

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

***November 26 – 28, 2019  
Best Western Chateau Granville***

*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)  
Judi 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)  
Lisa McDonald – Local 603 Member at Large (SDPR)  
Harbinder Gill – Local 604 Chairperson (SDPR Youth PWD)  
Andrea Mitchell – Local 604 1<sup>st</sup> Vice Chairperson (PSSG Probation)  
Cynthia Mephram-Egli – Local 605 Chairperson (AG Family Justice)  
Christina Baird – Local 606 2<sup>nd</sup> Vice Chairperson (CLBC)  
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)  
Mike Eso – Regional Coordinator & staff assigned to Comp. 6

**Regrets:** Stephen Anderson – Local 603 1<sup>st</sup> Vice Chairperson (PSSG Probation)  
Alex Miller – Local 606 Chairperson (PSSG Probation)  
Deb Burns – Local 611 Chairperson/Denise McKay Member at Large

**Monday – November 25, 2019**

Committee Meetings: Education Committee & Finance Committee

**Tuesday – November 26, 2019**

*Acknowledgement of First Nations Territory*

- 1. Call to Order by Chairperson, Judy Fox-McGuire**
- 2. Introductions and Swearing in of New Member**
- 3. Review and Adoption of Agenda as amended**

**M/S/C**



Agenda20191127\_0001.pdf

- News shared of ratification of CLBC Agreement as of November 24, 2019 – 88%
- 4. Review of September, 2019 Minutes**
    - Cynthia Mephram-Egli provided explanation for lack of communication of reports at last meeting due to election rules as a Federal candidate.

## 5. Business Arising from the September Minutes

- Andrea still to follow up on HOW templates (specifically Probation) to be posted on resource page.
- CSA committee to be formed and meet.

**Motion (601):** For a spot to be reserved for an active steward to attend Harrison Winter School. **M/S/D**

**Motion:** Made to develop process and criteria to address concerns brought forward by 601. Education Committee tasked with developing this criteria. Example – must have attended steward training, recommendation letter from Chair, Steward activity. **M/S/C**

- Further discussion about the difficulty of developing criteria to narrow the choice down to one steward across the province. Idea floated about developing a Steward Academy to recruit and retain active stewards. The focus would be on steward issues and paid for by HQ. More discussion that there is already good steward training available and it is not well-attended. The Union needs to develop alternatives for developing stewards beyond the local available training.

## 6. New Business

- Clothing Order for Component for Convention: When we vote on delegates at the Local level, Chairs to have delegates specify their size; Baseball Shirts.
- Discussion about how we feel about having the EVP/President/Treasurer candidates coming around to campaign when we are in our smaller group meetings at convention. Some people feel it is too much and cuts into our time of discussing resolution-related priorities; others feel that, especially for first time delegates, it is an opportunity to learn more about the individuals and have a better opportunity to ask questions. We need to come together as Component 6 to identify our priorities and communicate this to our delegates, so that when they are cold-called prior to convention or they are approached at convention, or during the Bullpen evening.
- Guest – Elizabeth Finney, BCGEU Advocacy: Review of open and completed advocacy grievances and arbitrations.



Advocacy Report 20191127\_0001.pdf

- 2020 Convention: Lifetime Memberships and Honour Roll (activists who have passed away) since last convention. Needs to be passed at Local and be submitted to Component by February 10, 2020. Judy to send out criteria.



Life Membership Criteria\_01.pdf

- Date for resolutions to be in yet TBD; number of delegates per local also to be released soon.
- Delegate nominations and resolutions meetings to be held in Locals in January/February, 2020. Emphasis on locals to outline expectations for delegates to stay until the end to vote on resolutions/keep quorum. Expectation for out-of-towners to stay through also and BCGEU travel should be approving extra nights if a late flight is not available. Cynthia to take to PE to reinforce this messaging and confirm that travel will provide that funding.
- MCFD RCY Report released: Caught in the Middle.
- Email addresses: HQ wants to charge for new email addresses; Recording Secretary at Component does not have an email and cannot access the Windows 365 suite that the Union is

utilizing.

## **7. Local Reports:**

**Local: 601 – Shirley Kay (Date: November 25, 2019)**

### **Grievances and Appendix 4's:**

**MSDPR** – Bereavement leave for part-time employee not approved for full five days citing the employee's status. May be an issue of splitting the leave as per new language.

**Pension Corp** – Contracting In grievance successful resolve: Employer has agreed to pay union dues for contractors and has drastically reduced use of contracts and has set up a system to report use of contractors to the Union via Article 29.

**CLBC** – Grievance filed in 2018 for the employer not following their own anti-bullying policy. Employer has now followed the policy. Mediation held for all impacted workers at the employer's expense. Grievors/Union and the employer are working collective on how to ensure safety and anti-bullying support in the workplace. Grievance influenced the newly negotiated language in the CA (currently in ratification process) on anti-bullying and complaint procedure. BCGEU and Employer are implementing the BCGEU anti-bullying course in new year for Victoria worksite members.

**MCFD** Delegation issue – not resolved and forwarded to Advocacy. Member left MCFD and was advised had they stayed at MCFD. A plan would have been created to get the delegation back, but because they left he could not be re-delegated even though he got work with a delegated agency and the MCFD person responsible would not make a plan for re-delegation.

**IME** – Member got IME that advises safety sensitive duties should be removed. Member grieving outcome of IME.

**Growth Series** – Member's offer letter did not indicate growth series and employer wants to pay growth series rates.

**Acting Pay** – Member seeking additional pay for acting position.

**Performance Evaluation** – Grievance.

**Citizen Services** – Grievance for positions not posted properly.

**Education** – Grievance for denying LWOP.

**1.10 Complaints** – Three in the process of being resolved.

### **OSH:**

**CLBC** – Issues with violence in workplace regarding clients. Brandon Thistle has provided some resources. BCGEU needs to review the CLBC OHS appointments as not properly done and Union OHS reps have not had OHS training.

**MCFD** – 525 Superior – 1201 member broke two bones in her leg when a tile broke in the common courtyard outside the building when on coffee break. Local Chair notified.

## **601 OSH appointments - Completed**

### **Member/Worksite issues:**

**NTT Data Canada/BCU and ISM Transition** will occur December 11, 2019. BCGEU has advocated for transferring members' privacy rights as outsourced workers. We were successful, after the President contacted the Minister of Health to ensure our members personal information will not be sent to Texas where NTT Data is headquartered and where our members' personal information would be exposed to the US Patriot Act. BCGEU was successful in having NTT Data hire all additional new hires (because they need more workers than the transferring employees from ISM) that will be joining our members with the understanding they will start December 11, 2019 as BCGEU auxiliaries and then follow the posting process for regular vacancies to ensure that process is followed. The BCGEU was also successful in ensuring that the employer's intent to have two companies (one with the bargaining unit members who have PSPP and the other for the managers) is included as "common employer" on the successorship documents and in the collective agreement. Also BCGEU was successful in ensuring that although the successorship allows it, transferring employees personnel files will not transfer with them.

**AEST** – Article 29 issues with who is on the committee. Judy and Maria are working on it.

### **Good and Welfare:**

Holiday gifts/cards purchased for Victoria Area Office staff.

### **Activism Highlights:**

- Local 601 Meeting – October 17: James Coccola attended and presented "BCGEU and the Environment".
- Enhanced Steward Training - October 15: 35 people registered for one day training, topics STIIP/LTD, Duty to Accommodate, Complaints vs Grievances, Common Grievances and Arbitrations.
- Chair + 1 - November 7: Victoria Area Office front door locked and visitors must now use back entrance due to safety concerns.
- Local Executive Meeting – November 14: Convention discussion and resolutions presentation.
- Organizing Training – November 15 – 16: Several Local Executive members invited to attend.
- Activist Banquet – November 30 at the conference center.
- 601 Holiday Social – Scheduled for December 12 at the Sticky Wicket. Invited 1201 Executive.
- Joint 1201/601 Steward Meeting: Topics "Rejection on Probation". Forty stewards attended.
- Local chair attended STEP UP Facilitator training for the second release of the course geared toward all members.
- M2M – planned for December 18 at 940 Blanshard (MOTI).

### **Other:**

Three of the four Staff Reps responded to me when I requested an update for this component meeting. We have arranged a phone meeting for an update on November 29. Imprest account closed. Motion for Equity Member for 601 - Judy to follow up with Constitution and Structure Committee.

**Local: 602 – Daryl Marceau (Date: November 22, 2019)**

### **Grievances and Appendix 4's:**

We have eleven active grievances with five grievors. The grievances are related to extended medical leave, two disciplinary grievances and health related accommodations. No human rights complaints or Section 110 – Misuse of Managerial Power.

We had a much better attended executive and local meeting on October 16<sup>th</sup>.

I attended the Area 02 Chair plus One Meeting on October 29, 2019. I brought a MSDPR EAW worker with me who enjoyed the meeting. One concerning highlight is that Vancouver Island has many forestry workers on strike. It was discussed how local unions can support the forestry workers including a rally in downtown Nanaimo. This occurred and was covered by the news bringing attention to all of those impacted.

A new jail is being built in Nanaimo possibly next year which will include medium security and a women's unit.

Upcoming skating parties for the holidays and other events in different locations in Nanaimo were discussed. Pride Parade, Minors Memorial, and the Appreciation Banquet were also discussed.

#### **OHS:**

I have tried to complete updating the OHS lists which I found quite challenging. I hope that there is a better more efficient way of doing this in the future and I have suggestions.

OHS committees appear to be going well. Social Workers and MSDPR EAWs are feeling the challenges of workload and recently stewards spoke at an enhanced steward training regarding more information and support needed for members who experience secondary trauma/PTSD. Social workers may not be the very first - first responders, but often are the ones supporting children and families shortly afterwards which can often take its toll. The accumulation of these incidents with clients is impacting many workers.

OHS is often more about 99% safety and 1% health. My office had a wellness education day a few months ago which was quite positive but only the start. I will discuss more about health under activism.

#### **Member/Worksite Issues:**

I plan to have my first member to member worksite visits on December 12, 2019. I will be going to one of the MSDPR offices in Nanaimo and the CLBC office. It is my hope in the new year that Judy comes to the North Island to attend some M2M's with me and our Staff Rep. It is also hoped that with the announced retirement of a DoO in the Port Hardy area that some ongoing issues may improve for the workers there.

**MSDPR:** As in my last report many members are still waiting for the classification review to be completed. Also concerns with the process in how four temporary assignments for TL positions were filled. One member stated that she tied with another worker for a TL position and it came down to reference checks which led her to be the unsuccessful candidate. Our Staff Rep wonders if this is something the Union can look at as the rest of the process and scoring is typically merit based. MSDPR workers are working from home, but have to provide everything other than their government lap top. Many workers are choosing this option even with some added expense like desk, chair, monthly internet etc.

**CLBC** - As stated before, our Staff Rep and I plan to go to do an M2M office visit at the CLBC site in Nanaimo which we are looking forward to. I will report back how that goes and if there is any

outstanding issues there.

IT – It was great to meet an IT Specialist who works out in the field at our last local meeting. He was able to share some IT issues that our area was not aware of and we made a commitment to support him and his co-workers to address these issues. One issue includes having IT workers with a lower classification do some of the higher classification work for less pay. Also OHS issues for field IT workers when they go out in the bush with improper or lack of safety equipment including railings on trailers they have to go up on. The lack of proper equipment to do their jobs and one IT position in our local not being filled after a worker left his job is also concerning. Our Staff rep plans to follow up on this.

#### **Good and Welfare:**

Same as last month. We continue to have good and welfare requests from all over the North Island for members who have had illness and loss in their lives. Our local G&W Committee emails each other regarding approvals and we use some basic guidelines to help us with what our committee will support.

#### **Activism Highlights:**

As stated before, we had an Enhanced Steward Training last week that was attended by Social Workers/Stewards and a MSDPR Steward. We discussed accommodation to return to work and the impact of workload and trauma has on workers. From this meeting we discussed how solidarity isn't just about wages, job security and benefits but also from the shared impact each member feels in their work. Traumatic situations workers are experiencing themselves or vicariously is affecting Social Workers. This combined with workload stress and the need for better benefits and support could be something that more six members could get behind. Our EAP is not what it used to be and it appears that some of the counseling is poor and not as effective as many members want. Also the culture in some offices of not reporting work place violence from clients as this is "part of the job" or "suck it up needs" to change with both MCFD and MSDPR. Workers are often impacted by traumatic events, situations and exchanges with clients and our local wants the Union to look at this more – possibly a resolution or campaign. Also, some members are making WSBC claims as the accumulation of the trauma they experience is impacting their mental health to the point they can't work. Our Staff Rep is looking at possible signage like posters and other ways to share information with members to bring more attention to this so they know their rights and get the support they need.

Our Staff Rep is working with me to do a "What's App" for stewards and activists to discuss union issues and questions. Also, a monthly check in teleconference for stewards to call in and have further discussions and stay better connected is being proposed.

Lastly, the BCGEU Centennial event at the Nanaimo Area Office was well attended and enjoyed by those who attended.

#### **Local: 603 – Darryl Flasch**

Active Grievances: 34 (resolved grievances: 15)

Local meetings: Increased attendees when combined with training, and training included Performance Management Plans/Paul Finch: Union Finances. Upcoming December 5<sup>th</sup>: Reconcili-Action.

Courses: Shop Steward/Step Up – well attended from 603.

New Stewards: FYI to locals informing of new stewards.

Member Engagement: M2M and EVP visits planned.

OSH: Lisa did appointments for Local 603.

Staff Rep: Oliver Rolfs.

**Local: 604 – Harbinder Gill**

Staff Rep going off on a new assignment for ten months; will be getting a temp rep

Verbal Report Provided.

Probation (Andrea) – active member and previous Local Exec member provided Component Executive with information regarding pay and hours of work in other provinces; report of LM not hiring PO14 to replace someone on secondment to JI. Steward to follow up with Andrea if this is the case; also report of LM suggesting that stat make up hours can be clawed back so that A/L can be approved – I advised this cannot happen as there is a signed HOW in place and changes would have to go through the R.D. with Union oversight; the steward at MRID is off to IOM (Custody Centre) for twelve months and no replacement steward – need to recruit in that office; still awaiting workload and stress results and next actions; Org Health turning their attention away from party planning towards improving the mental and emotional health of staff.

**Wednesday – November 27, 2019**

**LOCAL REPORTS Continued...**

**Local 605 -Cynthia Mephram-Egli**

I stepped aside from September 23<sup>rd</sup> to October 21<sup>st</sup> to run for MP in Kamloops – Thompson - Caribou and Local 605 1st Vice-Chairperson, Andrew Miller took over for me for that month. He took on all the OSH Appointments for our area and the Area 05 office reported that he did a great job. Nothing major to report out during that time.

MCFD investigation at a worksite in Salmon Arm - needed a Steward who drove from Kamloops and I authorized the mileage for her to attend that meeting as the member really wanted an in-person Steward.

**Grievances:** Three or four grievances out of MCFD.

I have had ongoing verbal reports from stewards and members at two specific SDPR worksites in Kamloops that the employer is failing to provide a work environment free from bullying and misuse of managerial/supervisory authority, as per Article 1.10: Bullying Between Peers & Misuse of Managerial/Supervisory Authority in the new 18th Main Public Service Agreement. I convinced the Staff Representative to set up a meeting with the excluded manager at this worksite and I explained my concerns.

I have two members who have been on STIIP and each have a RTW with an “accommodation” to work at home and they each are meeting with resistance from their employer. I have gotten the Staff Representative involved, but one member has filed a Human Rights Claim on her own.

Local 605 2nd Vice-Chair has resigned and I have requested interim elections.

I have had no local meetings since last component meeting as I am having ongoing “scheduling issues” with the Area Office. I am now told that I need to give three weeks’ notice to the area office instead of



the two weeks I used to be asked to give. Currently, I am hoping to have a meeting December 12<sup>th</sup>.

I attended Chair + 1 with 1st Vice-Chair Andrew Miller on November 4<sup>th</sup>. Our area Coordinator came and talked about something I can't remember what.

A Local 605 Steward's partner won one of the \$2,000 scholarships and she came to our CCC and we presented her with the award and took photos for HQ.

**Local: 606 – Christina Baird (Date: November 19, 2019)**

**Grievances and Appendix 4's:** One grievance awaiting outcome re 32.15; new grievance from ex-member from interior re LTD appeal.

**OSH:** OSH appointments near completed. Worksites for SDPR (Quesnel and Williams Lake) and Bella Coola MCFD are outstanding.

**Member/Worksite issues:**

**MCFD:** Short staffing at Williams Lake MCFD office noted. Staff from other offices continue to assist.

**Plan for new Williams Lake MCFD office are ongoing:** Building has been purchased MCFD will share office space with another unknown ministry. This building will be the first net-zero, with solar power. Modern, open concept office.

**Quesnel MCFD:** In October 2019, meeting with DOO/EDS, MCFD shop stewards and local chair to discuss staffing, workload issues. Management was open to forming joint management/union meetings to follow up.

**SDPR:** No issues reported.

**Probation:** Staffing levels are returning to normal.

**CLBC:** CLBC HR will be doing project to develop a framework for HO staff working in regional offices.

**IT:** Nothing to report.

**Good and Welfare:** No good and welfare noted.

**Activism Highlights:**

No Executive meeting held in October. Meeting planned for December 4, 2019.

On November 15, 2019 worksite visit done with two CLBC staff in Williams Lake.

**Local 607 – Terra Plut** - verbal report provided.

**Local: 608 – Karen Kenney**

**Grievances and Appendix 4:** None at this time

**OSH:** OSH Appointments have been completed.



**Member/Worksite Issues:**

One member at SDPR has initiated a classification appeal. Since SBC took over point of contact duties for SDPR this EAW has been completing CSW duties three days a week or as needed in addition to completing EAW work. When the amalgamation happened the office, the long-time CSW was reassigned to stream work leaving the office without someone specific to deal with things like workstation refresh, work hub project, facilities contact, etc. The management at the time “gave” the CSW’s in the office to various streams. A decision which has left the office short-handed in regards to administration coverage. This individual is wanting to receive a step level increase in grid 15 to compensate for the additional work.

**Good and Welfare:** Nothing to report

**Activism Highlights:**

Children’s holiday bowling party to take place on December 8, 2019.

November 6, 2019 chair plus one was unfortunately cancelled due to the Regional Coordinator being unable to attend. We are hoping to reschedule it for January which is important as we were to focus on resolution writing.

CCC planning meeting in January 2020. I brought forward the idea of holding a yearly planning meeting for the CCC to outline the various events throughout the year that we would like to participate in (Pride, Labour Day picnic, etc); as well as planning events such as the appreciation banquet and holiday party. Each chair will be assigned one event at minimum to project manage. We were finding that many events were being organized by only a few of the local execs which is unsustainable.

**Local 609 – Anna Depretto**

**Grievances and Appendix 4’s:** Three grievances from MCFD - two loss of income.

- 1 discipline letter
- 1 current complaint (in process) re: Article 1.10 - Misuse of Managerial/Supervisory Authority
- No Appendix 4’s

**OH&S** - appointments for all offices were completed by October 31<sup>st</sup>.

**Member/Worksite issues:**

- Parking concerns at MCFD offices in Nelson. One office has been given designated parking spots, the other office has been notified of a ‘trial’ first come first serve basis, with lack of parking spaces to begin with. Took to Article 29 Committee as issues ongoing.
- MCFD Nelson - serious concerns with new team lead. Two staff currently on leave. Office morale low.

**Good and Welfare:**

- Two lifetime membership applications in process
- Increased interest in members becoming stewards

**Activism Highlights:**

- Children’s Christmas party – December 8.
- Local CCC in planning mode for 2020. Team has come up with great ideas for education fair,

- Chair + One, Activism banquet (how to engage members.)
- Resolution Writing – January, 2020.

### **Local 610 – Judy Fox-McGuire**

Local report included as part of VP Report.

### **Local: 611 – Deb Burns (Date: November 14, 2019)**

**Local Executive:** Interim election for Chair and other open positions being called January, 2020.

#### **Grievances and Appendix 4:**

- Appendix 4 – Stage 2 with Guardianship SW
- Article 12 – Stage 2
- Article 10.3 and 10 – Expedited Arbitration
- Two employer filed grievances under Article 27.0 – Expedited Arbitration
- Employer filed grievances Article 17 and 27

#### **OHS:**

1. MCFD CYSN office has no OH&S representation. They had joined the floor JOH&S with Corporate and Resources but were turned away by an admin staff for Corporate. This is currently being addressed by MCFD OH&S Manager Marny Williams and MCFD DOO Gail Morrison. Deb Burns has requested that the Corporate/Resource JOH&S include the CYSN office in their inspections and action pending the resolution. Once resolved, Deb is going to try and appoint a CYSN staff to the JOH&S, but they are a little burnt by the previous interaction.
2. MCFD office (Intake 7<sup>th</sup>) has not been having JOH&S meetings as required and there has been no employer appointed representation. The DOO was advised of this and to resolve and they had no idea there was no employer rep attending. Marny Williams, MCFD OH&S Manager will be attending their next meeting to ensure they are back on track and in compliance.
3. The following issue was raised by a member who wishes to remain anonymous:  
MCFD Ferry Avenue Prince George BC. Issues that have come up are:
  - Verbal abuse towards social workers but mostly the support staff.
  - Stalking of staff members by clients; the issues became so prevalent that the office front doors were on lockdown for almost four weeks. They could have been opened after 24 hours, but there was no follow up between staff, OHS committee and managers. There is supposed to be new policy/practice developed to address these issues, however there has been nothing forwarded to date. Deb forwarded the issue to both Marny Williams and Brian Campbell. Marny and Deb spoke and there was a miscommunication that resulted in the lock down not ending after 24 hours. Deb requested that a plan be put in place to address potential escalating risks in the event of CCO and this should include all local MCFD offices in the event that the parent in question targets any MCFD office at that time.
4. JOH&S Project complete and all appointment letters requested.

#### **Member/Worksite Issues:**

#### **MSDPR:**

New LWS site now active – EAW's in addition to Comp 12 members – Admin, ELMS CAPAs, IOs

**PROBATION:**

Ongoing issues with bullying and harassment by site steward against female members as well as allegations of sexual harassment older than one year. Investigation in process since August and resolution pending. Management was advised of sexual harassment incidents during Article 1.10 complaint. Employer offered to follow up, but outside timelines.

**ISM:**

No issues but did connect in recent M2M.

**MCFD:**

1. Youth Custody low morale and concerns about closure of facility due to low youth numbers in custody. Also feeling demoted as compared to Adult Corrections.
2. STADD now part of MCFD as of April 2019 – issues with being asked to work outside hours of work and members doing so without complaint; moving to TL model like rest of MCFD; pretty ‘loosy goosy’ on the contract. Deb only steward in entire provincial program and being perceived as the squeaky wheel complaining, but not stopping any time soon 😊.
3. Guardianship Team is down to one SW as of December 20 and the TL is now carrying a caseload and coming in on her EDO. Appendix 4 at Stage 2 by SW.
4. Denice McKay initiated a survey of all MCFD TL’s in Area 11 (kudos to Denice even though I know she won’t enjoy reading praise of herself 😊). The results have brought to light very specific areas of concern by members. The information has been shared at Component to see if patterns are arising around the province and getting a handle on what information should be put forward at Article 29; what issues can be handled locally; and which issues are best served by bringing them to the bargaining tables.

**Good and Welfare:**

Recent death of a SW in Vanderhoof after a long term illness. Card and funds sent out by area office as well as a card sent by Stephanie.

**Activism Highlights:**

1. Step Up November 20<sup>th</sup>.
2. Enhanced Steward Training November 28 – Combined Comp 6 and 12.
3. Cross Component Committee hosting Kids Holiday Event at Area Office in November as well as public swim December 27<sup>th</sup>. Movie matinee and roller skate event also being planned before end of 2019.

**Local 612 – Theresa Forsythe** - verbal report provided.

**New Business (continued...)**

- **2020 Budget preview and discussion – Shirley Kay, Treasurer:**
  - Review of 2019 expenditures to date used to project 2020 budget.
  - Discussion to extend internet/cell cost, a monthly combined total of \$150 to all elected Component Executive members to offset costs of doing Union work when those expenses are not reimbursed in other ways.

**Motion** made to extend internet/cell costs, a monthly combined total of \$150, to all elected Component Executive members to offset costs of doing Union work when those expenses are not reimbursed through other means. Will take effect January 2020. **M/S/C**

**Motion** to pass proposed 2020 budget as amended. **M/S/C**

- **2019 Year End Report out:**

- Reminder for remaining locals with imprest accounts to close them.
- Update for how Honourariums are dispensed.
- Will be providing quarterly running reports on Component spending, including breakdown by locals;
- Conferences for 2020 – discussion about what conferences we are looking to send people; e.g. Bottom Line;
- Component G&W needs to be minuted
- Computers – Daryl, Judi, and Kayla don't have one; Andrea's has depreciated out and could be replaced; she is still using;
- Theresa's tablet has depreciated out; Motion made to dispose of 612 Chair's tablet **M/S/C**
- Andrea's laptop has depreciated out; Motion made to dispose of Component 6 Recording Secretary's laptop. **M/S/C**
- Sonia Haigh laptop has depreciated out; Motion made to dispose of former Component Executive Member's Article 29 laptop. **M/S/C**

**ACTION ITEM:** *Education Committee to keep track of all these conferences and who has attended them to ensure fair and equal opportunity to attend.*

**ACTION ITEM:** *To compile a list of 2020 conferences and educational opportunities. Email Judy and Cynthia so they can compile the list; Education Committee to be cc'd.*

**Motion:** To send three Component Executive Members to the Bottom Line Conference. **M/S/C**

## **8. Reports**

### **Component Reports**

#### **Education Committee – Cynthia:**

Approximately 70 applications for Harrison Winter School; we met on Monday and applied the previously used criteria for selection (Comp Executive, Local Executive Table Officers, Local Executive MAL's, Stewards/OHS, Members, divided to cover areas) Cynthia to provide list, including alternates; two Equity-seeking members, one Young Worker member, Women's Committee to vote on send extra members.

List of Selected C6 Members (first four in no particular order):

- 1 - 601 - Shirley Kay: First choice - Labour Arbitration Level 1
- 2 - 601 - Desiree Cabecinha: First choice - Return to Work
- 3 - 602 - Daryl Marceau: First choice - Building Psychologically Healthy Workplaces
- 4 - 603 - Lisa McDonald: Labour Arb #2 - Week 1
- 5 - 604 - Teri McLennan: Second choice - Return to Work Week 2
- 6 - 607 - Will Gilchrist: Second Choice - Bullying & Harassment - Week 5

7 - 612 - Tricia Purnell: Building Psychologically Healthy Workplaces - Week 1  
 8 - 606 - Breanne Nyquist: Young Workers in Action - Week 5  
 9 - 601 - Darcy Houston: Building Psychologically Healthy Workplaces - Week 3  
 10 - 602 - Vanessa St. Louis: Labour Arbitration Level 1  
 Alt - 1 - 603 - Glaucia Sanchez: Parliamentary Procedure & Public Speaking - Week 1  
 Alt - 2 - 604 - Dominik Barros: Transforming Conflict into Union Activism - Week 1  
 Alt - 3 - 607 - Jeffrey Lee: A Path to Reconciliation - Week 5  
 Alt - 4 - 604 - Larry Jhaj: A Path to Reconciliation - Week 5  
 Alt - 5 - 604 - Harnoor Sandhu: A Path to Reconciliation - Week 5  
 Alt - 6 - 604 - Nancy Bell: Bullying & Harassment - Week 5  
 Alt - 7 - 607 - Linda Atarnanik: Labour Arbitration 2  
 Alt - 8 - 604 - Karthy Sivalingam: Facing Management Effectively

- Mikhayla Mah, Local 610, was selected as Young Worker attendee by the Young Workers Committee.
- Ian Mitchell (609) & Denise McKay (611) were selected to attend by the Equity Committee.
- Carissa Dodridge (605) was selected to go to HQ paid Organizing Academy.

**Action:** Local Chairs will let chosen members from their locals know that their member was chosen. I, Cynthia Egli, Chair of the Education Committee will let members not chosen know by email that they were not chosen and encourage them to apply again. I will supply my phone number in case the member would like clarification.

**Motion:** To send ten members to Harrison Winter School in 2020, an increase of two members from 2019. **M/S/C**

**Motion:** To accept report Education Report. **M/S/C**

### **Provincial Executive (PE) Reports:**

**Women's Committee (Shirley Kay):** Had the Region 2 Women's Conference in November; well-attended.

**Young Workers (Kayla Woodruff):** Young Workers Conference in Harrison in September; moderately attended (approx. 55 and capacity for approx. 100); intro to organizing part 2; Stephanie and Paul attended and that was well-received; good networking for YW's; opportunities for learning – needed feedback and debrief session on how the conference was received by attendees; selections for Winter School completed; Kayla attended Labour Notes session.

**Equity and Human Rights (Darryl Flasch):** Round table developed documents to provide to PE with recommendations and resolutions to Convention.

**OH&S (Cynthia Mephram-Egli):** BCGEU OH&S Conference filled up very quickly; Workplace Conduct, Bullying Harassment Committee survey from WorkSafe; Triennial Convention Resolution C-139 Local 603 re engaging employer to work with Union on developing language and policy around Cyberbullying. Sought some clarification from 603 Chair on the intention of the resolution. Cynthia was selected to attend the Cascade Region Leadership Initiative.

### **VP Report (Judy Fox-McGuire):**

- Component 6 and 12 members from SDPR Kamloops being sent to Organizing school to address identified challenges in this worksite.

- Membership cards held up; will be going out in January 2020.
- Loner laptops for Local Chairs – lots of stipulations for use; privacy issues.
- Darryl Flasch nominated by CLC for his work for his advocacy of Equity-seeking members; will be announced December 3, 2019 – International Day of Persons with Disabilities.
- Article 29 Training in Victoria (February, 2020) – union side only; direct government only.
- CYMH and pay parity with Nurses.
- Discussion about joint training next year with Component 12; training on Reconciliation; gender issues/training – Adrian Smith.
- Accessibility round table in FSJ; accessibility legislation that is coming up in 2020.
- NTT update; date of start pushed for three more months (past December 12, 2019).
- Want to start the practice of bringing a guest to Component Executive from one-rep locals.
- SDPR Deputy Minister, David Galbraith (Real Talks video series) to be sitting down with Stephanie Smith; asking Lisa and Harbinder for talking points/questions

#### **Thursday – November 28, 2019**

**Community and Social Action Committee** – Daryl Marceau and Judi Porter; task to develop Terms of Reference including how to identify criteria for donations that comply with BCGEU Bylaws and Financial Bylaws.

After discussion, Andrea will write up the terms of reference and present to committee for additions and changes before bringing forward to Component Executive in March 2020. There is still \$1,260 to be donated in 2019.

<b>Motion</b> to donate \$260 to Paws for Hope (Andrea)	<b>M/S/C</b>
<b>Motion</b> to donate \$250 to Jenece Place (Judi)	<b>M/S/C</b>
<b>Motion</b> to donate \$250 to Burnaby Community Services Christmas Bureau (Darryl)	<b>M/S/C</b>
<b>Motion</b> to donate \$250 to Witset Band for Christmas Hampers (Theresa)	<b>M/S/C</b>
<b>Motion</b> to donate \$250 to John Howard Society Kamloops (Cynthia)	<b>M/S/C</b>

Donation to Paws for Hope has been completed.

Donation to Burnaby Community Services Christmas Bureau has been completed.

**Women's Committee** – will not be sending extra women to Winter School because the Component voted to increase the compliment from eight to ten people.

#### **Article 29 Reports:**

Available on employer intranet or BCGEU component resources page if the minutes have been forwarded to Component Recording Secretary.

**MCFD (Darryl Flasch):** PMRT Policies- Vehicles, Accommodations, and Travel – be able to change flight, Text Msg Policy for MCFD for files, Sr SWER Position, Fleet Vehicles – Insurance changes with ICBC, Hard to Recruit areas in BC, Education Leave – Policy, New Hires Experienced – placed in higher grid, Expanded Credentials/TMAs, ATL Sub Pay, Parking – policy, YDC – Uniform Allowance, Smudging - policy feedback, Exit Interviews – policy/ data collection, Float Process – Review, OSH – MCFD to not require to provide personal info when making reports, and Meal Allowance – review policy, YDC – staffing.

**SDPR – Harbinder/Lisa:** Attendance management guidelines – seeking clarification around the availability of the “wild line” land line; OHS issue of clients being escorted through the secure envelope

to be exited out of the building due to saying they were in danger by exiting the front. This scenario has been repeated more than once. It has been established that this practice will not be carried on; working group sub-committee for office safety signage for offices; signage has been okayed and a committee will design the language around verbal abuse, recording staff interactions, etc.; STO2 form changes – addition of a third professional (has been signed off on by the Union).

**PSSG – Judy:** Missed last two meetings due to being in CLBC bargaining; no new issues.

**PSSG Sub-Committee (Probation) Judy/Andrea:** No report. We have not met since prior to the last Component meeting due to freeze on “unnecessary” travel; OHS Joint session cancelled due to spending freeze; will be meeting in January 2020.

**AG (Cynthia):** At our meeting on September 13th, 2019, we had a presentation from Morneau Shepell Services outlining all the services available to members. Of note is that members around the province have a right to “in person” counselling, and there are reports from around the province that in some areas, members are being told by Morneau Shepell that they can only have “telephone counselling.” In these cases, members should send a “complaint/question” to MyHR and say something.

At our last meeting we talked about Vicarious Trauma (again) and we will have a presentation at the next A29 Meeting in about this.

The Ministry of Attorney General has set up executive and branch specific groups to address the ten calls to action. They have a proposal to roll out awareness training within the Ministry. This will also be a standing item on our Ministry’s Article 29 Agenda.

On November 28th, the Ministry of Attorney General & Public Safety & Solicitor General sent out to all their employees a 10-minute Indigenous Cultural Awareness Survey and asked all employees to participate. The information collected is aimed to provide a baseline understanding of Indigenous-focused learning in the sector and guide new training, tools and learning opportunities. The survey closes on December 18th, 2019.

**Education (Shirley):** Ongoing contracting-in of services; group orientations should be done every thirty days, not quarterly as had been previously agreed at Article 29 due to the orientations should be done within first thirty days as per MA.

**Citizen Services (Judi):** Full complement on the union side; renewing terms of reference; next meeting in December – will be discussing workload for FOI-redaction workers due to deadlines; anti-Malware software going on all government staff computers that has the potential to capture personal information.

**CLBC Joint Labour Management (Anna):** No meetings due to bargaining.

#### **Miscellaneous Component Business:**

Need to develop criteria for sending an Equity-seeking member to Convention from one of the four equity-seeking groups (LGBTQ2+, Differently Abled, Indigenous, Persons of Colour/Racialized Workers). Will be brought forward to next meeting. Judy will seek clarification on the purpose of this call from PE.

#### **Campaigns:**

Ideas floated – Impact on mental/emotional/physical wellbeing of the jobs we do and our workplace environments; impact of vicarious trauma, workload, the bleed over into our private lives/relationships;



Focus of the campaign needs to be clear; need to steer away from the messaging of self-care and toward the employer's responsibility for providing an environment that supports mental health and total wellbeing – collaboration between staff and employer, partners in the process; Psychologically Safe Workplace course at Harrison aligns with this idea; who is our audience? Public or In-house (staff and employer); public perception of government employees.; We Have No Spoons; Crying Caves are not okay; Replace "I"llness with "We"llness – this is not just a union issue or an employer issue, "we" need to come together; Isolate the issues – avoid a general campaign; there may be power in focusing on a public campaign b/c staff are well-aware of the issues, it may turn up the heat on the employer to address this faster and fully.

Convention is June 10 to 13, 2020.

## **9. 2020 Meetings**

- March 2 to 6, 2020 at HQ (resolutions, updating campaign ideas, equity criteria).
  - March 2 & 3: Resolutions Committee to meet.
  - March 4 – 6: Component meeting; Hotel to be determined.
  - June 22 – 26: Joint meeting with Component 12 in Victoria; dates and hotel TBD.
  - Fall/winter dates TBD
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- Meeting dates rescheduled to March 22-23 for Component executive March 24-26.

## **10. Adjournment** at noon