

**BC GOVERNMENT & SERVICE EMPLOYEES' UNION  
COMPONENT 6 EXECUTIVE ZOOM MEETING  
SOCIAL, INFORMATION & HEALTH COMPONENT**

*September 22 - 23, 2020*

*File No. 1006-002*

**Attendance:** Judy Fox-McGuire – Component 6 Vice President and Local 610 Chair (PSSG Probation)  
Veronica Barlee- Acting 601 Chairperson (MAH)  
Desiree Cabecinha - Local 601 Treasurer (CLBC)  
Judi Porter – Local 601 Member at Large (Min of Citizens Services)  
Daryl Marceau – Local 602 Chairperson (SDPR)  
Darryl Flasch – Local 603 Chairperson (MCFD)  
Stephen Anderson – Local 603 1<sup>st</sup> Vice Chairperson (PSSG Probation)  
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)  
Tyler Bennicke – Local 606 (MCFD)  
Wil Gilchrist – Local 607 Acting Chairperson (SDPR)  
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)  
Mike Eso – Regional Coordinator & staff assigned to Component 6

**Regrets:** Shirley Kay – Local 601 Chairperson (IT Min of Ed)  
Kayla Woodruff – Local 603 Young Worker (MCFD)  
Alex Miller – Local 606 Chairperson (PSSG Probation)  
Terra Plut – Local 607 Chairperson (MCFD)  
Teri Goodrick – Local 612 Chairperson

*Acknowledgement of First Nations Territory*

1. Call to Order by Chairperson, Judy Fox-McGuire
2. Introductions of new members and guests: Wil Gilchrist – SDPR Kelowna, 2<sup>nd</sup> Vice Chair of Local 607 covering for Terra Plut; Tyler Bennicke, Local 606 (MCFD) covering for Alex Miller; Veronica Barlee Acting Local 601 Chair while Shirley is temp rep'ing.
3. Review and Adoption of Agenda as amended. M/S/C
4. Review of Previous Meeting Minutes:
  - Reminder of expectation to submit written local reports to Andrea (Secretary) by tomorrow afternoon.
  - Motion to adopt previous minutes (June, 2020). M/S/C
5. Business Arising from Minutes: None
6. Local Reports:

### **Local 601 – Veronica Barlee:**

1. Some 601 numbers as of September 15, 2020:
  - a. Number of 601 members - 2959
  - b. Number of 601 grievances – active grievances 62 (some are at Advocacy)
  - c. Number of 601 stewards - 64 (up from 45 last year)
  - d. Number of 601 OSH reps - 47
2. Acting for Shirley for another couple of months. Shirley is acting as a Staff Rep until October 31 then taking holidays.
  - a. Acting Chair is lot of work, at least a day a week; maybe consider convention resolution that Chairs of bigger locals get a day a month in LOA? BCTF does this.
3. July 15 - 601 executive meeting to discuss COVID-19 concerns, member-at-large resigned, strong support for pandemic pay for LDB staff, Kirsten Smestad (member at large) concerned about automating help desk and negative impact on staffing levels, comment from Judi Porter?
4. July 23 - meeting with 1201 Chair and Component VP, Maria Middlemiss. Asked for Duty to Accommodate one-pager from BCGEU Communications as a handout to empower members and stewards as DTA is a strong concern for members re: Covid-19 and employer pressing for return to work.
5. September 17 - 601 executive meeting to discuss:
  - a. COVID-19 concerns (members being pushed back to the workplace by some ministries), one pagers re: Duty to Accommodate.
  - b. Steward recruitment and retention: onboarding new stewards, piloting meeting of staff reps and new stewards.
  - c. Meetings scheduled through 2020: stewards meeting September 29, local meeting October 20, Local Executive meeting November 17, stewards meeting November 24, Zoom social December 8.
6. **JEDC Update:** For the first time in about three years, more BCGEU presence at JEDC: steward, JOHS, Article 29, orientation for members.
7. **Fall 601 election:** Member at Large, equity member.
8. **Steward elections:** Email to 601 and 1201 members at local worksite.
9. **Building solidarity and shared understanding:** To address COVID-19 issues and developing shared understanding and regular meetings with JOHS reps, sharing key articles.
10. No Local Chairs meeting since May 2020, have asked for one.
11. SDPR Justin Bodnar (601 Member at Large) concern with MOU and flex days, lack of transparency. He has flagged issue to Article 29, Judy and Shirley.
12. Advanced Solutions staff coming back to government, Judy, Shirley.

### **Local 602 – Darryl Marceau:**

Staff Rep reports as far as Local 602 grievances: There are seven on her assignment at this time. Two connected to MCFD, one related to CLBC, one related to ISM, two Public Safety & Solicitor General, one Social Development and Poverty Reduction.

Local 602 held a general meeting on July 22, 2020. From the meeting there was discussion regarding the following:

**MCFD** - Caseload and workload issues in some north Island offices. Some members wondering if the union could relook at talking to employer about caseload caps. Appendix 4 and Article 29 another way to address workload challenges. Local Chair to follow up with Component VP regarding Article 29 and Appendix 4s.

WES Scores for many offices low.

**CLBC** – Some questions around CLBC and pandemic pay.

**IT** – Quiet in 602 area at this time.

**MSDPR** – Reclassification review continues as there is a lot of information to go over. MSDPR continues to wait for results. Many members continue to work from home. To add to this there appears to be some confusion with members in regards to picking flex days and seniority especially when it comes to the work from home project before COVID and with those who are working from home due to Covid. CERB during pandemic slowed applications but work is picking up.

**OHS** – Offices having assessments done and further Covid planning to occur for many offices as possible more staff returning to work on site. Also, some members in different ministries had questions/concerns around working on site when they or family members are immune compromised.

Many offices are large enough to social distance while others are making requests for plexiglass in lobby areas.

BCGEU OHS Coordinator for Vancouver Island - Brandon Thistle is assisting safety committees and tracking assessments regarding offices and Covid planning/needs. Some offices that were not approved for Plexi are still asking for it. Brandon Thistle aware of these offices.

Members are asking about BCGEU masks - they can now be ordered through BCGEU website. Local Chair has ordered some on behalf of stewards in other offices and they were dispersed. The masks appeared to be popular with members.

**CCC** – Cross Component Committee – has not met and been quiet. Plan for possible Zoom meeting.

**Local Office Update** – the office is not opening yet to members but union staff are beginning to transition back. Updates when members can go to the local office to come. Members can continue to call in to the union office.

Some union training online, but participation somewhat low. More interest in steward webinars.

Local Executive meeting did not occur – only general meeting. Most Local Executive were not available. Next local meeting will be booked in the fall.

**Local 603 – Darryl Flasch:** Verbal report provided.

**Local 604 – Harbinder Gill:**

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

19 active grievances in total.

Issues: Vandalized vehicles, proper pay and accommodation, others mostly deal with discipline.

**OSH:**

Most offices have limited staff working from the offices. Ensuring local OHS committees are holding monthly meetings and social distancing and barriers are maintained as per Worksafe BC & Provincial Health Officer recommendations. BCGEU OHS staff assisted with most of the complaints and concerns.

**Member/Worksite issues:**

**MCFD:** SWs reported concerns with covid-19 protocols when attending to clients in offices and their homes, but most were working virtually from home.

**SDPR:** All virtual stream EAWs were working from home and Community Services EAWs continue to rotate (where possible) to WFH. Physical barriers in place in all offices.

**PSSG (Probation):** Focus is on the business restart based on office safety plans. Reports of anxiety amongst the membership; questions around why the employer has moved so quickly from minimum staffing levels to an average of 50% so quickly. Employer has previously said transitions will be slow and monitored every step for adjustments that need to be made to safety plans. There appears to be a lack of flexibility at the office level for member's requests to work from home. Some have said they are the primary caregivers to someone who is at high risk of Covid complications and are being refused this accommodation. In consultation with Judy and Staff Rep, we are recommending members grieve under Section 1.7 (Duty to accommodate language).

PO's are delivering core programming virtually. We have also resumed doing home visits and notifications under strict new safety protocols.

Ongoing requests to know when PO's can expect the pandemic pay to be issued. Long wait.

**CLBC:** Nothing to report

**IT:** Nothing to report

**Good and Welfare:** One member had immediate family members pass away. Flowers and condolence cards were sent by Shop Steward.

**Activism Highlights:** Due to covid-19, nothing was scheduled.

**Other:** BCGEU cloth face mask were delivered to most offices. Members can request a mask by signing into mybcgeu.ca website.

**Local 605 – Cynthia Mepham-Egli:**

There are six active grievances in this area and no active OSH issues registered with the Area 05 BCGEU office and Staff Representative.

I've had two virtual Zoom meetings since COVID-19 began. The first one was an area-wide Local Zoom meeting and VP Judy Fox-McGuire attended. Turn-out was not great – maybe six members of the 302 members in this area. The second one was last Thursday, September 17<sup>th</sup>, again by Zoom, but I scheduled this one specifically as a Local Executive meeting and only two of my Local Executive members were able to attend that one, so I didn't have quorum. I will be scheduling more Local Executive meetings from now until the end of the year. I have taken to cold-calling my Stewards and Local Executive members to find out how they are doing through this huge organizational/life change, and

everyone seems to appreciate it so I will continue this process.

I have tried to keep all my members as informed as I could during this COVID-19 Pandemic. If a member called me on a topic I didn't have an answer to, I try to get the member an answer within 24-48 hours. The biggest frustration from my members is that the government now is not being clear with members as to "when" they will get the lump sum pandemic pay.

I sent an email to all Local 605 Stewards to start the process of getting masks out to all worksites, which was problematic as most members were working from home. However, the mask distribution became easier.

All my 605 members who wish to continue working from home seem to be supported by their employers to do so (so far).

The only scheduled training is a two day steward training scheduled for October 21<sup>st</sup> and 22<sup>nd</sup>, 2020.  
[https://events.bcgeu.ca/area\\_05\\_steward\\_fundamentals\\_two-day\\_course\\_78kmhohf7ggg4fie-ewena](https://events.bcgeu.ca/area_05_steward_fundamentals_two-day_course_78kmhohf7ggg4fie-ewena)

#### **Local 606 – Tyler Bennicke:**

***Grievances and Appendix 4's:*** One dismissal set for full arbitration. Five employer filed grievances with MCFD.

***OSH:*** No significant health and safety issues.

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

MCFD: Williams Lake MCFD: Delay with opening for new Williams Lake MCFD office with date set for June 2021. Three vacancies remain and these are posted. Some issues with seven on and seven off noted.

Quesnel MCFD: Local Chair has been attending meetings between a supervisor and members to discuss interpersonal conflicts.

SDPR: No issues to report.

Probation/Community Corrections: No issues to report.

CLBC: No issues to report.

IT: No issues to report.

***Good and Welfare:*** Good and welfare approved for Quesnel MCFD member.

***Activism Highlights:*** Virtual shop steward training was attended by two Local 606 stewards.

September 2020- Local nominations/call for shop stewards sent to Williams Lake MCFD office and SDPR in Quesnel and Williams Lake was not successful in recruiting any stewards.

#### **Local 607 – Wil Gilchrist:**

SDPR: Problems with TA's – not posting positions despite someone in that position well beyond seven months; issues with virtual workers and rotations; denial of A/L requests – citing inadequate staffing levels, preference given to staffing Lower Mainland – this impacts ability to work from home also; more hiring issues – lack of integrity of process – asking for references being checked before final stage – applicants being told they were unsuccessful before the denial is emailed; staff are feeling safety strategies are inadequate (PPE/dividers).

#### **Local 608 – Karen Kenney:**

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

IT: Dismissal during probation. Steward attempted to contact supervisors for discussion. No response, proceeded with grievance.

##### ***OSH:***

Received and distributed BCGEU PPE to staff in the area.

A vehicle struck the west side of the Service BC Building in Cranbrook. No injuries to staff or major structural damage.

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

Probation: Concerns surrounding issues with direct supervisor brought forward prior to last meeting. Followed up with staff involved who reported they were able to affect some change with the guidance provided to them. Will continue to be in touch if more assistance is required.

MCFD: None reported.

SDPR: WFH was extended to all staff.

Concern over possible violation of Human Rights via Manager asking member whether they suffer from FAS.

***Activism Highlights:*** Virtual Steward Training held on August 27, 2020. There were four members in attendance.

***Other:*** Next CCC Zoom meeting has been scheduled for Tuesday, October 13, 2020.

#### **Local 609 – Anna Depretto:**

***Grievances & Appendix 4's:*** No grievances this quarter, however two complaints against MCFD management (article 1.10) have been submitted.

##### ***OSH:***

- New OHS reps have volunteered in some WK offices.
- Masks have been sent to all WK offices compliments of BCGEU.

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

- Covid: Many employees continue to work from home with some staff rotation in office. Employers continue to maintain status quo with no real push to have staff return to the office at this time .

-MCFD Nelson: Complaint against TL has been submitted (Article 1.10). Waiting for PSA to initiate investigation. Staff Rep will be inquiring with PSA as to date to initiate this process as it has been postponed once already. Six staff have quit or gone on leave since this TL's arrival in the office. Staff

continue to feel unsafe and uncertain if they will return to work. Union has spoken with eight plus staff with regards to the work environment and concerns they have.

-CLBC: Have not yet received pandemic pay. No pay out date has been confirmed.

**Activism Highlights:**

- Activism banquet cancelled and to be rescheduled spring 2021?
- Retirement gift purchased for LDB member.
- Local Executive to schedule Zoom meeting in November.

**Local 610 – Judy Fox-McGuire:**

**Grievances and Appendix 4's:** Two grievances and no Appendix 4's.

**OSH:** Ministries are conducting workplace assessments in all Public Service offices and these assessments must be posted for everyone to be able to review. They include the social distancing policies and cleaning protocols. Some Ministries have to also complete home visit policies. I have been updating my local OHS committee lists.

**Member/Worksite Issues:** Most worksites are planning on the return to the office with social distancing but there has been no pressure for people to return to the office so far.

CLBC Community Living BC has been notified that they are eligible for the pandemic pay. Members who have been notified that they are eligible are questioning why they haven't received it yet and the Union put out a press release asking why it is taking so long and why it is not being extended since the pandemic is still going on.

**Other:** We are continuing our CCC meetings by Zoom monthly and are hoping to have a social for Christmas.

**Local 611 – Deb Burns:**

**Grievances and Appendix 4's:**

|                                     |                       |                      |
|-------------------------------------|-----------------------|----------------------|
|                                     |                       |                      |
| ARTICLE 10                          | Expedited Arbitration |                      |
|                                     |                       |                      |
| ARTICLE 1.7                         | Full Arbitration      | Settled at Mediation |
| ARTICLE 1.7, Article 10, Article 27 | Full Arbitration      | Settled at Mediation |
| ARTICLE 12                          | Full Arbitration      |                      |

Appendix 4 still active on MCFD Intake teams

**OSH:**

1. Worksite COVID assessments completed – BCGEU JOSH appointees not always included in the assessments.
2. COVID measures – plexiglass, safety measures in place.

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

New Staff Reps at Area 11 office – Celina Taylor and Shane Stoddart.

#### **MSDPR:**

- Members being rolled into pilot if they wish to remain at home – forced EDO change as a result – although by seniority.
- Positions being filled through Succession Management and EOI's to specific staff i.e., Intake Supervisor and Asst Supervisor.
- EOI on Local Office Supervisor.
- CIS Supervisor was new position in PG – discrepancy from what was agreed at A29.

#### **MCFD:**

- Workload issues continue.
- Most members want to be in the office.
- Issues of office equipment (ie ergo desk) not being supplied by ER for working from home – clarity on WFH at ER request.
- PSA Hiring guidelines are not in line with contract or component.

#### **PSSG:**

- TA's extended well beyond seven months and rolled over by ER selection.

#### **ISP:**

- Working from home.

#### **CLBC:**

- Members scared to steward due to backlash from management.

***Good and Welfare:*** Nothing to report

### ***Activism Highlights:***

1. Masks distributed to all 400 0611 members – also distributed to STADD members throughout North and Interior and CLBC – North and Quesnel.
2. Local meeting October 6, 2020

7. VP Report – Judy Fox-McGuire (June-September 2020):

### **PE business**

The Union is looking at the re-opening of the Union offices to local officers and to members, but it must be prearranged and the key cards will be reactivated after September 28. Please connect with your Staff Rep to find out.

The BC Fed resolutions have been submitted. Component 6 and the Union OHS committee were the only ones who submitted resolutions. The BC Fed will be going ahead on November 25 and 26 and will be virtual. We have ten spots that are HQ paid. If we want to send extra delegates we can so please send me an email if you are able to attend.



The BCGEU convention is next year and this puts Stewards election and local executive elections off as well.

The new redone website is up. I have noticed a few deficiencies like the listing of the Local Chairs and contact info so have requested that be put back. Also, if you go on please choose to receive notifications in all areas so that you can see what is happening with the Component.

### **Component Business**

Shirley Kay is on a temporary Rep assignment right now until the end of October. In her absence, Darryl and I are handling the expense claim forms. Please send me the forms and we will get a cheque to you.

The electronic expense and reimbursement funds transfer is still in progress.

Veronica Barlee is acting Local Chair for 601.

Tara is off work right now and Wil Gilchrist is covering the chair duties.

Community Corrections OHS project- The organizing department and Megan Scott and I have been working on coordinating the OHS committee lists. I hope that this will be able to be replicated for SDPR and MCFDE so that we have a better idea of OHS reps and can increase our communication with them.

8. Guest: Rainbow Roundtable Presentation - Travis Jones

Organization bringing LGBTQ2S + Over-55 age group to remain connected in healthy ways (predates Covid).

100% of all proceeds goes to support the members by funding social connections programs; eg. Panago Movie Night; serve people from all over the Lower Mainland.

***MOTION: Brought forward by Darryl Flasch to donate \$500 to Rainbow Roundtable.*** **M/S/C**

Community and Social Action Committee confirms availability of funds and organization fulfills criteria. Organization name and contact information to be forwarded to Component Treasurer for donation to be completed.

9. Ad Hoc Discussions:

Steward and local elections are likely to be put off until after Convention which will be held in 2021. Any steward/local elections (seats to be filled), approach Judy to get clearance to run it.

### **Wednesday, September 23, 2020**

10. Article 29 Reports:

#### **AG-FJ – Cynthia Mephram-Egli:**

We met virtually on September 9<sup>th</sup>, 2020. We have had one of our Ministry of Attorney General (MAG) A29 union members, who was our Co-Chair retire from government, and I am now the Co-Chair for the union for our MAG Committee.

Regarding COVID-19, we inquired if each workplace had done a joint review of the return to work process and plans. Employer confirmed, to their knowledge, all return to office plans have been made jointly with JOSH committees which include BCGEU members. Those worksites that do not have a JOSH committee have been instructed to include a BCGEU appointed member within these plans. We emphasized to the employer that if there is a plan that has not been jointly created, there would be concerns from the union.

We have also been told by the employer that there is a COVID STIPP leave code is available to employees within Time and Leave (TOL) so that any COVID-related STIPP will not be part of any Attendance Management Program. The employer committed to communicate and encourage BCGEU members to use this option in TOL when applicable.

We had a presentation on how resiliency statements (specific to Court Services) align with promoting a culture of compassion and wellness within the organization. Statements are specific to the work environment and the exposures employees may come across, i.e. graphic content and violence. Awareness to the support available to employees to assist with resiliency and vicarious trauma. The employer is seeking endorsement for the use of resiliency statements within certain job postings and job profiles & we are reviewing.

We also had an overview of the Ministry of AG Health & Wellness Working Group. With consultation and collaboration, the working group has developed a sector wide survey consisting of 24 questions which will go out to all employees within the ministry. The employer states that the survey is anonymous and protects employee's privacy and they are seeking our endorsement to administer the survey to sector employees in January 2021. The survey is focused on questions related to the mental health support services available through Morneau Shepell.

Our next virtual meeting is November 18<sup>th</sup>, 2020.

**CLBC – Mike Eso:** Brief overview provided.

**SDPR - Harbinder Gill/Lisa McDonald:** Verbal report provided.

**MCFD – Report out from Judy re Appendix 4's (Sonja Haig Co-Chair):** Finally moving forward after changes to committee members; we can encourage members to start filing these again after putting a hold on this process due to them not being dealt with properly.

**PSSG – Judy Fox-McGuire:**

No report provided – focus is mainly on Component 1 (custody centre issues). See subcommittee for Community Corrections issues.

**PSSG Subcommittee – Community Corrections (Judy Fox-McGuire/Andrea Mitchell):**

1. Review of minutes: The committee discussed item #4, Skype from home. Bill advised there is robust support material for working and using Skype from home, but staff are not required to work from home full time. Staff members have the option to use video with clients from a safe location, which for some will be at the office. Staff should be discussing any concerns about their remote work arrangements with their supervisor.

Judy advises that staff talking to clients from their home space via video can be a problem for some and the effect on mental health is variable by the individual.

Judy also expressed concern about the staff personal expense of using their own data when working from home. Bill advised that if employees are incurring additional expenses because of remote work arrangements, again, they can be accommodated in their office to avoid that expense. Bill also noted there is a memo out today with an update on business recovery.

2. Additions - Committee discussed availability of minutes which are posted on the CorrPoint page. Miles will send a link to the CorrPoint site.
3. Skype with clients from home (from previous meeting): This will be on recurring agenda item (see discussion above).
4. Work safety practices update: Bill advises we have been purposeful about inviting membership to the business recovery committee (Ex: taking reasonable steps to ensure employee OSH reps have input on safe work practices).
5. Staffing practices committee (Andrea): Darcy continues to lead this work. We currently do not have an official union representative on the staffing practices committee. Bill will arrange another standalone briefing to the Article 29 Subcommittee and extend an invitation to have a union appointed member added.
6. WES: Judy - union reps would like to have the committee review the WES results and consider suggestions on specific categories. We will review WES scores next meeting.

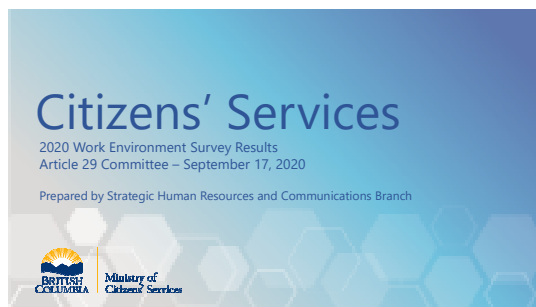
Andrea discussed some workload increases with business recovery and reflected that some workload reduction measures, such as the new closing summary practices, may not be having the impact sought. Bill and Miles reflected that it allows more flexibility and less administrative structure around this file management requirement.

Bill observed that future business recovery will not mean fully returning to “Pre-COVID” ways of doing business. We have realized many efficiencies and business practice improvements which will support the division in the long term, not just in response to the current health crisis. Everything from remote supervision options to some “virtual” programs are promising long-term solutions for long-term operational needs.

#### **Citizens Services (provided by Judi Porter):**

- WES Survey items: Ongoing
- Pulse Survey: Not specific enough to different sectors
- Drive for 40% of staff to return on-site
- Covid safety concerns

Clickable link to WES Powerpoint:



## MAH – Veronica Barlee

1. Article 29 purpose, members, Minutes and agendas posted on Ministry intranet and we use a SharePoint site for Article 29 members to act as a corporate memory as members come and go.
2. Key member issues COVID-19:
  - Pushed back to workplace and mixed messaging.
  - Aerosolization of Covid-19 and indoor air quality.
  - Sharing key articles, e.g. August 26, 2020 British Medical Journal article which went viral (bad pun!), acknowledging aerosolization.
  - Duty to accommodate: age, medical (prediabetic, high blood pressure, obesity); family status.
3. New Corporate HR Strategy for Government:
  - One third of people in jobs less than one year!! WOW One of BCGEU's Article 29 members, Lydia Zucconi, has noted how the UK public service has recognized the need to keep some people in their jobs to retain subject matter expertise. Having a third of government staff new to their job is a huge challenge. Need new perspectives but also need subject matter expertise; need both!
  - Real focus on generational shift to "renew and refresh".
  - Of 25 or so employee pics in the new strategy, great diversity, except for age, no silver hair, no 60+ employees (10% of direct government).
  - The strategy talks a lot about knowledge transfer but doesn't acknowledge the importance of subject matter expertise (tacit knowledge! It is impossible to put everything into a binder!!).
  - The report notes the PSA wants to create a "conflict-competent culture". I'm not sure what this means? If you have a respectful and trusting work culture, it's easy to raise and resolves issues, which makes for a better work environment and better outcomes for citizens. High trust environments encourage a diversity of perspectives.
  - The report states that it wants a more innovative and flexible public service (so that's a long-standing goal from many previous versions and seems to be a criticism of hardworking members).
  - The Province is going to pilot an integrated HR delivery model and improve the careers website and come up with yet another Framework for Change and yet another Corporate Learning Framework (with respect to the Corporate Learning Framework, this must be the fifth iteration in 12 years?).
  - "One of the unique challenges of being a public servant is that it requires each of use to set aside our personal perspectives, opinions and interests in favour of the public interest as represented by a democratically elected government". I'm really concerned that this doesn't specify at work. The employer seems to be taking a broader and broader scope of what it means to be an "impartial public servant".

11. Young Workers Report - Kayla Woodruff (YW Local 603):
- There have been no PE Young Worker's Committee meetings during the last reporting period, or during COVID. I am connecting regularly with EVP Kari Michaels (Co-Chair of the committee, along with James Coccola) regarding the next meeting.
  - At the beginning of my time as Component Young Worker, I reached out to the Young Workers in the Locals across the province via email, with limited success (read: no responses). At this time, given the nature of COVID and how things are going, I plan to reach out to Young Workers in the Locals again (via phone) to conduct a mini "Young Workers Pulse Survey" to see how things are going.
  - An anecdotal note: I have noticed more calls received directly regarding the requirement of a shop steward in the lower mainland. This has been for mostly younger workers (although sometimes not, as well), in regards to issues with medical leave and RTW.
  - Key issues by members have been in regards to pandemic pay and when this will be disbursed. I have sent the message consistently that the program is facilitated by the federal and provincial government and not by the union, although the union is advocating for timely dispersal of these funds.
  - I have also been working with EVP Kari Michaels in regards to the unions "Affordable Housing" initiative, and have connected with James Coccola in regards to the political action committee in advance of the provincial election that was called this week.
12. Good and Welfare: None
13. OHS - New organizing project for Community Corrections: Draft document in process that outlines the goal of developing a union-based OHS group to bring forward, prioritize and develop action plans for identified issues. Will report out on progress of this at upcoming meetings.
14. Pandemic Pay: Not paid out yet. Union has approached PSA on many occasions to resolve this. No date provided – October provided as tentative timeline. Payroll rules were complex.
15. Activist Appreciation Event – looking at alternatives; no major events to be held at this time due to Covid.
16. Question from Local 604 regarding General Members Meeting 604 – how are other locals doing this? Locals can use Judy's Zoom account or have Staff Reps organize this. No max capacity for attendance.
17. Next meeting – December 3 & 4, 2020: Will be held via Zoom.