

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

October 6 - 8, 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 1st Vice Chairperson (MAH)
Desiree Cabecinha - Local 601 Treasurer (CLBC)
Jeremy Leveque – Local 601 (MCFD)
Daryl Marceau – Local 602 Chairperson (MCFD)
Stephen Anderson – Local 603 1st Vice Chairperson (PSSG Probation)
Lisa McDonald – Local 603 Member at Large (SDPR)
Harbinder Gill – Local 604 Chairperson (SDPR Youth PWD)
Andrea Mitchell – Local 604 1st Vice Chairperson (PSSG Probation)
Cynthia Mephram-Egli – Local 605 Chairperson (AG Family Justice)
Alex Miller – Local 606 (MCFD Youth Probation)
Mona Dykes – Local 607 Acting Chairperson (SDPR)
Karen Kenney – Local 608 Chairperson (SDPR)
Anna Depretto – Local 609 Chairperson (CLBC)
Teri Goodrick – Local 612 Chairperson
Mike Eso – Regional Coordinator & staff assigned to Component 6

Regrets: Darryl Flasch – Local 603 Chairperson (MCFD)
Kayla Woodruff – Local 603 Young Worker (MCFD)
Terra Plut – Local 607 Chairperson (MCFD)
Deb Burns – Local 611 Chairperson (MCFD)

October 6, 2021

Acknowledgement of First Nations Territory – given by Andrea Mitchell

1. **Call to Order** by Secretary, Andrea Mitchell
2. **Review and adoption of agenda as amended.** **M/S/C**
Add: Discussion of new vaccine mandate for public service workers announced yesterday by PHO.
3. **Review of previous meeting minutes.** **M/S/C**
4. **Business Arising from Minutes:**
Completed - 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.
5. **New Business:**
 - Steward Elections: Call for steward nominations has gone out and close October 31, 2021. Discussion around strategies for encouraging members to step up.
 - Article 29 restart in person meetings (Iisa): Hold off on push back to in-person meetings until

- Component 601 bylaw change: Motion to pass Local 601 bylaw change request. Article 7(b) of the Local 601 bylaws to read *"Local meetings shall be held as determined by the Local Executive, through consensus where possible. If consensus cannot be reached, a majority vote will set the date and time of meetings. Meetings can also be held at the request of 50% of the stewards or 30% of the local membership."* Discussion clarified that *"local meetings"* refers to all meetings of the local, including local meetings, executive meetings and steward meetings. Chair abstained.

M/S/Defeated

Discussion that motion be sent back to the Local to capture the desire to set meetings in advance. The suggestion was that Bylaws be changed to reflect that all foreseeable local meetings be scheduled on an annual basis, perhaps set out at the beginning of each year.

6. Component Bargaining Committee Elections:

Judy Fox McGuire - PSBC goes by right

Cynthia Egli - PSBC goes by right

Andrea Mitchell (PSSG)

Judi Porter (CITZ)

Kayla Woodruff (MCFD)

Lisa McDonald (SDPR)

Alternates - Jeremy Levesque (MCFD) & Mona Dykes (SDPR)

7. Local Reports:

Local 601 – Judi Porter:

Two meetings since June:

- Stewards meeting September 14, 2021. Topics were Return to the Workplace, Duty to Accommodate and Health & Safety in the Workplace. Guests Brandon Thistle and Karen.
- Members meeting September 28, 2021 - passing bargaining resolutions.

Local Statistics: 601 statistics Updated September 27, 2021

	Members	Grievances	Stewards	OSH Reps
Sept. 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
Sept 27, 2021	3156	48 total 20 Employer Filed 12 – 1.9, 1.7 or 1.10	62	153

Good and Welfare: None

Local 602 – Darryl Marceau:

OHS: There is not a lot to report at this time. Many members waiting to see how stage 4 plan goes including workers returning to the offices to work full time. Many workers applying for the one day per week telework/work from home agreement.

CCC: CCC looking at a virtual event for steward appreciation this year in late October. More planning to come in October's meeting. Last year's clothing swag give away was well received. Education events were offered earlier this year and booked by members but many did not attend. CCC to look at future education events and how to ensure members who sign up to attend. 602 will look for a new CCC representative in the new year as Nancy Dwyer has retired.

MCFD: Many offices continue to be busy and lots of hiring continues. Some workers anxious with the return to full time work in their offices on October 12 and many have signed up for telework agreements allowing them to work from home one day per week. Workload for many teams also continues to be a concern.

MSDPR: Many EAWs reporting that they are frustrated by the delays of setting a hearing date for the arbitration that completed the process cycle in June, 2021. EAWs also stating that they would like the union to enforce the timeline as bargaining is coming and EAWs are not wanting this final arbitrated outcome to become the potential of a bargaining issue and risk it be bargained away at the table. September dates were cancelled because of the massive volume of information provided. Telework agreements with MSDPR are also being submitted by workers for approval.

GOOD and WELFARE: Nothing to report.

IT: Many worksites with no stewards. Need to get notices out to NTT sites to help ensure members can nominate and get stewards representation in their areas.

CLBC: Many sites needing stewards. CCC member from CLBC to help with getting steward election notices up to the CLBC offices in 602 to help ensure is better representation.

Grievances: Less grievances being filed over the last four months. One Human Rights complaint that has been resolved. Older grievance that were related to several ongoing expression of interest used instead of postings for supervisors likely to be resolved. Other ongoing grievances regarding floats and vacation, job competition process, overpayments, probation periods.

Local Executive Update: General meeting was held on September 15, 2021 to discuss bargaining proposals. 17 proposals were passed by the local executive and sent to component.

Local Steward Elections: Many jobsites don't have stewards especially CLBC and NTT. I plan to work with stewards from different jobsites to see if they are able to put up notices.

Local 603 – Stephen Anderson, Acting Local Chair:

Grievances and Appendix 4's: To be forwarded by staff.

OSH: Probation Officers rarely fill out critical incident reports. Need training to establish standard of what should be reported, support needed to complete reports.

Member/Worksite issues:

PSSG:

empty offices, dynamic work model providing greater opportunity for working from home, combo work and office;

- Staff shortages at some offices due to staff resignations: Management attempting to backfill with retired probation officers, impacted some staff's ability to get time off in summer;
- Complexity of clients creating workload challenges despite declining case numbers;
- Telework agreement required to be signed by staff.

MSDPR (Lisa McDonald):

1. Teliopiti reporting reinforced "audits" more frequent as "gaps" in Integrated Case Management (ICM), concerns that Virtual Services staff who are working from home (WFH) may have ICM "gaps";
2. Face-to-Face (F2F) offices chronically short staffed: hiring not able to keep up, resignations in several offices;
3. Trainers requested due to lack of them and staff shortage due to staff assigned to "training" and projects;
4. Staff are returning equipment to offices;
5. Virtual Services staff are pleased with approval to work from home (WFH);
6. Lisa involved in steward elections at worksite.

NTT (Kevin Ball):

- Kevin contacted current NTT stewards to confirm interest in running in current Steward elections: several planning to;
- The most common feedback was that the union doesn't do enough to communicate with members. Other common items were requests for proper fillable PDF grievance and membership cards;
- A vacancy on the Provincial OSH committee at NTT, due to the departure of Farah Babul, has been temporarily filled by Tara Exner. All offices are currently closed, not re-opening until January 2022, so Provincial OHS seen as very important to maintain.

IM/IT Infrastructure (Ministry of Transportation):

- Understaffed which is creating an undue burden on incumbent staff;
- Compensation not keeping up with inflation, income capped early in career, is impacting staff retention.

Activism Highlights:

Acting Local 603 Chair, Steve Anderson, attended NUPGE National Probation Officers meeting on September 27 & 28. Current NUPGE themes: 1. Climate Crisis, 2. Wealth and Income Inequality, 3. Impending Austerity: Concerns regarding wage rollback despite provinces receiving COVID money from federal governments;

- Wealth tax;
- Overdose crisis: Legalization of drugs, safe supply;
- Childcare programs;
- Participant Probation Officers are putting together a wage and benefits and job description document for comparison between provinces to get better sense of work conditions and compensation.

Local 604 – Harbinder Gill: Verbal report

Probation – Andrea Mitchell

Return to office: Most offices are back to about 75% on-site with an eye towards being fully onsite by January, barring a worsening of Covid transmission.

about the employer criteria in deciding these "case-by-case" requests. Some surprising outcomes that include approvals for requests that would seem to be easy denials; and denials for seemingly reasonable requests; differing lengths of approved LWOP's also. Will be taking to Art 29.

Dynamic Operating Model - awaiting results of focus group from the committee struck to canvass the field about what we will adopt moving forward, as learned from our adaptation of how we work due to Covid.

Significantly declining caseloads, except bail; however, we all appear as busy as ever as there is always enough work to do to fill the gap; a lot more use of electronic monitoring than previous, which is time-consuming (curfew exemption requests); positions being left vacant, but not being grieved at this time as this has a high likelihood of leading to layoffs should the employer remove the positions should client numbers remain low; however, employer is still running panels for POs and bail supervisors.

Telework expectations are shifting/tightening up, now that work from home is more an option than a necessity - need to have a truly private space; communication when you start/end day, breaks, leaving your home - framed as OHS issue. No push back at this point.

Local 605 – Cynthia Mephram-Egli: Verbal report

Local 606 – Alex Miller: Verbal report

Local 607 – Mona Dykes: Verbal report

Local 608 – Karen Kenney:

Grievances and Appendix 4's: None

OSH: None to report

Member/Worksite Issues:

MCFD: Member currently undergoing an investigation regarding a possible breach to the PSA Code of Conduct. BCGEU providing steward representation. Investigation is going.

SDPR: Member required Steward representation during an initial and follow-up meeting with their direct supervisor regarding interpersonal conflicts. Concerns have been resolved.

Activism Highlights:

- Activist Appreciation Banquet: Unable to plan an in-person event, so the CCC is planning on trying to host a virtual event.
- CCC: Planning on organizing two virtual events for members – currently working on scheduling a Yoga Session and Painting Class.
- Bargaining meeting held on September 29, 2021 @ 5:00pm.
- Have secured a member interested in being a Steward at MCFD in Cranbrook.
- Chair Plus 1 meeting scheduled for November 3, 2021.

Local 609 – Anna Depretto: Verbal report

Local 610 – Judy Fox-McGuire: Verbal report

Local 611 – Deb Burns: No report

Local 612 – Teri Goodrick:

Local virtual meeting held Sept 27, 2021 – discussed bargaining proposals, steward elections and activist recruitment. Low attendance at meeting – chair, vice chair, staff rep, and one member present. No bargaining proposals to submit. Priority to increase member engagement and recruit stewards and other activists.

Chair plus one meeting scheduled for October 21, 2021 in hybrid zoom/in person format. In person will be held at BCGEU office in Terrace. Tricia Purnell will attend as plus one.

Enhanced steward training will be held November 2, 2021 in Terrace (with hybrid zoom option). Topic will be steward fundamentals refresher. Also plan to hold local executive meeting in Terrace evening of November 1, 2021 prior to enhanced steward training.

Cross component committee: CCC Meeting held June 21, 2021.

Previously approved funding for Prince Rupert Garbage Clean Up Challenge request received to defer funding until spring.

Not aware of any active grievances.

Not aware of any updates on the active Appendix 4 workload reports with both Smithers and Hazelton MCFD Child Safety teams which are awaiting decision by Article 29 Committee.

OHS: Not aware of any outstanding OHS issues. Regular meetings and inspections as well as Covid-specific reports and inspections being completed as required.

Local Chair on maternity/parental leave from MCFD until Feb 21, 2023, but will continue with Local Chair roles as much as possible while on leave. Will be stepping back from direct stewarding (representing members in meetings with management and filing grievances) while on leave.

8. VP Report – Judy Fox-McGuire: Verbal report

October 7, 2021 - Review, discussion and voting on Main and Component Bargaining Resolutions

October 8, 2021 - Completion of Resolutions

Discussion of Priorities:

1. Reconciliation resolutions - bereavement/education/National TRC Day
2. Mental Health Benefits
3. STIIP Benefits/Other extended health betterments
4. Pay and grid adjustments
5. Telework

9. Article 29 Reports:

AG – Acting Local Chair Steve Anderson: Verbal report

CLBC – Anna Depretto: Verbal report

SDPR - Lisa McDonald/Mona Dykes: Verbal report

MCFD – Sonja Haigh: Verbal report provided by Judy Fox-McGuire

PSSG – Judy Fox-McGuire: Resiliency statements in job descriptions

PSSG Subcommittee – Community Corrections - Judy Fox-McGuire/Andrea Mitchell: Return to office – 75% of the time; Dynamic Operating Model project underway – awaiting final recommendations.

Citizen's Services – Judi Porter: Next full meeting October 29th. Last full meeting June 17th. Have held ongoing discussions with respect to Service BC Offices and any other issues that came up. Lots of discussion re: RTO. Pointed out to committee that telework agreement is contrary to gov policy – thank you Veronica for pointing that out.

Updating safety plans as more people return to the sites. Approximately 85 sites in total to update.

Still issues with unmasked persons wishing to access SVBC services in some offices even after the update from the PHO about masks. Need to have discussion now as we are moving back to winter and need to figure out line ups etc. for the offices.

Will be having one member (12) leaving so need to contact Maria for substitute.

Municipal Affairs: No report

JERI: Ministry of Jobs, Economic Recovery and Innovation: No report

AEST: Advanced Education Skills Training: No report

10. Committee Reports:

Community and Social Action – Andrea (Chair): Broken Promises Rescue - member run organization; Judi Porter will reach out to Director to present at December meeting for approval of 3rd quarter donation.

Discussion of possible upcoming donation opportunities - wildfires, food bank.

Reminder to provide the CSA Committee the charity prior to next meeting and if they need the criteria to approve the donation, Andrea will send it out.

Finance Committee – Harbinder (Treasurer/Chair): Approve advance for A/C Mona Dykes to buy a laptop for union business (max. \$1000). 2019 audit completed - overpayment of \$15 to 604 Local Exec member (incidental claimed in error).

Motion to write off 2019 \$15 debt owed by Local 604 Executive Member at Large.

M/S/C

Discussion of covering headphones for Component Executive members in light of virtual meetings.

Motion to approve the cost of headphones to a maximum of \$100 for Component Executive members.

M/S/C

Financial Report provided. Investment report requested for December meeting. Motion to approve Finance Committee.

11. Unfinished Business: None

12. Good and Welfare: None

13. Next Meeting: December 7 – 9, 2021 - Victoria