TBD

March 5 to 7

May 27 to 31 - Joint 6 and 12 training and Component meeting last week of May – exact dates and location TBD

Sep 23 to 26

Nov 26 to 28

cc Lisa Lane on LOA's

PE Reports:

PE Occupational Health & Safety Committee Report – Cynthia Mephram-Egli: Did not meet this quarter.

PE Women's Committee (Shirley): Region 1 (Vancouver Island) BC Women's Conference Nov 16 and 17 completed. Great feedback on quality of this conference. Spaces filled up in one day, indicating appetite for more; Shirley will be full-time Comp 6 attendee and Judy/Cynthia will alternate; BC Fed initiated Tampon Tuesday campaign discussed – collection of feminine hygiene donations to low income citizens.

Committee Reports:

- **Finance (Shirley):** 2019 draft budget presented and discussed; discussion re allocation of Local budget – currently set at \$1,500/year, if your Local will likely require more, a Local budget must be submitted to Comp Treasurer by end of March 2019; request to provide updates at each Comp meeting where each Local is in their expenditures; table officers are currently covered for cellular and home internet combination up to \$150/month to cover administrative cost of doing the work of the membership and the Component; cellular now to be offered to delegated/elected Component Executive members up to \$75/mth (not to include those attending as substitute); discussion re Local Exec recognition gifts for Local staff reps/admin to come out of Local budget (requiring a motion to be passed at a local meeting); zero sum budget; some categories will be rolled over from year to year to build funds like Campaigns – to be discussed at March Meeting.

Motion to pass 2019 Draft Budget as discussed

M/S/C

Motion – cell/internet

M/S/C

C6P-3 Reimbursement for Cell-Internet Charges

Component will reimburse cellular for component executive officers. Maximum monthly reimbursement is \$75.

Component will reimburse cellular and internet for table officers (component vice president, 1st vice, 2nd vice, treasurer, recording secretary). Maximum combined monthly reimbursement is \$150.

- a. Cell phone receipts need to have your name and number to be reimbursed.
- b. Internet receipts need to include your home address to be reimbursed.

Motion – equipment purchase

M/S/C

C6P-9 Equipment

- Component executive members may purchase electronic equipment (lap top, cell phone etc.) for use while serving on the executive. Component will reimburse up to \$1000 (including software) for the purchase of electronic equipment for each component executive member. Receipt is required for reimbursement.
- Pre-approval in writing by Component VP or Component Treasurer of purchase required by Component VP or Component Treasurer.
- If the Component executive member wishes to spend more than \$1000 for the device they will be responsible for any additional costs.
- Equipment older than three years will be disposed of at a component executive meeting.
- All equipment funded by component will be returned to the Component Vice President or Treasurer when leaving component or may be purchased by the member at a prorated rate to be determined by the Finance Committee.
- Component Executive member must complete Capital Assets form to be reimbursed.

Imprest accounts: Three locals have these (601, 602, and 603); new Local Treasurers will need training for this – will leave imprest accounts in place for one more year to see if they can continue to work; discussion about addressing in bylaws to be able to use electronic funds transfers to reimburse costs – double-signature process is onerous and creates unnecessary delays

Computers: Audit taken of equip distributed to Comp Executive

Theresa Forsythe – one tablet three + years
Terra Plut – one laptop February 2018
Steve Anderson – one laptop June 2018
Andrea Mitchell – one tablet four + years
Rec Sec position – laptop three + years
Cynthia Mephram-Egli – tablet June 2017 (to be returned); one laptop July 2018
Darryl Flasch – tablet July 2018
Judy Fox-McGuire – laptop five + years
Anna Depretto – laptop December 2018; returned tablet
Karen Kenney – laptop December 2018
Shirley Kay – laptop four + years

Good and Welfare: Needs to be minuted for 2018 – JUDY TO SEND

Alex Miller – two BBQ tool sets to distribute to Andy Johnson and Donna Leung – previous component recognition.

Steve Anderson – one BBQ tool set to distribute to Lisa Bose – previous component recognition.

Local Expense sign-off: Signature on approval of local expenses to be completed by Local Chair, Treasurer or designate, but not to be done by BCGEU staff.

- **Education (Cynthia):** 29 application for Winter School in January 2019. One withdrew, and seven applicants did not qualify due to courses not being Component 6 approved or had attended Winter School in the past five years (save for two-part arbitration); 21 remained to be ranked based on Component Executive, Local Executive, Stewards/OHS activists, locals who were represented. Where multiple applicants came from any one local, Local Chairs were asked to rank their applicant by level of activism and any previous training taken. This was completed and Finance Committee to decide on how many will be sent by Component 6, aside from HQ-paid; BCGEU staff will send email to members who were not chosen.

Bottom Line Conference: March 11 and 12, 2019 at Westin Bayshore

Navigating the New Workplace - presenting ways to improve mental health in the workplace (Canadian Mental Health Association) (cost approx. \$800 per person if sending three or more people plus \$200/night plus \$30 parking); discussion of high cost of this conference vs relative value. Decision made at table not to send someone this year.

Lancaster House Conference: Discussion on high value of attending this. Dates not announced for 2019.

Recommendation regarding keeping track of who is attending all Component paid educational and convention opportunities.

Motion – to accept education report with recommendation.

M/S/C

- **MESC (Darryl):** CYMH need support – engage them in process to empower them to action; identify, prioritize issues and develop ideas and strategies; tablet giveaway – selfie contest to showcase your BCGEU pride; engagement in specific areas/specific positions – smaller campaigns to mobilize members

Motion – to hold BCGEU selfie contest “Put the U in BCGEU” and giveaway two Component tablets purchased in 2016 and up to \$100 for additional prizes.

M/S/C

Idea for messaging Union “wins” to the membership – “Year in Review”; posting in Article 29 minutes.

Women’s Committee (Shirley): Discussion to send a woman to Lancaster House or Summer Institute in Vancouver in 2019. Discussion to follow in March on which conference(s) to send applicants to.