

**COMPONENT 6 – EXECUTIVE MEETING
SOCIAL, INFORMATION & HEALTH COMPONENT
JOINT SESSION WITH COMPONENT 12 ADMINISTRATIVE SUPPORT**

***May 28 – 31, 2019
Harrison Hot Springs***

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)
Judy Porter – Local 601 Member at Large (Min of Citizens Services)
Desiree Cabecinha - Local 601 Treasurer (CLBC)
Daryl Marceau – Local 602 A/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)
Flint Keil – Local 611 Chairperson
Theresa Forsythe – Local 612 Chairperson (Youth Justice MCFD)
Mike Eso – Regional Coordinator & staff assigned to Comp. 6

Regrets: Leanne Salter – Local 602 Chairperson (SDPR)

Day 1: Component 6 Finance Committee Meeting

Day 2: Joint Training Session with Component 12

Acknowledgement of First Nations Territory

Morning Session – Fiduciary Duties and Vicarious Liability (Paul Finch)

Notes on presentation:

- Fiduciary relationship can be implicit or explicit; duty to act or advise.
- Fiduciary relationship = duties to avoid real or perceived conflict of interest; act within Standard of Care; no improper delegation of duties; be even-handed/impartial.
- BCGEU operates as a Trust; Executive Committee of six persons has full ownership of all BCGEU assets; Trustees are all individual owners of 1/6th of the assets.
- Conflict of Interest: those with fiduciary responsibility must declare even the possibility of real/perceived COI.
- Standard of Care does not equal standard of perfection; there is a duty to investigate, assess, and fix.
- As union members/executives, we can seek advice from union staff, but we have to make the decisions.
- Those with Fiduciary Duties include union officials, composed of the PE Executive, the Component Executives, and Local Executives.
- To determine if there is a fiduciary relationship, is there a power dependency? Is there express/implied fiduciary? And does one party have discretionary power?
- Breach of Power address under Article 7 of our bylaws and can result in loss of union card, and therefore employment (as union membership is a condition of employment).

- Simply voting against an act this is a breach of Fiduciary Duty is not adequate; you must report it, as knowledge of the breach makes you equally liable; to not report makes you complicit.

Report on Assets and Investments

- Assets are held by a Bear Trust (share transfer) for favourable tax purposes.
- Income is generated by membership dues (\$60M/yr), and asset growth through investments.
- Investment returns for Q1 of 2019 were \$10M (Defence and General Fund).
- Assets are managed via a Bond Manager (Addenda – no fossil fuels), Currency Manager (CIBC), Canadian Equity Manager (Fiera Capital), and a Global Equity Manager (Generation).
- There are \$100M in investments, mostly with Generation; CIBC is hedging our foreign currency exposure; Generation investments are bought in U.S. dollars, which were bought at par – makes money when the CDN dollar sinks, and the Hedge pays out with the CDN dollar rises.
- Net of all fees (i.e. fees included), our investments performed 13.6% above benchmark.
- Budgeting/forecasting is based on a minimum of three consecutive years.
- Q4 2015 to Q1 2019: fossil-free equities paid off 12.6% higher than general equities that included fossil-fuels; active-management of Global Equities through Generation net 31.4% above benchmarks; Bonds net 3.2% above benchmark.
- BCGEU participates in a Shareholder Advocacy program through Sum of Us (pilot project over previous two years) as a result of a Convention direction to invest ethically; screening investments includes either divesting current holdings (e.g. fossil fuels), or shareholder lobbying (submitting resolutions and showing up at a shareholder meetings).
- Our Defence Fund has enough money to hold a lengthy general strike at full wage; our defence fund is now being funded entirely through investment returns.
- BCGEU campaigns come out of Convention or from feedback from activist membership; campaigns cost relatively little compared to the power of pushing policy in public (and not behind closed doors)
- our arbitration budget is open-ended; no cap.
- Collective Agreement cannot make up for Cost of Living Increases, especially in Lower Mainland; the union has had to come about the issue of affordability a different way and has included addressing the impact of money-laundering and focusing on making housing affordable for our members.
- BCGEU presentation to BC Gov Min of Finance:
http://docs.openinfo.gov.bc.ca/Response_Package_MAH-2017-73700.pdf; www.affordablebc.ca
- BC Gov policies are being implemented directly from BCGEU Advocacy and presentation.

Afternoon Session

- Office 365/Sharepoint Overview (Colin Lowenthal)
- Team Building and Strategic Planning (Sheila Puga, Staff Rep for Comp 12)

Day 3 – Joint Training Session with Component 12

Acknowledgement of First Nations Territory

Morning Session – BCGEU Advocacy and Benefits Presentation: STIIP, LTD, Return to Work and Duty to Accommodate (BCGEU Staff Shinder Aujla and Elizabeth Finney).

Afternoon Session – Collective Bargaining, Main Public Service Agreement and Component Agreements Updates (Mike Eso, Judy Fox-McGuire, Matt Demario); reviewed changes from 17th CA.

Day 4 – Component 6 Executive Meeting

1. Call to Order by Chairperson, Judy Fox-McGuire

2. Review of 2-day Joint Session – feedback was positive overall, but lacked time to identify shared Comp 6/12 issues and how to utilize each other to help resolve issues; discussion about how to better message financial information to the membership; request for Paul Finch to do a condensed video presentation for the general membership based on the information he provided

3. Review and Adoption of Agenda as amended

M/S/C

4. Business Arising from the March Minutes

Two- unused laptops: Darryl to take with him; cell reimbursement process; donations totalling \$500 paid out to Period Promise and First Nations Child and Family Caring Society (Cindy Blackstock) from Community and Social Action Committee; reminded that the Component decided to make a \$500 quarterly donation to be decided at each Component meeting.

5. Local Reports

Local 601 (South Island) – Shirley Kay, Desiree, Judy Porter

Grievances and Appendix 4's:

9 Active Employer Grievances-Recovery of an Overpayment (3 are on a payment plan) -one being filed this week so it will be 10-member is deceased and next of kin sent recovery of overpayment).

2 Grievances Articles 1.7, 10, 2.5 Ministry of Attorney General

32.15 Complaint Ministry of Attorney General

1-32.15 Pension Corp-also involves a Complaint at the HR tribunal for sexual harassment, a WCB claim and a HR Complaint filed under the collective agreement and a grievance.-very complex.

1.7 Duty to Accommodate MCFD

1 Grievance CLBC Employer failed to follow their own investigation policy (in process of resolution)-mediation done in May-sub cmte will be struck to implement resolution.

1 Et Al Grievance MCFD- Employer refusing to pay out V58 despite past practice-estoppel (Referred to MCFD Joint Working Group)

1 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- 3 such grievances in past year)-Union send proposal to resolve to Employer last week awaiting a response

Pay on Growth series Grievance new

1 32.15 Complaint Ministry of Public Safety and Solicitor General

1 Article 10 and Article 1.7 Grievance Ministry of Public Safety and Solicitor General

1 Articles 2, 3, and 4 Contracting In and Bargaining Unit work Grievance at Pension Corp.

1 Article 12 Posting Grievance Ministry of Public Safety and Solicitor General

1 Article 10 grievance Ministry of Citizen's Services

1 Article 10 grievance MSDPR

2 Conflict Management cases –holding timelines on 32.15 complaints

OSH :

SDPR – Vefra Building (908 Pandora) – Staff told to be greeters to the public without doing a risk assessment. Practice has been temporarily suspended when the Article 29 committee became involved.

Member/Worksite issues :

ISM-Ongoing dispute about IBM performing bargaining unit work-we have sent ISM several key examples

CLBC-Mtg with HR and staff rep and Shirley, hash out last 15 months of Bullying complaint, some HR folks apologized. Subcommittee for MGR to return to work. Strong staff rep. Performance Mgt program. Workload grievance. Anna can take to JUM. Request for Stephanie to visit worksite (previous meeting cancelled).

CITS-performance management, attendance management article 29 Maria to come to meeting

Good and Welfare:

None

Activism Highlights :

M2M event – RV at leg May 9 to organize Hansard, 3 local exec attended to talk to 601 members as many work in this around this area. Goal was to listen to as many members concerns as possible.

Talked to many members just to hear concerns. Had 3 interested in being stewards, followed up but they have not responded. Plan to try this again when the RV returns June 27.

100-year anniversary celebration at area office – about 100 people signed up, Maybe 70 people attended. Cake and appetizers and First Nations dancers.

Local Executive Meeting – May 7 several motions for component brought forward:

Motion to recommend more staff reps was M/S/C.

Motion to recommend to component a steward gets sent to Harrison M/S/C

Motion to rework website was M/S/C to rework the BCGEU website to work for stewards and members, with a steward resource section with information to print for bulletin boards, orientation information, presentations (e.g. benefits), key arbitration decisions, videos featuring role plays. There should also be an easy-to-find spot on the BCGEU website for members who need new cards.

Motion to have membership cards within 2 months was M/S/C.

General Local 601 scheduled June 25 – Topic Performance management and Performance reviews

Joint 1201/601 steward meeting scheduled June 18 – Topic Bullying new CA language

CLBC – still working on bullying issue – attended staff session May 22.

MCFD – worksite visit with Judy scheduled June 4

Other :

Chair plus 1 scheduled June 18

Attended PE Women's committee meeting April 25. Will report out at women's committee meeting

Purchased "Be More than a bystander" DVD for use at component or local meetings.

Attended Treasurer workshop April 1-2

Performance Management, Attendance Management – can't measure chronic illness against the average;

Local 602 (North Island) – Daryl Marceau

Leanne continues to be off with no return date. She will likely be stepping down officially this summer as local chair so I will be having a local member and executive meeting on June 12 to discuss next steps including when to possibly have an election. I will continue to act for Leanne in the meantime and likely run for the chair position.

The Step-Up Training day in Nanaimo was well attended and it led to a social worker deciding to become a steward.

Our main staff rep Linda Morrice continues to be off. Sean Antrim is our acting Staff Rep for Linda. Sean recently did a member to member office visits (May 21-23) with VP James Coccola Campbell River, Port

Hardy and Port McNeil offices. I'm waiting to hear back from Sean regarding how these visits went. Port Hardy and offices have had their share of challenges and I'm hoping that Sean and members can make some positive change there.

Staff Rep reports 7 member filed grievances, 3 employer filed grievances, 0 - 32.15 complaints for 602 at this time. The major themes of the grievances are discrepancy in pay or disbursements, where we disagree with the amounts that were paid or withheld from members. There are a couple discipline files. Also a concern that the Employer was not putting up the bulletin board in Campbell River (though I believe this one is close to resolution).

I have asked Sean to follow up with the Article 29 Committee regarding two outstanding Appendix 4s in Nanaimo.

Our appreciation banquet for 602 has moved to our conference centre in Nanaimo and will be occurring on June 1. It is always well attended.

Steward Fundamental Training will be in Nanaimo on June 12 and 13.

June 9 is the Pride Parade and June 22 is our Minor's Memorial Breakfast in Cumberland. 602 puts on the breakfast and is also well attended.

The 02 Cross Component is working on putting on a social night for young 02 area workers.

Early this month I attended the Chair Plus One meeting. I met Jagmeet Singh and the NDP candidate for Nanaimo federal bi-election who was not successful in winning the riding. The Green Party won the vote.

MCFD: Members upset that due to March 31st falling in the next pay period the 2% raise did not start until the following pay period even though it was one day (Sunday) in this period. No non C6 fully delegated social workers (resources, CYSN, guardianship social workers) came back to protection and I'm not aware of any workers doing in the north island. I have not been made aware of any issues between the different protection and non protection teams in regards to the C6 teams now receiving the TMA.

3 EDSs were fired earlier this month including the South Island EDS. Not sure what for what reason but our local Director of Operation in Nanaimo is covering the EDS role in Victoria at this time until it is filled.

Caseloads continue to be high and workload an issue for many. Families are getting more complex with multiple issues that social workers are faced with on a daily basis. It appears that more children are struggling with behavioral and MH issues and parents are not knowing what else to do and getting burnt out. Parents are also having their own challenges including DV, MH and addiction issues which makes things more complicated. The availability of resources is sometimes lacking so it's a challenge how to support families when they're waiting for services.

Changes have occurred with our Chapter 4 Out of Care policies. Ministry workers who have no other option but to remove a child can now place a child with a relative under a 35.2d at the presentation hearing. This allows children not to be in Ministry care status while waiting for a home study to be done and approved with their caregiver. Some due diligence tasks are required. Also expectations of how much a parent needs to be doing with the Ministry in order for a EFP to occur appears to have changed. EFPs can go longer now than 2 years with DoO approval. We're waiting to see the impact of this policy change.

Probation – Adult Probation some issues in the north Island between some members and their manager including the local manager picking the employee Rep for the OHS committee. Our staff rep Sean is following up with these concerns and speaking with Regional Manager to try and sort the issues out.

MSDPR- Continue to wait for the outcome of the classification reviews.

INFORMATION – IT - Issues with some IT working in work zones with potential hazards and they're not getting funding for work boots. This is being looked into and we're waiting management decisions on this. Also some concerns that positions are not being filled when someone quits or goes off. Lastly, concerns some that some IT work is going to other Government contractors. IT workers are not being kept in the loop regarding positions and changes.

OSH – Committee OHS training will be occurring in Nanaimo next month and Investigative training in Victoria which a few of us hope to go to.

Local 603 (Vancouver) – Darryl Flasch/Lisa MacDonald/Steve Anderson/Kayla Woodruff

Local meetings:

June 12, General meeting w/ appreciation event attached to this function.

Local training;

Union committee training for LMC.

Local wins;

CLBC bimonthly newsletter continues to well received.

PCS working lieu day MOA tentative agreement reached with worksites completed in Vancouver and Surrey.

Local Trends;

CLBC, Bargaining preparation continues.

Working group subcommittee for lieu day appointments process being worked through, their mandate will be to discuss MOA issues and metrics in June and Dec.

ISM, has lost its portion of the health contract through a RFP process to NTT (American Corp). A transition agreement will be dealt with by VOA. NTT headquarters will be based out of Vancouver.

13 – Active Grievances

8 – Concluded

Steve – Attended Human Rights training; PSSG meeting that was scheduled, but no RSVPs. He will follow up to see why there was no interest in attending when they had asked for this; workload and client complexity; lack of lateral transfer; hiring process; compensation; inadequate staffing for coverage/back fill, including union leave; M2M postponed

Local 604 (Fraser Valley) – Harbinder Gill/Andrea Mitchell

Grievances and Appendix 4's:

21 Grievances in total

8 employer-filed for overpayment

4 wage rate or placement

3 disciplinary/suspension

6 various issues

Grievance breakdown by Ministries:

11 MCFD

6 SDPR

2 CLBC

1 PSSG

1 AG

Appendix 4s:

MCFD worksites and or teams continue to file Appendix 4s due to workload issues

32.15 – 1 PSSG (Probation)

OHS: Constant OHS appointments at worksites in our local, due to employee reps moving on to other positions or Ministries.

Member/Worksite issues:

MCFD:

There are a lot of positions that are not being filled by employer, creating workload issues. Members are overworked, stressed and filing Appendix 4s.

SDPR:

Attendance management program is still an issue at worksites, where Supervisors are harassing EAWs when they call in sick. Local Office Services EAWs are now rebranded into Community Services EAWs.

Probation:

32.15/Performance Plan for the replacement 14;

Stephanie's visit to SNOR – strategies for TMA, and possibility of launching a classification appeal;

possibility of doing a public campaign to inform the public of our job;

lots of feedback on the impact of mandatory training on workload – has negative effect – resentment, cutting corners, redundancies – SOC/Ethics/Privacy, nothing taken off our plate and no offer of OT. This is tightly tied to Mental Health of officers on top of the nature of the job, office culture, vicarious trauma, etc. Is at Article 29 now;

Call for mandatory MH training; recognition of the cumulative impact of the job on MH and the need for regular ongoing MH checks and offers of training

- monthly lunch and learns at SNOR and encouragement for other offices to follow suit

Calls for a list of wages for POs across the country.

CLBC : Nothing to report.

ISM : Nothing to report.

New position of Community Safety Unit Officers (PSSG) and

classification concerns – mentoring/training other officers who are being paid more than them. This position was originally posted at grid 27, but no one passed the panel. The JD was revamped and posted at grid 24. They/we don't know what component they have been placed in and are having issues accessing this information. Kevin Haggelund (Local staff rep for 604) is sitting down with them next week to discuss and advise.

Good and Welfare:

1 member on LTD passed away and 2 members' immediate family members passed away recently. Shop stewards coordinating flowers and gift cards for family.

Activism Highlights:

1. Steward nominations opened for 4 SDPR, 1 CLBC and 2 MCFD worksites.
2. Activist Banquet – set for June 7th at Cascades Casino Langley

Other :

On April 16th, Minister Shane Simpson attended SDPR office in Maple Ridge accompanied by local Chairperson for a lunchtime meeting with members. Minister Simpson listened to employee's issues, challenges and ask for member feedback on how to improve services to our clients. He also spoke of the Poverty Reduction Legislation and how SDPR is working with other Ministries to reduce the poverty numbers in BC.

Local 605 (Kamloops) – Cynthia Mephram-Egli

Appendix 4s and OH & S

Nothing new around Appendix 4s;

1 grievance out of SDPR - Article 10 around a discipline letter when member complained about feeling bullied at work;

1 grievance out of MCFD - Article 10.1 - Loss of Income

All are going to Expedited Arbitration.

Worksite Issues:

*** MCFD**

Workload is an issue for all members who work for MCFD in my area.
Recruitment and retention of SW is an ongoing issue.

*** SDPR**

Ongoing issues with supervisors interfering with members filing IRTs;
Ongoing issues with supervisors interfering in/with members on STIIP;

A steward has issue with the fact that SDPR has a budget to send computer technicians from from the strategic services branch (C12), to go to Victoria for a week where they are going to do a team building exercises at an Escape Room, but when the Steward's co-worker, who works intake, with inmates to hopefully present them from re-offending are denied travel and hotel stay for a couple of days to attend stakeholder meetings or the community resource exp, had a co-worker who was told that there was no money in the budget to send her

G & W

Bereavement card and gift card hand-delivered by a Local 605 Executive member to a retired long-time activist (who has returned as an Auxiliary member) whose husband passed away.

An emergency funds cheque was also arranged for this member.

Activist Highlights

We have Chair +1 on June 13:

And we have the Activist Appreciation Banquet on Sept. 21:

https://events.bcgeu.ca/area_05_activist_appreciation_banquet_oedd0o53cwnnbekzkjuuzw

3 Executive Vice Presidents are coming to Kamloops and area June 10th to 12th, 2019 and doing worksite visits all day. There will be a BBQ the evening of June 10th

Local 606 (Cariboo/Chilcoltin) - Alex Miller

Education

April 10, 2019, Chair +1 training attended by YW and Chairperson.

Collective Agreement Issues

Unknown at this time. Chair +1 training, indicated two employer filed grievances with MCFD

Component/Local issues and campaigns

March 5-7, 2019 attended Component Executive Meetings in Vancouver, BC

April 3 2019 Local Executive Meeting held. M2M planning and engagement was discussed.

Local Executive Meeting will be planned in late June/early July 2019

Local 607 (Kelowna and surrounding) - Terra Plut: verbal report

Local 608 (East Kootenays) - Karen Kenny: verbal report

Local 609 (Kootenays: Castlegar and surrounding) – Anna Depretto

Grievances and Appendix 4's: 13 grievances ongoing (loss of income, interpretation- MCFD, SDPR, CLBC); no Appendix 4's.

OH&S: new stewards have come forward at various work sites

Member/Worksite issues:

- staff shortage, work overload, lack of management accountability, WES survey results (no clear direction of how to address ongoing concerns with MCFD- Nelson)
- lack of response from union based on town hall meeting regarding workload issues

Good and Welfare: none

Activism Highlights: May 25- activist banquet
 June 2 – open house/bottle painting
 June 5 & 6- M2M site visits (with 1209)
 June 19 – Chair + 1 Training

Local 610 (Fort St. John) – Judy Fox-McGuire: see VP Report below

Local 611 (Prince George) – Flint Keil: verbal report

Local 612 (PR/Deas Lake/Smithers/Terrace) – Theresa Forsythe

Grievances and Appendix 4:

- Ongoing Appendix 4 in Child Protection which was referred to the Article 29 Committee. No report back from the Article 29 Committee to date regarding the Appendix 4.

OHS:

- Members are coming forward for OSH committee vacancies.

Member Worksite Issues:

- Steward recruitment and retention identified as an issue. Identified Prince Rupert, Terrace, Kitimat & Smithers MCFD offices and Smithers Adult Probation for Steward Elections. Members are expressing interest and stepping forward to be nominated as Stewards.
- Staff retention is an ongoing issue in the local. STIIP, LTD, resignations, maternity and relocations in Child Protection, Child Youth Mental Health. The staffing shortages impact workload, office culture in offices.

Good and Welfare:

- Emergency Good & Welfare request of 1st Vice, Stephanie Clay was approved and processed through the Terrace area office Staff Representative, Kathryn Doucette.

Activism Highlights:

- Local 612 Executive meetings have been scheduled for February 21, 2019; April 25, 2019; August 22, 2019 and October 24, 2019 at 5 PM to be followed by Local Members meeting at 6 PM.
- Theresa Forsythe and Stephanie Clay attended Chair plus 1 meeting with Christine Peters, Regional Coordinator BCGEU of Prince George, on April 16, 2019. Per Chair plus 1, Steward Fundamentals to be scheduled for October 3 & 4, 2019.
- Step Up training for Local members took place May 15, 2019. A second Step Up training will be scheduled for August 27 or 29, 2019 as there was a waitlist for the initial training date.
- Judy Fox-McGuire, Component 6, Vice President and other Provincial Executives conducted Worksite visits May 6 & 7, 2019 in 612 local. Stephanie Smith, President BCGEU hosted a meet and greet on May 6, 2019 in Smithers. The Terrace area office opening ceremony was on May 8, 2019.
- The tentative date of September 11, 2019 is scheduled for Enhanced Steward Training. The Local Executive consensus is to receive training in Common Grievances and Local Executive Roles.
- The tentative date for M2M is during August 2019. Further discussion will need to take place with the Local Executive as it was suggested the Local Executive members may want to conduct M2M in area in which they reside.

- The Local Executive, Young Worker has indicated she would be resigning from MCFD in August 2019. The Local Executive will now comprise of 1st Vice, 2nd Vice, and Member at Large. Recently, a member has expressed an interest in joining the Local Executive.

Discussion about Dress Code requests coming out of various ministries. There are no Dress Code policies beyond OSH issues and Court appearances

Component VP Report – Judy Fox-McGuire

Attended worksite visits and member BBQ in Kelowna with local chair, organized by Terra. We visited MCFD offices, Probation offices and one SDPR office. Terra also organized a local meeting that evening and it was attended by two of our IT workers and they had never been to a local meeting.

I also did worksite visits in Smithers and Terrace with Theresa and Darryl. Darryl was there to cover for Cynthia at the Provincial Executive. Darryl went to worksite visits with Stephanie. Theresa raffled off some aprons and in the two days we were able to do only two communities as it is such a large geographic area. I will be going to Prince Rupert in the fall for a BC Fed event so I will hopefully be able to go early. Most of the concerns we heard were about leadership in both MCFD and Probation. The new area office in Terrace was officially opened and the turnout was great.

Attended worksite visits in Fort Nelson, both mine and other worksites. The RV attended and it was well received. The members in Fort Nelson appreciate the outreach and one member from Component 20 remarked that the communication from the Union in the last 2 years has improved and was a big fan of our President and everything that has been done recently for wildfire. We waited until May to go to Fort Nelson because the RV does not have winter tires and were greeted by a heavy snowfall and BBQ in the snow. Unfortunately, there is a policy in place not to turn the heat on in the RV where we were all huddled. The Area 10 Steward appreciation banquet was the following weekend and we had a pension seminar that was very popular.

Attended the Justice Summit in Vancouver in April. It is a meeting about the administration of Justice in BC and was attended by Ministers Farnworth and Eby as well as their Deputy Ministers, and several ADM including one from Mental Health and Addictions. Also had representation from the Indigenous Justice Chair Doug White.

Work continued on the joint working group to resolve the lieu time issues in MCFD Centralized screening and after hours. This has been resolved now and a new Memorandum of Agreement should be signed shortly. Kudos to Darryl Flasch for his work on this.

Continued collaboration with BC Association of Social workers and the College of Social Workers on the issue of reducing social work credentials. Met with members of MCFD in April and outcome was no change to the policy but promise of more collaboration in the future. BCASW is interested in mandatory registration which is not likely but we do have common interests that we will continue to pursue.

Working with OHS to develop a workshop for OH reps from Community Corrections around mental health on the worksite as well as incident investigation and JOHS committees. The dates will likely be in November at Harrison. I have also spoken with Megan Scott about why the presumptive clause for workplace PTSD does not apply to Probation Officers.

Work continues on the turnover from ISM to NTT. I have been attending some of the meetings and I hope to have Joseph Ivens attend a meeting in the fall so that he can explain a bit of background around our members who work in IT for the Health Authorities.

Congratulations to Harbinder Gill who is now on the SDPR Article 29 committee with Lisa. I know she is happy to have someone else from Component 6 at the table. This past week we addressed the issue of the “greeter” positions. This occurred in Victoria and Shirley brought it to the attention of the Article 29 committee, but the Ministry was not willing to do much more than put it on hold for a week. The Joint OHS committee met the next day and when it was raised, the Ministry said that they would not be going ahead after all.

Discussion: Hiring practices across ministries and inconsistent practices

Discussion: (Shirley): M2M – what activities are people planning? What works best to engage members? Discussion about M2M funding criteria through HQ (for LOAs)/Comp or Local budget.

Discussion: Swag is now paid for by Component and GEU staff have been directed not to just give it out. All orders need to go through Judy. Swag was not a budget line for 2019.

Article 29 Reports – Available on Ministry Intranets/ BCGEU Component Resource page

Cynthia – AG: Ministry of AG’s Committee and PSSG’s Committee are working at having a joint committee meeting in September around the topic of workplace trauma. The hope is to have a presentation by PSA on workplace trauma.

Next meeting date is July.

PSSG – Judy Fox-McGuire/Andrea Mitchell: Facilities update provided by ER. Large projects, including building new offices, are to be undertaken over the next 3-5 years. Extra money has been aloted to address the security upgrades identified in the Security Review

Citizen Services – Judy Porter: Next mtg June 11th to be attended by Maria Middlemiss regarding check issue problems; uptake in large volumes of cash in office (security concern); special leave denials is a standing agenda item; security incident at 4000 Seymour; Lync – supervisors monitoring people’s whereabouts

Min Ed – Shirley Kay: Written Report submitted below

1. Review previous minutes

Action 4.1 (March 2018 Minutes) – Employer to invite the DM to attend one of the upcoming Article 29 committee meetings.

Removed from action items. As an ADM is now the co-chair, this gives the Committee a connection to the Executive Team. It was decided to remove this item for future agendas.

Union orientations

Employer and the GEU Co-Chair will collaborate on new employee list options and Strategic HR will provide information on what’s shared during the New Employee Orientation Session.

Action 6a Complete. SHR and GEU have discussed content of sessions and the list of new employees is also shared with GEU. (See item 3 in these minutes)

Re-Org

GEU reminded committee that it is helpful for the Article 29 Committee to be aware of pending organizational changes whenever possible, as employees may bring forward concerns or comments to committee members.

Action 10. Complete. Employer raised this with the Executive Team to ensure letting Article 29 know of org changes is considered in the future.

2. TA and Auxiliary reports

- No issue with the auxiliary report.
- GEU raised concerns with current TA's that are promotional and have been extended over 7 months without a competitive process. There was a discussion surrounding the nature of each specific TA and the unique context for each situation (e.g., TA extensions are due to medical leaves that do not have a clear return to work date established or a domino due to another ministry extending a TA). Other challenges mentioned include the specific job market for the position, current business operational needs, and uncertainty to proceed with a permanent hire.

While hiring managers receive ADM approval for staffing (through the strategic staffing plan process), they are not required to contact SHR when proceeding with filling a TA.

It was agreed the GEU and the employer have a shared goal of providing staffing stability whenever possible (and in accordance with hiring guidelines whenever possible).

3. Union orientations

- a. The next union orientation is scheduled for May 13. There is currently low registration and it is possible not all new staff are aware of the upcoming session.

Action 3.a) GEU to add a staff announcement on EdNet in addition to the events calendar to increase visibility.

- b. There are currently three main orientations available to all employees; new employee welcome session, building orientation, and union orientation. It was agreed it would be useful to know when the welcome sessions are scheduled so that the union orientations can be scheduled following these.

Action 3.b) Employer to share schedule/meeting locations with union (available on EdNet here: <https://www.bcedintra.gov.bc.ca/employee-supervisor-support/new-employee-information>).

4. WES update

The full WES 2019 is available on EdNet to all employees.

WES Pulse Check - As a ministry, we chose to participate in a pilot initiative called the WES Pulse Check. With advice from BC Stats, ministries selected 10 WES questions to provide the best information moving forward.

The results showed stability for our ministry overall, with the most notable increases in two drivers; job suitability and tools & workspace.

Our Ministry has committed to being transparent with our WES results. Ministry results are posted on EdNet and each ADM has communicated out their division results. WES is linked to each area of focus in our Ministry's HR Plan and helps inform not just what we do, but how we do it.

The information provided through the Pulse Check is one piece of information to bring in to the business context of each division to understand challenges and opportunities. Sharing of best practices is also encouraged.

5. High turnover in the Ministry

The GEU noted there seems to be high staff turnover at the Ministry and asked the employer if we collect statistics regularly on this information. The Employer shared that as a part of workforce planning, staff turnover statistics are gathered and these statistics may be gathered/reported at other times in the year.

The GEU asked if the Ministry still provides one on one exit interviews to exiting employees to gather information on reasons for exits. This was discontinued in November 2018, although the online exit survey portion still takes place. SHR no longer provides the in-person exit interviews due to the cost/benefits/risks associated with the process.

With the HR Plan to guide the HR related work, the Ministry is instead working on effective engagement strategies to support retention and considering things like stay interviews, as an alternative approach. There is also a corporate exit survey that is also being looked at.

6. Temporary Assignments: Addressed in item 2.

7. Upcoming Ministry Initiatives

- The first supervisors forum is taking place on May 14. The two-hour session which is open to all supervisors and managers is called **How to Creatively Communicate Through Anything**. The Supervisors Forum is 1 of the 4 pillars of the Ministry's Leadership Strategy, which is directly linked to the HR Plan. The session will be focused on providing a framework for having difficult conversations. It was agreed this is very beneficial information for all employees and first step is starting with supervisors.
- In support of the Employee Wellness Strategy, Mental Health Month, and the Diversity and Inclusion Strategy, the month of May will be themed as "Mindful May" with various communications and events to be shared. On May 16, the Ministry will be hosting a session with Michael Lomax called **Conflict to Calm** which will focus on how to move past conflict into a space where healthy dialogue can flow. This session will be open to all employees, with an option for virtual attendance (for Vancouver employees).
- As part of our commitment to integrating the 10 Draft Principles into our work, another area of focus in the HR Plan, the Ministry will be hosting a **Learning Circle** on May 17, facilitated by the

House of Indigenous Learning Lead of the PSA, T'oilá McIntyre. This experience will be an opportunity to ask questions in a safe non-judgmental place and reflect on where they are at with their own journey of reconciliation. The theme for this circle will be **the Indigenous Relations Behavioural Competencies**.

8. Contractors working in building

GEU raised that contractors have been noticed working within 620 Superior. Although contractors can visit the building for meetings, they are not permitted to use ministry resources, including equipment, booking meeting rooms or occupying other work stations for the day. The difference between a contractor vs. a secondee was noted as these rules do not apply to a secondee.

There were discussions around larger ministry agile project teams that include contractors and last for longer periods of time. It is challenging to find space nearby the Ministry building, but offsite.

9. LWS – elevators, staffing numbers, mobile workers

To be addressed at next committee meeting.

Next Meeting: Thursday June 6, 2019 11:00am-12:00 pm

MCFD – Darryl Flasch:

OHS training issues with managers, (eg Duty to Accommodate); Sub-pay guidelines and issues of not paying actors who act under 3 days and denying that Principle Duties are being done; Smudging policy by ER; SPOA's doing C6 work – delegation matrix can be used to help; renewal of BCDL working toward reimbursement; removal of personal information when reporting to police; vacancies to be posted within 30 days; no discussion of outstanding App 4's.

SDPR – Lisa McDonald

Call Centre EAWs were being referred to as Agents – resolved again
Lync pictures – resolved again
Specific leaves removed from calendar – in process
Greeters in non-secured areas of office (OHS concern)

CLBC – Anna Depretto

Committee standing down until bargaining is completed

DAY 5

PE REPORTS

Education (Cross-Component) – Karen Kenny to start attending and will report back at next meeting.

YW (Kayla Woodruff) – verbal report

Women's Committee (Shirley Kay) – Verbal report

OHS (Cynthia) – Written Report Below

We have had no further meetings of the sub-committee assigned to resolution C-71 from the 2017 BCGEU Convention which stated:

THE BCGEU WILL:

Create a sub-committee to report to the provincial executive on the feasibility and process of conducting the election of the president and treasurer by majority vote of the total membership of the union.

PE OH&S Committee

We met April 4th and 5th, 2019:

Highlights and information I feel of interest to Component include:

1. Mental Health and Addictions Subcommittee

Based on a 2017 convention resolution, we established a mental health and addictions sub-committee. The sub-committee established will focus on education, outreach and campaigns related to mental health and addictions.

BCGEU/ CEU Conference 2019 – Oct. 4-5, 2019

Work is progressing on organizing this conference. The focus of the conference will be psychological health and safety.

BC Federation of Labour has released a list of workplace fatalities: The number of fatalities that occurred in 2018 and were reported to the WCB as of Feb 28, 2019 is 187. The number of work-related deaths accepted in the year of 2018 is 131, which includes fatalities that occurred in 2018 or earlier years.

Fatalities that occurred in 2018 and reported to the WCB as of Feb 28, 2019:

MVI = 32

Other injury = 59

Asbestos exposure = 45

Other disease = 51

Total = 187

Fatalities that occurred in 2018 or previous years, and accepted in 2018:

MVI = 24

Other injury = 41

Asbestos exposure = 47

Other disease = 19

Total = 131

Note:

The BCFED will use the total number of fatal claims in 2018 and reported by February, 2019 as 187. The WCB uses the number of fatal claims accepted as 131.

The BCGEU has successfully put pressure on the current provincial government to conduct a review of WCB and their current policies and practices that support injured workers' return to work.

WorkSafe BC's STD/LTD/fatal claims related to acts of violence or force rose from 2,038 in 2017 to 2,292 (difference of 254). For reference, the numbers for 2015 were 1,949, and 1,993 in 2016 (difference of 44). "Acts of violence or force" include cases in which a person was injured or made ill by intentional assaults, or by violent, harmful actions of unknown intent. Acts of violence or force as a percentage of all claims in 2017 was 3.9% and in 2018 was 4.3%.

Equity and HR (Darryl) – Equity round table discussion about culture of union on access/accommodations/acceptance; follow up on 2017 Convention resolutions; also Convention resolutions to be put forward for next convention; next meeting in Sept.

\$1000 donation made to the BC Association of Social Workers to research the credentials of Social Workers in Canada.

Member Engagement Committee: Tablet giveaway. Contest is going live in September for Component 6 member, group selfie-photo. Random draw for participation. Other items may be purchased for prizes, possibly \$ to be spent in the online store, Comp 6 aprons.

Finance Committee: 2017 item Sue Powell left w/ laptop and paid \$200 to keep it; Ron Storm's laptop capital expense still remains to be paid.

Component/HQ-approved M2M \$10K budget will be monitored, and will likely go over now that swag will come out of that line and increase as needed. Will reassess for 2020 based on this new information. Comment made that Component should not be paying for swag b/c it is member's own money. Any Local M2M swag is paid for by the Local and does not need to be cleared by Judy.

Impressed accounts to be ceased in the remaining 3 locals (601, 602, 603) due to the amount of work for Component Treasurer and lack of training for Local Treasurers.

Motion to remove Impressed accounts from 601, 602, and 603.

M/S/C

Reminder to get Local Budgets in if your local plans to exceed \$1500.

Local Chair/Comp Treasurer LOA's are being under-estimated through Q1.

Forgot about Inclusion BC Sponsorship Conference in Local Budget. Historically, we have put forward \$2000.

Change (increase of \$1400) to component remittance – now \$32, 954/mth; plus an extra one-time payment of \$16, 813 (increase in dues remittance). Brings total income to \$405K. We are on track to come in under-budget.

Reminder that the financials are always there to view by any Component Executive member. They reflect running totals, including Locals. They will be shared with the group annually, and planning for next budget will start in December.

Discussion about time/lags about cheque reimbursement times. Judy will continue to take forward to PE, the request to have Direct Deposit available to Component. So far, this has been met with rejections. Mike Eso has also offered to carry the cheques between Shirley/Judy. Next PE Finance Committee meeting is in June. Judy will draw up a new proposal and present to PE again. It is possible to get an advance of up to 75% of estimated cost of upcoming event. Form to be filled out and submitted to Shirley.

Audits completed up to 2018.

Discussion: Component 6 jackets. Tabled to next meeting.

Community and Social Action Committee: \$240 to First Nations Child and Family Caring Society and \$250 to Period Promise.

Request from Cynthia to donate to Kamloops Family Tree Resource Society.

Motion to donate \$250 to Kamloops Family Tree Resource Society M/S/-

Motion to donate \$250 to Access B.C. to provide access to contraception to everyone M/S/-

Motion made to refer these two motions back to committee for review and recommendation M/S/C

Andrea to be supported by Judy to develop a Terms of Reference for CSA Committee.

Women's Committee: Shirley to send out link to Power Point presentations from last conference that was attended; Summer Institute for Union Women (UBC) – Lisa, Karen, and Cynthia attending.

Unfinished Business: CLBC adult guardianship investigations – lack of training, not supported to call police when investigation reveals possible abuse/neglect. AG leads know they need to call police, but they don't have support from managers to do so and they are afraid of discipline if they do call; OHS issue Victoria office to do with family member of a client who has threatened to harm CLBC staff – ended in lock-down of building, revealed lack of prep for issues like this; Anna to bring these forward to Art.29.

601 – Motion to recommend hiring more staff reps for the Victoria Area Office. Discussion that this may need to go through as a Convention Resolution. We discussed that this can be passed at this level and taken to P.E. Also discussion that this can be a work distribution issue also.

Motion made that Component will recommend to the P.E. that more Staff Reps be hired for the 601 Area Office. M/S/C

601 - Motion made that Component will send at least one Steward to Harrison Winter School. M/S/-
Discussion – it could potentially mean that a steward could bump a local exec/comp exec person; it can be difficult for active stewards to access these conferences/training that is offered outside BCGEU.

Motion made that this resolution be referred back to Education Committee to discuss and possible adapt the criteria currently used. M/S/C

Motion made to have Component take to the Provincial Executive to improve the BCGEU website. M/S/C

Motion to have Component take to the Provincial Executive to have membership cards within two months. M/S/C

NEXT MEETING: Chateau Granville September 24 – 27, Table Officers and Finance Committee to meet September 23rd.