

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

***June 14 - 16, 2021***

*File No. 1006-002*

**Attendance:** Judy Fox-McGuire – Component 6 Vice President and Local 610 Chair (PSSG Probation)  
Judi Porter – Local 601 Local Chairperson (Min of Citizens Services)  
Veronica Barlee – Local 601 1<sup>st</sup> Vice Chairperson (MAH)  
Jeremy Leveque – Local 601 (MCFD)  
Daryl Marceau – Local 602 Chairperson (SDPR)  
Stephen Anderson – Local 603 1<sup>st</sup> Vice Chairperson (PSSG Probation)  
Lisa McDonald – Local 603 Member at Large (SDPR)  
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)  
Breanne Nyquist for Alex Miller – Local 606 (MCFD)  
Mona Dykes – Local 607 Acting Chairperson (SDPR)  
Karen Kenney – Local 608 Chairperson (SDPR)  
Anna Depretto – Local 609 Chairperson (CLBC)  
Deb Burns – Local 611 Chairperson (MCFD)  
Teri Goodrick – Local 612 Chairperson  
Mike Eso – Regional Coordinator & staff assigned to Component 6

**Regrets:** Desiree Cabecinha - Local 601 Treasurer (CLBC)  
Darryl Flasch – Local 603 Chairperson (MCFD)  
Alex Miller – Local 606 Chairperson (MCFD Youth Probation)  
Terra Plut – Local 607 Chairperson (MCFD)

**June 14, 2021**

*Acknowledgement of First Nations Territory – given by Judy Fox-McGuire*

1. Call to Order by Chairperson, Judy Fox-McGuire
2. Introductions of new members and guests:
  - Jeremy Leveque (Local 601) and Veronica Barlee (Local 601) – oath of office
  - Breanne Nyquist attending for Alex Miller (MCFD SW – Local 606)
3. Review and adoption of agenda as amended. M/S/C
4. Review of previous meeting minutes: M/S/C
  - Alex Miller was reflected as PSSB Probation, but he is MCFD Youth Probation
5. Convention 2021 Debrief – Judy will take all feedback back to the PE to discuss possibilities for moving forward in 2024.
6. Business Arising from Minutes: None

7. New Business:
- Judy is advocating for BCGEU email addresses for all Component Executive members.
  - The hope is to meet in person in September – will be discussing our strategic plan (meeting dates, campaigns, education, etc.) for the next year including member to member activities, so come with M2M plans ready to discuss and present.

8. Local Reports:

**Local 601 – Judi Porter:**

AGM on June 29<sup>th</sup> to report back on convention (Local 601 resolutions status), financial report, proposed bylaw change for meetings.

Grievances:

	Members	Grievances	Stewards	OSH Reps
September 15, 2020	2959	62	64	47
March 1, 2021		50 16 Employer Filed	57	142
June 15, 2021	3058	35 - in total 19 - Employer Filed 6 – 1.10 or 1.9	74	61

Good and Welfare: Bouquet of flowers to Darcy Houston on death of sister.

**Local 602 – Darryl Marceau:**

**Grievances:**

2 grievances related to vacations.

2 grievances related to performance.

Other outstanding grievances are related to disciplinary action.

**Training:**

Staff rep reports that (Area 01 & 02) have been holding regular virtual Steward Webinars. Invites have been generated to all stewards who have not taken the Steward Fundamentals Training in person. Courses are being offered almost monthly in Area 01. However, the attendance to virtual training does not appear to draw the stewards from 02 to attend. Some rescheduling due to a lack of participants, less than seven people registered to attend.

**OHS:**

Things seem to have settled with regards to OHS issues. OHS representative training is also up and running through OHS Department. Training was being held regularly. This training had moved to in person but had to be cancelled due to the restrictions/orders on indoor gatherings.

**CCC:**

The Area 02 CCC arranged for 'Working Minds' training in the area. The session was full within a few days of the notice being sent to the Area 02 membership. This training was held on May 29, 2021 (Saturday) from 8:30 – 2pm. There was a lot of interest in attending from the area 02 membership. The CCC is looking at holding another session as they discussed holding 2 training dates.

**Current Issues/Trends:**

Vacation booking and approval issues for some members in the area. The ongoing impact of Covid on members and what will be coming with regards to working from home and in the office as members and the public become vaccinated.

**MCFD:**

Workers continue to watch for next steps with regards to returning to working more in the office, likely September will see changes in current plan. Workers continue to support families with complex issues. Long-time activist Nancy Dwyer is retiring and will be missed for her hard work in the local executive, CCC and mentoring/steward activities in the north Island.

**MSDPR:**

Committee met with union lawyer to review their appeal and to help prepare lawyer in regards to the response to the PSA. I believe the response will go to an Arbitrator for a final ruling in mid-September. Also, some concerns regarding workers who worked virtually now coming in one day per pay period to relieve EAWs in the office. This may impact the other duties virtual workers are responsible for. Some other concerns workers doing work that does not fit within their job duties. No other updates at this time.

**GOOD and WELFARE:**

Local activist recently lost a family member and Vice Chair to local executive to check in and purchase flowers. Also Good and Welfare Committee looking at something for Nancy Dwyer as mentioned above is retiring.

**IT:** no update.

**CLBC:** no update.

General and Local Executive meeting planned for early September.

**Local 603 – Stephen Anderson, Acting Local Chair:** Verbal report.

**Local 604 – Harbinder Gill:**

Date: 15 June, 2021

Grievances: 20 in total

- 4 discipline
- 2 not offered overtime
- 2 seniority issues
- 12 STIPP payment, p/t entitlements, accommodation issues

There are 36 employer filed grievances for overpayment.

**Appendix 4's:** None

**OSH:** Nothing to report

**Member/Worksite issues:**

MCFD: A couple of Stewards have resigned in the last couple of months. Retention of Stewards is always an issue, due to the workload of Social Workers.

SDPR: EDO rebalancing in progress. Communication from employer that EAWs that were hired prior to January 1, 2020, will get a Monday and Friday EDO based on the service level in the work unit and seniority. The process will be reviewed over summer with a target implementation date of September 13, 2021.

PSSG: Probation (Andrea) – Overall, pretty quiet. No major OHS issues coming forward. Return to office plans are status quo for now. Additionally, there is a committee looking into what new practices will remain in place after learning from the last 15 months – good representation from our local. Workload is ramping up with courts returning to a more normal schedule; this is being exacerbated by staffing shortages that are slow to be filled. PO24s now have bail caseloads at Surrey North until two PO15s can be placed. There was also some concern about pressure to see more clients in person; however, turns out the way in-person reporting was being recorded was different by some LM's than others and resulted in significant discrepancies. There is also talk from the branch that there are upcoming changes to Gladue Reports ordered by the courts and will likely result in less Gladue-component PSR writing for probation. This is in its infancy.

CLBC: No concerns reported

IT: Ongoing bargaining with employer.

**Good and Welfare:** None

**Activism Highlights:** None

**Local 605 – Cynthia Mepham-Egli:**

1. I've had one zoom meeting since our last Component meetings and again, I did not have quorum.
2. Area 05 has two disciplinary grievances that are holding as the grievor is off on LTD (single grievor for both) and two employer filed overpayment grievances.
3. Future training opportunities in Area 05 are:
  - Labour Code OHS Online Basic Training: July 15, & 29<sup>th</sup>, August 12<sup>th</sup> & 26<sup>th</sup>;
  - OHS Anti-Bullying & Harassment: July 22<sup>nd</sup> & 28<sup>th</sup>
4. Area 05 Staff Representative reported no OH&S concerns.
5. A few years ago, MSDPR employees in Area 05 received an arbitration decision in their favour, and part of that decision was to return VDT breaks to any employee/member who worked in three specific MSDPR Offices in Kamloops. The arbitrator also seized himself with the matter. Last March, when the employees started working from home because of the COVID-19 pandemic, the breaks were removed again by the employer because the employees were "no longer working at the three physical locations" stated on the original et al grievance. The Local 605 Staff Representative has not been able to "get through" to the employer, even though it sounds like PSA might agree with the union's position that the employer is in violation of a ruling. The Regional Coordinator and the staff rep gave MSDPR until May 12<sup>th</sup>, 2021 to give the breaks back to the employees working from home or the union will set a date with the arbitrator. The breaks were not given back, and I check weakly with the Regional Coordinator and the staff rep and they are still waiting on a date with the arbitrator.

6. At least one of Area 05 SDPR members is on the Reclassification Review Committee and is really enjoying being part of the process.
7. I have had one active Steward and Local Executive member resign in the last two months. Also, a long-time member and SDPR supervisor retired at the end of April this year and the member who won their position has been a Local Chair and very active Steward in another area of the province.
8. Good and Welfare – I have had no good and welfare at the local level, but as 2<sup>nd</sup> Chair to Component, Component 6 has sent out five good and welfare gift baskets to Component Executive members since our last set of component meetings.

**Local 606 – Breanne Nyquist:**

June 14, 2021

**Grievances and Appendix 4's:** No new Appendix 4's. Two member filed grievances (Article 10) and one employer filed grievance (overpayment).

**OSH:** Nothing to report.

**Member/Worksite issues:**

Williams Lake MCFD: New building is nearing completion, move in planned for September/October, 2021.

Quesnel MCFD: No new issues since last report.

100 Mile House MCFD: No issues currently.

Bella Coola MCFD: No issues currently.

SDPR: No issues currently.

Probation/Community Corrections: No issues to report.

CLBC: No issues to report.

IT: No issues to report.

**Good and Welfare:** No good and welfare since previous Chair reports.

**Activism Highlights:** Local 606 Recording Secretary resigned. Current local executive vacancies are Second Vice Chairperson, Recording Secretary and Member at Large.

**Local 607 – Mona Dykes:** Verbal report.

**Local 608 – Karen Kenney:**

**Grievances and Appendix 4's:** None

**OSH:** Two new OSH reps have been appointed at the MCFD office in Creston.

**Member/Worksite issues:**

- Members have reached out to express concerns over Morneau Shepell and what they feel are a lack of easily accessible services and inability to choose their own counsellor.
- Member concerns re interpersonal issues with supervisor. Able to be resolved via two informal meetings. Staff Rep sat in on the second meeting for support.

- Work from home: All staff who can work from home continue to do so.

**Good and Welfare:** None

**Activism Highlights:**

- 2<sup>nd</sup> Vice Dara Plotnikoff will be attending the CLC Conference June 16-18, 2021.
- Virtual local member meeting set for June 28, 2021 to report out to the membership on BCGEU Convention (Karen Kenney) and the CLC (Dara Plotnikoff). Trying to promote engagement by offering a little “prize” to attendees.
- Local executive meeting set for July 5, 2021 to discuss implementing Local 601 Steward recruitment and retention plan.
- Activist Appreciation Banquet was unable to be booked for September 2021 at the Fairmont Resort due to the inflexible cancellation policy. CCC is looking at other options.
- Chair +1 took place on May 21, 2021.
- June CCC postponed until July 13, 2021 as it fell over Convention in June 2021.

**Local 609 – Anna Depretto:** Verbal report.

**Local 610 – Judy Fox-McGuire:** See VP report.

**Local 611 – Deb Burns:** Verbal report.

**Local 612 – Teri Goodrick:**

No local meetings held since last component meeting. Local 612 Chair Teri Goodrick attended virtual BCGEU convention as voting delegate, and Joseph Ivens attended as observer.

Half-day chair plus one meeting attended April 8, 2021 with Tricia Purnell as plus one. Learned about Grievance Appeal Committee.

Cross Component Committee meeting held June 10, 2021, but did not have enough people attend so will be rebooked for next week. One funding request from 312 for Prince Rupert Clean-up Challenge.

Nominations for vacant steward positions at Prince Rupert MCFD were opened from April 16-30, 2021 as a member had indicated interest, however that member did not proceed with the process and sadly we received no nominations. Will keep trying to recruit stewards!!

Need to set new date for Enhanced Steward Training - was tentatively set for May 11 but date ended up not working out. Will connect with Staff Rep when she is back from vacation to arrange new date.

One active employee-filed grievance in progress regarding denial of STIP benefits. All required documentation has now been received by the member and grievance is moving forward to next steps.

One grievance settled by agreement with the following resolution:

*"Employees can make known their interest in short term Team Lead opportunities that would not normally be posted as per the Collective Agreement language. Once Team Leads are aware of any members of their team who may be interested in short term Team Lead opportunities, they can strive to award those opportunities in an equitable and transparent fashion. Our goal is to ensure that all*

*interested parties who have the qualifications are considered in order to avoid the perception of favoritism and barriers to career growth."*

Active Appendix 4 workload reports with both Smithers and Hazelton MCFD Child Safety teams, awaiting decision by Article 29 Committee.

OHS: We have had two new members appointed to their respective OHS Committees by request since our last component meeting. No current OHS issues known. Some discussion/confusion around if Team Leaders (who are included BCGEU members) can act as employer reps on the OHS Committee because they are being used as the only employer reps in some offices.

9. VP Report – Judy Fox-McGuire:

June 14, 2021

PE business:

The PE continues to meet virtually and offices remain closed except by special arrangements with the area staff.

With the conclusion of our recent convention, we now have one new Executive Vice President, but the rest of the Executive Committee remains the same. Convention in person was an odd experience but it was helped greatly by the virtual participation of Component 6 delegates who participated whole heartedly. I am encouraging the Local Chairs who had multiple delegates to reach out to them in the next month or so as some of the new delegates expressed a willingness to continue to participate.

I am encouraged by many of the discussions that we had at the Convention as well as some of the new resolutions that were passed, including the website committee and the new language around the life memberships, both from Component 6. I will continue to pursue all of the resolutions that were passed at the Component.

The Public Service Bargaining Committee is meeting regularly to review and prepare for the next round of bargaining. Also active is the Joint Occupational Health and Safety Committee and this year the Article 29 Committee caucus has been having meetings to discuss issues that are common across Ministries.

Although Covid has continued to dominate the conversations, the PE has continued to discuss issues such as the new building that is being proposed in Burnaby and the PE Finance Committee continues to regularly review financial issues and provide interpretation for financial questions as they arise.

The Union has recently hired a procurement officer as well as an audit officer who will be reviewing contracts and processes within the Union. Also passed at Convention will be a new HR committee and this will provide some oversight and guidance to the staffing practices of the Union.

I encourage everyone to keep up with the Provincial Executive by reviewing the minutes that are posted. I used to bring the PE binders to every meeting.

Component business:

At our strategic planning session in September, I would like to set some goals for next year, including educational goals and training that we can offer to the Component Executive, including gender and diversity training, Appendix 4 training and parliamentary procedure training.

Elections for Steward will be commencing this fall and that will be followed by Local Executive elections,

and then Component Executive elections. Because of the delay in the elections, this will likely be happening at the same time as we are preparing for bargaining so I am looking forward to a busy fall and spring as we move through that.

I am pleased to welcome Veronica Barlee and Jeremy Leveque to the Component Executive from Local 601.

NTT bargaining is underway in addition to ISM. I will be inviting a representative to the Component meeting to review the new agreements when we have them.

Community Corrections OHS project: The organizing department and four people have been working on coordinating the OHS Committee lists. There are going to be four Regional Coordinators of the OHS Worksite Committees who will meet regularly. I have received assurance from the Provincial Director that meetings will be on work time.

Mental Health Presumption Clause: We have joined with Component 3 and 8 to expand the presumptive clause for mental health diagnosis as a workplace injury to include social workers and probation officers. This would mean that these categories would join first responders. We held a virtual lobby day that was very well attended and I am encouraged that Harry Bains has indicated that he will be taking a serious look at expansion of this.

I have met with the child and youth mental health clinicians again. Prior to Covid we were working on the issues whereby these workers were working alongside lesser educated nurses and making substantially less. We have not received satisfactory explanations for this from the Ministry so we continue to make it an issue.

Mike, Brandon, Maria Middlemiss and myself continue to meet with MCFD every two weeks to discuss issues of COVID and office safety. Although most things are sorted out now, we need to keep the lines of communication open in this large Ministry.

With respect to SDPR, I know that Lisa will be covering most of it in her report. She is the new co-chair of the Article 29 Committee and thanks to Harbinder and her working together over the past couple of years, the transition has been seamless and the working relationships at the table are positive. Mona Dykes has now joined Lisa at that committee.

I think we are seeing positive signs with respect to the end of Covid. However, last fall it appeared that the employer was signalling that it was a return to business as usual and within two weeks, the case numbers shot back up and they had to return to working from home as much as possible. It remains to be seen if they are going to be as eager to do it again as it appears that people have settled into being able to work from home quite well. We may be discussing this at the bargaining table so if there are any ideas that you have regarding ergonomics, internet connectivity and things such as that, please let me know.

I would like to encourage everyone to get a BCGEU email address so that we can move to more paperless meeting and keep all of our resources in one place that we can all access. I will be speaking to Sheila Puga, the Director in charge to make this happen.

10. Article 29 Reports:

**AG-FJ – Cynthia Mephram-Egli:**



Our last Article 29 meeting was May 19<sup>th</sup>, 2021 virtually by Skype.

1. We had a Diversity and Inclusion presentation by Catherine Holder & Travis Smith from the Corporate Management Services Branch attend as guest speakers to present on the three-year corporate strategy, areas of focus, governance structure, and initiatives for our sector around Diversity and Inclusion.
2. Nothing current to report on COVID-19 except that we have approved a “Join the Joint Occupational Health and Safety Committee” Poster for all worksites in AG.
3. Regarding Vaccination for Public Service Employees: We, the Union reported that Sheriff's have been included on the immunization first responder list. We would like to see all essential workers included on this list and the employer co-chair will continue to engage with the Public Service Agency on the topic.
4. Regarding Occupational Health and Safety, we had a presentation on previous union concerns we had raised regarding training, appointment of supervisors, and recruitment strategies for Occupational Health and Safety Committees. The employer will continue to provide support to the employer and union regarding occupational health and safety concerns as they arise.
5. Regarding Issues arising from the Residential Tenancy Branch, our member, Jason Singh, has been working with stewards within RTB since being transferred to AG. Union raised concerns regarding staffing and workplace issues, including return to work. Concerns around operational needs and scheduling leave. Union has requested to invite a speaker from RTB to our July meeting, Jason Singh to connect with RTB to speak with what work is currently being done at the local level. The employer co-chair will look into staffing/hiring concerns raised and report back at next meeting. This will be kept on the agenda.
6. Regarding online/virtual or e-union boards, this was an issue that I had added to the agenda but I did not speak to and will speak to at the next Article 29 meeting in July.
7. Regarding the redo of the COVID-19 safety plans, we the union, side requested that all OHS Committees review their workplace assessments and protocols; specifically, small droplet transmission, variants, and vaccines. Our union side is working to update COVID-19 safety plans for individual offices. Union requests posters to be updated to re-highlight importance of protocols. CSB reports their branch has been very proactive, reviewing safety plans, and revising FAQ's to ensure information is up to date. CSB expects HVAC report by end of May to include in their FAQ's. This issue will be kept in the agenda for next time.
8. Regarding Health and Wellness, the union raises concern about mental health resources and lack of appropriate resources through the services provided by Morneau Shepell. Issues and complaints regarding services provided through Morneau Shepell should be directed to the employer co-chair to bring forward to the Public Service Agency. Mental Health and Resources survey results will be brought forward to the Public Service Agency regarding issues around accessibility and availability of resources. Union raises concerns around attendance management for COVID related leave. The Public Service Agency has advised that employees should not be entering specific COVID related leave. The employer co-chair to further investigate and report back to committee members.
9. Regarding Reconciliation and Calls to Action, the Reconciliation Champions Committees of the Ministries of Attorney General (AG) and Public Safety and Solicitor General (PSSG) continue to work

to implement the *Draft 10 Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples*, and the *B.C. Declaration on the Rights of Indigenous Peoples Act*. The AG and PSSG Champions Committees are supporting the Ministry of Indigenous Relations and Reconciliation (MIRR) in development of the inaugural Declaration Act Action Plan. On April 1, 2021, Gladue services transitioned from Legal Aid BC to the BCFNJC. The employer co-chair will continue to provide updates on behalf the Champions Committee leads.

**ACTION:** Union requested to add as a standing item.

Next Meeting: July 14, 2021 meeting (Virtual Online, typically held at 910 Government St)

**CLBC – Anna Depretto:** No report

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

**MCFD –Sonja Haig, Co-Chair**

Action Items:

Working Alone Policy:

- Is going to the Director level.
- The WCB order required a risk table.
- Needed to update it.
- Staff will still call Replay instead the requirement for Replay to call them at regular intervals – as was initial reported to be the change.
- OH&S Director of PSA said we do not have to have Replay call the workers, as laid out in the WCB order.
- They have said it's fine not to change the call-in procedure.
- So, they are just going to update the risk table.
- Sonja asked why it was that PSA was allowed to decide that MCFD did not have to follow the Order from WCB regarding worker safety?
- Charito will re-look at the order and see why they have been told they don't need to follow it.

Lockdown Procedures:

- Approved by the ADM's.
- The document will be shared.
- Union requested to review and provide feedback.

OH&S Committee:

- Faith's concern that Comp 12 members are being requested to take minutes, though they should be treated as equal members.
- Section 42 also states that it is the employer that must provide clerical support to local committees.

JOSH 2-day training is available

- 2 day is always full.
- 3-day webinar version.
- Tuesday, Wednesday there is a call to ask questions.
- 2 day is the collective agreement requirement.

- 3 day webinar meets the WCB requirement

#### COVID:

- Bi-weekly meetings are still happening.

#### Incident Stats for Youth Custody Centres:

- 2020/2021
- Collectively PG 11 incident and Burnaby 10 incidents
- Last quarter – 3 in PG and 1 in Burnaby
- Last year they had 50 % more in the centres.
- There have been improvements.

#### **May 20, 2021 – Article 29:**

Sonja, Danielle, Ernie, Theresa Dobmeier, Charito Elderfield, Deborah Hedley, Dhillon Halter, Jon Waplinton.

#### Action Items:

##### Parking:

- Charito needs some staff info and how many parking spaces and offices, etc.
- But the return to the office will dictate the issue.
- It is a really large piece of work to identify how many people need a parking spot.
- Charito has lost staff and doesn't have ability to take this project on right now.
- We will agree to put this on hold until we start the return to office plan.

##### Smudging:

- They are working with Real Property Division about Smudging in facilities and ADM.
- It is moving forward.

##### SPO Growth Series:

- Presentation from Soji Later.

##### Substitution Pay:

- Charito
- They do have something finalized that has been approved.
- Charito will forward it.
- They have given copies to the EDS, it will be brought up on the DOO call, they will look at posting it on Iconnect
- Sonja pointed out that the easiest way to resolve local issues is to refer the local DOO to a document posted on Iconnect so requested that this piece be done.

##### PMRT:

- Deborah Hedley
- The recommendations that Darryl made have been looked at for the manual.
- Almost done the work.
- Then will bring to the EDS that use PMRT the most.

##### Appendix Four:

- Dayna Long joined

- There are a couple Stage 3 new ones and a couple still unresolved from before.
- Stage 2 tracking:
  - They have done some work looking at home many there usually are out there.
  - Looking at what makes sense for tracking.
  - Would also like to do something around guidelines around helping DOOs respond appropriately.
  - Help them write their responses.
  - Charito and Theresa brought up that they are worried about how much work that will be – is it worth it?
  - Sonja discussed concern that they have no desire to know what is happening in the SDAs around workload – how many stage 2 letters are there out there acknowledging that standards are not being met? Shouldn't that concern them?
  - They will continue talking about what may work.

#### COVID moving to Article 29:

- These are still going to be ongoing.
- So, this item can be complete.

#### Gender Diversity/Pronoun:

- They have talked to the Chief Information Officer.
- There are no formal plans to have pronoun identification baked in.
- The software can only pull certain things from the system.
- Their suggestion is that employees put this in their status function – in Teams this would have to be updated daily.
- PSA did share that they know that it is on the radar for Microsoft.
- Sonja will refer to UMCEE and employer will refer to the Division Inclusion Office.
- This item now complete.

#### Gender Inclusive Bathrooms:

- Sonja suggested a toolkit on how to make changes to existing buildings that can be made available.
- Same issues arise with it being a government wide issue and they do not have staff to do this.
- Jon will also refer this idea to the Division Inclusion Office.

#### Float Team and Vacation:

- They did a scan across the areas that have Floats and what they are doing.
- They are scheduling a meeting to discuss it further.

#### Growth Series and Expanded Credentials:

- Soji Bryant – Assistant Director of Strategic Human Resources joined to present.
- They have reviewed and done some updates on the expanded credentials as it has been two years.
- They are removing the masters (diploma/certificates) after an unrelated degree.
- Not really using it and it is a lot of work to work out the equivalency.
- They are removing the theology category for acceptable degrees.
- They would like this information to stay quiet while they communicate with the partners in universities about it.
- Experience component after education requirement – can no longer count work experience done before or during their education.

- Growth Series – SPO 24 – Protection and Youth Probation.
- Prior guidelines were done in 2011.
- Inconsistently applied.
- Updated with on specific experience statement.
- Worked in equivalent role in DAA as well as other provinces.
- Will be good for any SPO Positions (Resources Guardianship).
- Goes live on May 31.

#### Youth Custody Update:

- 3.1 meeting earlier this week
- Total employees 190
- 57% male
- 43% female
- Average age 44
- Burnaby
  - 134
  - 4 regulars left
  - 100 active
  - 12 on leave
  - 112 regular
  - 22 auxiliary list
- PG
  - 562 regular left
  - Active 46
  - 10 auxiliary
- Quarter Exits – 7 regular and 3 Auxiliary and 4 retirements.
- Casual exit rate is 11.6%
- Overall combined 6%
- They are training more.
- Danielle requested more specific information correction staff vs administrative.
- Needed due to lack of acknowledgement at bargaining that there is a recruitment and retention issue.

#### Workload Project:

- Technology
  - Working with ISD on double entries – trying to put something on the front end to auto populate.
  - Mobility tools are being piloted.
  - Tablets with access to the system so it can be used in the field.
  - Take photos directly to ICM.
- Documentation
  - Group is now being led by the practice branch.
- Text messages – still looking into programs that do not store in the states.
- Streamline FDR and Investigation tracks
  - not sure where that's at.
  - Deborah thinks it needed a legislative change.
  - Sonja pointed out that it did not need a legislative change when they changed it in the first place, so not sure why they would need one to put it back the way it was.

#### Hiring

- Hard to Recruit.
  - finishing past performance checks right now
  - 10 passed out of 41
  - All have preferred credentials
  - Doing another in June
- Provincial
  - 80 passed
  - 73 preferred credentials
  - 7 base
  - Doing past work checks
  - Next Provincial should be in September.

#### Education Leave:

- Requested for paid leave.
- Because degree is not required for current position it was denied
- Unpaid leave may be approved.

#### Float Process:

- Deborah looking into issue.

#### CYMH Rebranding?

- Theresa stated that she had not heard of any name change (clinician to practitioner).
- She is wondering where this came from.
- She is concerned that the Mental Health Ministry is using different language in their literature and messaging, and this is causing confusion.
- If this is the case, she would like to know so that she can address it.

#### PSSG – Judy Fox-McGuire

- Issues focus more on Custody/Sheriffs.
- Resiliency statements to go in job postings. Asking for assurances that that will not fly against presumptive clause of MH injury.
- FRCC shooting of CO
- Reconciliation and Calls to Action

#### PSSG Subcommittee – Community Corrections - Judy Fox-McGuire/Andrea Mitchell:

Minutes to past meetings can be found on Corrpoint.

[https://corrpoint.jag.gov.bc.ca/sites/operations\\_A29/Documents/Forms/Doc%20Type.aspx](https://corrpoint.jag.gov.bc.ca/sites/operations_A29/Documents/Forms/Doc%20Type.aspx)

Brief check-in was held May 20, 2021. No minutes taken. No new business or concerns arising. Employer assured that the migration back to offices will happen at a measured pace that will take us beyond PHO's target of September. Employer has also assured that the branch is working with all levels of staff through a committee to assess the lessons of the previous 15 months and will maintain a level of flexibility that was not available to staff previously. How that will take shape is yet to be determined. Employer has acknowledged there is a decrease in resilience of staff to manage stress and Mental Health will continue to be a focus as we move forward out of Covid. OHS project is ongoing and we have assurances that quarterly regional meetings will be held on Employer time.

Next meeting: TBD

#### Citizen's Services – Judi Porter:

- Next meeting June 17th.
- Updating safety plans as more people return to the sites. Approx. 85 sites in total. Service BC offices have been open continually during Covid.
- Still issues with unmasked persons wishing to access SVBC services in some offices.
- Contact from members for issues starting to ramp up. I've started requesting observers on postings from problematic areas.
- Heard of a potential reorg at BC Stats.

#### **Municipal Affairs – Veronica Barlee reporting out:**

There have been a couple of ongoing issues with Article 29:

- Return to the office: concerns from members about safety for when workers return to the office and it is unclear what the new safety plans will look like. Also, there are a lot of members who want to have increased flexibility, rather than return to the office full time.
- Ratio of excluded to included staff: there have been concerns for a number of years about a high ratio of excluded to included staff in certain branches.
- Mental health supports: concerns that the current mental health supports are inadequate and requests for additional support.
- Also, this may not be appropriate for Article 29, but flu clinics are to be run by volunteers this year. Has this always been the practice? (I have never seen a call for volunteers before), but I am concerned about relying on volunteers to deliver an important public health service that makes our workplaces safer. I looked at the work involved in delivering the clinics and it does not appear possible to adequately deliver this service off the side of your desk. It seems that delivering something so important and time intensive should be part of an employee's duties, rather than relying on their spare time?

#### **JERI: Ministry of Jobs, Economic Recovery and Innovation – Veronica Barlee reporting out:**

JERI's June Article 29 meeting was postponed due to the Ministry unexpectedly entering Estimates and is rescheduled for the week of June 22. April marked the restarting of the Article 29 Committee after a Ministry reorg in December 2020 and the two Article 29 BCGEU members left for new ministries. Article 29 is looking toward discussions about return to work when we meet in June. On the BCGEU side, there is one member and a staff rep and the member would welcome additional BCGEU members (as noted previously JERI had no Article 29 committee from July 2017 to Oct 2020).

#### **AEST: Advanced Education Skills Training – Veronica Barlee reporting out:**

AEST has the reoccurring standing items of: auxiliary seniority list, education leaves and new members to the ministry (for union orientation purposes). Current discussion points are:

- Return to the office and Covid-19 protocols/safety updates (at the moment a quiet topic, majority works 100% from home, no pressure for members to return any time soon).
- Contractor list and discussion (we identified a 8 year long contract that was cancelled immediately and is turned into a union position. In the IT shop, two more business analyst unionized will replace contractors).
- Overtime and workload, is a long standing issue in some divisions. The employer is developing some education videos on how the employee and the supervisor can tackle this topic in various situations, with the supervisor being responsible to resolve.

11. Committee Reports:

**Community and Social Action – Andrea (Chair)**

No one came forward to request a donation this quarter. Judy is looking at bringing in the creator of Orange Shirt Day for September and we may purchase shirts and/or make donation.

**Finance Committee – Harbinder (Treasurer/Chair)**

Review of 2021 budget and balance.

**Motion: Transfer \$500,000 to the BCGEU Component Fund to be invested in accordance with Provincial Executive Policy G-27 "General and Defense Fund Investment Management" with an "entrance date" of July 2, 2021. M/S/C**

Discussion centered on the fact that the balance is not making interest at a rate that keeps pace with inflation. Investments will be made with appropriate risk management and oversight.

17 voted in favor with 1 abstention.

**PE OHS – Cynthia**

12. Good and Welfare:

- Component sent six gift baskets to activists who had loved ones pass away.

13. Next Meeting: October 6 – 8, 2021 at BCGEU HQ.