

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

*June 29, 2020*

*File No. 1006-002*

**Attendance:** Judy Fox-McGuire – Component 6 Vice President and Local 610 Chair (PSSG Probation)  
Desiree Cabecinha - Local 601 Treasurer (CLBC)  
Veronica Barlee- Acting 601 Chairperson (MAH)  
Daryl Marceau – Local 602 Chairperson (SDPR)  
Stephen Anderson – Local 603 1<sup>st</sup> Vice Chairperson (PSSG Probation)  
Darryl Flasch – Local 603 Chairperson (MCFD)  
Lisa McDonald – Local 603 Member at Large (SDPR)  
Alex Miller – Local 606 Chairperson (PSSG Probation)  
Karen Kenney – Local 608 Chairperson (SDPR)  
Anna Depretto – Local 609 Chairperson (CLBC)  
Deb Burns – Local 611 Chairperson (MCFD)  
Stephanie Clay – Local 612 1<sup>st</sup> Vice Chair (MCFD)

**Regrets:** Shirley Kay – Local 601 Chairperson (IT Min of Ed)  
Judi Porter – Local 601 Member at Large (Min of Citizens Services)  
Kayla Woodruff – Local 603 Young Worker (MCFD)  
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)  
Terra Plut – Local 607 Chairperson (MCFD)  
Mike Eso – Regional Coordinator & staff assigned to Component 6

*Acknowledgement of First Nations Territory*

1. Call to Order by Chairperson, Judy Fox-McGuire
2. Review and Adoption of Agenda as amended M/S/C
3. Review of Minutes of Zoom check in

**MOTION: To fund a \$150 annual scholarship in the name of Nicole Parker who was a Probation Officer and activist who was killed in a car crash. The scholarship will start in January 2021.** **M/S/C**

**MOTION: Any motion for donations that have not been approved in the budget go to the Finance Committee first for review to ensure that it fits into the budget and then to the Community and Social Action Committee.** **M/S/C**

**MOTION: To donate \$500 to the Rainbow Roundtable: Tabled to the next meeting.**

4. VP Report:
5. Local Reports:

**Local 601 – Veronica Barlee:**

#### Grievances and Appendix 4's:

- **MSDPR:** Article 1.7 – member on LTD, 10.6 – adverse performance, Appendix 4 – subrogation member on LTD – full arbitration.
- **ENV:** one 18.1
- **PSSG:** two Articles 12.1 12.2, 1 1.7 – Human Rights, HOW changes at CMU
- **MCFD:** one 27.1, one 12.1, three 1.7, one 10.1 - scheduled for full arb, one 10.9
- **Education:** grievance for not accommodating on return to work and not allowing member to return to work when cleared by doctor.
- **Complaints:** two for PSSG, one FLNRO, one AG, two MCFD
- **ISM:** Article 13

#### OSH:

- **SDPR:** Tent city at VEFRA building, worked with BCGEU OSH and the OSH committee at VEFRA to ensure employees safe. Tents have been dismantled and homeless moved to hotel shelters.
- **Covid-19:** Issues around not getting paid when self-isolating, not being allowed to work from home, auxiliaries not being paid sick leave.
- **601 OSH appointments:** Completed - letters are in the process of being sent out.

#### Member/Worksite Issues:

- **NTT Data Canada/BCU and ISM Transition** – Transition date July 29, 2020 working with NTT on transition.
- **ISM** – Working from home issue around who pays for expenses employer or employee.
- **SDPR & MCFD** – Want extra pay for having to come into work during Covid.

#### Good and Welfare:

- Member's child in hospital – bought gift card for groceries.

#### Activism Highlights :

- April 9 – Local Executive Meeting
- May 14 – Local Executive Meeting
- Masks distributed to MCFD SDPR in Victoria and Duncan
- Veronica Barlee is acting Local Chair for Shirley Kay until July 31, 2020 as Shirley is acting as a temporary staff representative in the Victoria Area office.
- Many members are concerned about returning to the workplace and COVID-19 and prefer to continue working from home; however some members want to return to the office. There seem to be mixed messages from the employer. Some ministries (Advanced Education, Health) seem very supportive of members continuing to work from home. MAH seems to be giving inconsistent messaging.
- In some buildings, some management and staff are too relaxed, not following COVID-19 protocols and appearing relatively concerned (although indoor work environments are riskier).
- Zoom meetings are working well:
  - 601 had a Zoom stewards' meeting on Tuesday June 23, 2020 with 15 participants and guests Paul Finch and Karen de Francesco (BCGEU Advocacy office). Another stewards' Zoom meeting will be held in September.
  - There was a Zoom 601 Local Executive meeting May 14, 2020 and the next one will be July 16, 2020.
  - We held a Zoom BCGEU orientation and benefits presentation for Islands Trust, with 25 participants at lunch hour. May be a model for other ministries with no

stewards/inactive committees? And have also recruited two new stewards there (they have had none for the past year).

- Local 601 has recruited five new stewards and stewards are busy.
- How to have steward elections? Worked with Communications to have targeted communication to members in certain ministries/local areas.
- Steward training, staff reps piloting two consecutive half days of supplemental e-training (but not as a replacement for the two day introductory stewards course).
- A member in SDPR had a successful appeal to the Merit Commissioner (the first one I had known) on an unfair job competition with a seven page ruling supporting her.

#### Article 29 MAH (Municipal Affairs and Housing):

- The primary focus has been on COVID-19 and leveraging Article 29 and JOHS committees to share knowledge, get diverse perspectives and represent members' interests. Concerns: inconsistent implementation across ministries; mixed messaging; so much information to read and understand; a challenge for a sole BCGEU JOHS representative, probably better to have more than one BCGEU activist in the building walk throughs; no dates on many PSA (Public Service Agency) materials and information is changing. Mask use seems underemphasized throughout PSA materials.
- After a year of asking, all Work Environment Survey (WES) reports for every work unit have been posted on the ministry intranet site as SDPR and FLRNDO do. It is helpful information for members and useful to be able to compare similar work units.
- We are having on-going conversations at Article 29 in getting auxiliary seniority lists and contractor lists.
- Great team: with BCGEU reps from 6, 12 and 20 and wonderful staff support from Earl Moloney.
- Successfully use a SharePoint site as corporate memory for Article 29.
- Have had 5 different strategic HR reps in the past 18 months.

#### Local 603 – Darryl Flasch:

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

- SDPR, MCFD, and PSSG: Various grievances.

##### OSH:

- Sites have put in requests for plexiglass barriers and some approved. Suggested members contact WorkSafe.
- Some sites were slow to implement COVID procedures/policies, but not offices having a COVID assessment to identify what changes need to be implemented, and cleaning protocols.
- Several members have not received their JOSH appointment letters, so working at addressing these issues as they arise.

##### Member/Worksite issues:

- L603 had a successful Zoom meeting.
- Members still awaiting to hear if vacation can be archived, and when will pandemic pay be dispersed. As well some members expressed concern by not being included in the pandemic pay.
- SDPR: Mostly COVID related issues and client contact issues.
- MCFD: There has been confusion on direction during COVID with various sites implementing their own SDA policies. WFH: MCFD is unclear if this will be an ongoing policy or just for COVID.

- NTT: Gearing up for transition at worksite to new employers some anxiety from members.
- BCGEU masks: Kayla working on dispersant of masks to members.
- LC did site visits in Squamish to PSSG/MCFD to distribute masks.

Other:

- Local 603 to have elections to fill vacant spots on Executive.

**Local 608 – Karen Kenney:**

Grievances and Appendix 4's:

- SDPR: Member has filed a grievance regarding vacation time being deducted while on STIIP.

OSH:

- An email was put forward to Stewards regarding the PPE provided by the BCGEU. Unfortunately, I did not receive any requests.
- Covid: It took a very long time for SDPR to stock up with cleaning supplies, hand sanitizer, etc. in Cranbrook. There is no dedicated admin staff in the office which many staff feel is an issue. Concerns have been communicated to Supervisor.

Member/Worksite issues:

- Probation: Concerns surrounding issues with direct supervisor. Provided guidance as to how to proceed.
- MCFD: Concerns over who was going to receive pandemic pay.
- Covid Issues: Most staff are still working from home. There has been no push for staff to return at this point and members have not put forth any concerns.
- SDPR: Centralized print hub

Activism Highlights:

- Activist Appreciation Banquet scheduled for September 2020 has been cancelled due to limited capacity requirements at venue.

Other:

- Local 608 has a new Staff Rep. Sarah Maglio has now officially started.
- Local Executive Zoom meeting has been scheduled for Tuesday - July 7, 2020.