

**BC GENERAL EMPLOYEES' UNION  
COMPONENT 6 EXECUTIVE MEETING  
SOCIAL, INFORMATION & HEALTH COMPONENT**

***March 22 – 25, 2022***

*File No. 1006-002*

**Attendance:** Judy Fox-McGuire – Component 6 Vice President and Local 610 Chair (PSSG Probation)  
Judi Porter – Local 601 MAL (Min of Citizens Services)  
Veronica Barlee – Local 601 MAL (AG - Min Housing)  
Desiree Cabecinha - Local 601 Treasurer (CLBC)  
Jeremy Leveque – Local 601 (MCFD)  
Shirley Kay - Local 601 Chairperson (Min. Ed)  
Sonja Haigh – Local 602 Chairperson (MCFD)  
Kevin Ball - Local 603 Chairperson (NTT)  
Stephen Anderson – Local 603 (PSSG Probation)  
Kayla Woodruff – Local 603 1<sup>st</sup> Vice Chair, Young Worker (MCFD)  
Lisa McDonald – Local 603 MAL (SDPR)  
Harbinder Gill – Local 604 Treasurer (SDPR Youth PWD)  
Andrea Mitchell – Local 604 Chairperson (PSSG Probation)  
Cynthia Mephram-Egli – Local 605 Chairperson (AG Family Justice)  
Joanne Bowden – Local 606(MCFD SW)  
Mona Dykes – Local 607 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:** Local 611 Chairperson

**Tuesday, March 22, 2022**

*Acknowledgement of First Nations Territory – given by Cynthia Mephram-Egli.*

- 1. Call to Order & Introductions** by Judy Fox-McGuire
- 2. Oath of Office and Welcome to new Component Executive Members**
- 3. Review and adoption of agenda as amended.** **M/S/C**
  - NUPGE Resolutions
  - Election software and member registration/update of member information, confirmation of member #'s
  - M2M (Cynthia)
  - Strike process discussion/vacation protocol during strike
- 4. Review of previous meeting minutes (December, 2021):** **M/S/C**
  - Veronica Barlee - works with AG - Min. Responsible for Housing
  - Page 11 - amended motion C02 monitors to \$2500 for 7 monitors

5. **Business Arising from Minutes:** None

6. **New Business:** None

7. **Local Reports:**

**Local 601 – Judi Porter/Shirley Kay:**

- Local election results
- No grievance report

Local 601		
<b>Chairperson</b> Shirley Kay shirley.kaysh@gmail.com	<b>First Vice-Chairperson</b> Sandra Pittroff sandra.pittroff@gmail.com	<b>Second Vice-Chairperson</b> Jeremy Leveque jeremy.j.leveque@gmail.com
<b>Treasurer</b> Desiree Cabecinha desireec@shaw.ca	<b>Recording Secretary</b> Darcy Houston Darcy.houston@gov.bc.ca	
<b>Member at Large</b> <div><div>Kirsten Smestad kismestad@shaw.ca</div><div>Alexa de Aquino Cariocanadense@gmail.com</div><div>Falon Renshaw falon.renishaw@gmail.com</div><div>Veronica Barlee veronica.barlee@gmail.com</div><div>Judi Porter murandaj@shaw.ca</div><div>Lindsay Storie Lindsaystorie@gmail.com</div><div>Martin Sithole martinsithole97@gmail.com</div></div>		
<b>Member at Large (Equity)</b> Souie Gorup souie@shaw.ca	<b>Young Worker</b> Martin Sithole martinsithole97@gmail.com	

- Shirley looking forward to working with new executive
- Elections for Local 601 component attendees tbd with the new executive

**Local 602 – Sonja Haigh:**

The local has about four grievances related to the vaccine mandate, but not a lot compared to some locals. There are some outstanding grievances from vacation denials from 2021. They had been set for expedited arbitration but that was cancelled due to BCGEU job action last year. They are most likely going to be turned down at this point.

Collection grievance out of ISM.

MCFD – suspension – being resolved as the member quit.

There are active Appendix 4's that are stage 2 and there are a few more coming.

OSH: Haven't had a chance to review.

Activist Highlights: The Local Executive has been affected by retirements and COVID. Currently, we only have a Chairperson and Recording Secretary.

**Local 603 – Kevin Ball/Stephen Anderson/Kayla Woodruff/Lisa MacDonald:** Verbal reports provided.

**Local 604 – Andrea Mitchell:**

Local elections concluded:

Chairperson - Andrea Mitchell (Probation)

1<sup>st</sup> Vice Chairperson - Jozef Pisko-Dubienski (CLBC)

2<sup>nd</sup> Vice Chairperson Nancy Bell (CLBC)

Treasurer - Harbinder Gill (SDPR)

Recording Secretary – Vacant (Originally held by Dominik Barros, but she has left Public Service since results)

MAL - Karthy Sivalingam (Probation)

MAL - Jamie Simpson (MCFD)

MAL - Kim Botelho (MCFD)

MAL - Reanna Brulotte (SDPR)

MAL - Kathleen MacKillop (SDPR)

Young Worker - VACANT

**Worksite Issues:**

Custody Centre steward reached out to let us know they have chaplains in their center who don't know what component they belong to. As SPO24's they have been confirmed to be C6 members and the steward is reaching out to multiple centres to make sure they are all signed up with the union. One chaplain has voiced concern over the potential for the position to be contracted out.

Probation: Lots of movement; a number of positions not being filled, members being left on eligibility lists, and now new postings for same classification, creating confusion - staff being told that positions are not being filled due to low caseload numbers; still lack of acknowledgment that caseload does not equal workload, and staff have enough work to fill time; same issue is also going on with not filling admin positions (Comp 12).

MCFD: a number of emails received from CYMH members requesting raises during this round of bargaining; Non-C6 delegated SWs looking for TMA to match their counterparts; workload is still an issue and an Appendix 4 is about to be undertaken by one office.

SDPR – Harbinder Gill: Verbal report

NTT - Fraser Health has suggested removal of the graveyard shift at all hospitals. This would affect local 603 and 604 members. Meeting of labour management committee has been scheduled.

CLBC – currently in bargaining; Nancy Bell on bargaining committee.

**Education:**

Current online steward training offering is full. Next offering in June. Local Executive training and planning day set for April 26<sup>th</sup> in person at FVAO.

**Local 605 – Cynthia Mephram-Egli:** Verbal report provided.

**Local 606 – Joanne Bowden:** Verbal report provided.

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

**Local 608 – Karen Kenney:** Verbal report provided.

**Local 609 – Anna Depretto:**

**Grievances & Appendix 4's:** 16 grievances filed (MCFD, SDPR). Issues: loss of income, wage shortage, dismissal, discipline letter, denial of STIIP).

**OHS:** Most offices have OHS reps.

**Member/Worksite issues:**

- Return to work/telework agreement- still concerns despite restrictions lifted.
- Stress around bargaining new collective agreement and also stress noted amongst members re: increases in cost of living.
- Child protection staff: stress/heavy workload. Members are encouraged to file Appendix 4's if unable to manage workload.

**Activism Highlights:**

- Members interested in pension workshop in spring. Dates TBD
- Steward training TBD as new stewards have come aboard.
- Activist appreciation banquet - date TBD
- CCC holding monthly meetings with positive turnout
- M2M planning dates for in person meetings

**Other:** Staff Rep's mother passed. Local CCC sent gift basket.

**Local 610 – Judy Fox-McGuire:** Verbal report provided.

**Local 611:** No report – Local Chair position for 611 remains vacant.

**Local 612 – Teri Goodrick:**

Local General meeting held Feb 4, 2022 to close Local Executive Nomination period.

Executive positions acclaimed are:

Local Chair: Teri Goodrick

1st Vice: Joseph Ivens

Treasurer: Tricia Purnell

Young Worker: Jessie Peden

Vacant positions: 2nd Vice, Recording Secretary, and two Members at Large.

Chair plus one meeting is scheduled for April 20, 2022 in hybrid format. Joseph Ivens, 612 Vice Chair will be attending as plus one.

Call booked with Staff Rep to book Enhanced Steward Training and Member to Member dates for 2022 on April 5.

Joseph and I are working together to facilitate steward engagement. Joseph created a steward messaging thread and will be working on some steward engagement meetings. Steward Fundamentals training will be held April 13 and 14 2022 in Terrace.

Cross Component Committee meeting is scheduled for Wednesday March 23 at 5:30pm. Will be discussing Activist Appreciation Banquet, and electing positions on the CCC.

#### **Grievances:**

Three employer filed overpayments

Two member filed grievances:

- a. Employer is clawing back funds from member who was in TA position and allegedly paid at wrong grid.
- b. Members RTW was delayed due to employer and is seeking reimbursement of vacation hours.

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

#### **8. NUPGE Convention:**

Component will send six reps to NUPGE Convention - June 17 to 19, 2022 to be held in Newfoundland.

Motion to go into Resolution Committee

**M/S/C**

Resolution: Watersheds/wetlands

**M/S/C**

Resolution: Water and for-profit beneficiaries

**M/S/C**

Resolution: Working groups

**M/S/C**

#### **9. Guest - Doug Dykens, BCGEU Director Field Services & Negotiations**

- Strike equals withdrawal of labour to achieve goals at bargaining. No cookie-cutter approach to strikes and requires good organizing, communication and adaptation in real-time.
- Impasse needs to be reached prior to strike vote.
- Essential services to be defined; other job action to be discussed.
- Excluded employees need to be working to cover job duties – 60 hour work week.
- Strike action - lesser of \$500/wk or 70% of gross pay; 4 hours per day, 5 days per week or equivalent for part-time workers.
- Strike captains will help ensure strike pay cheques go to right address; good uptake on updating member info on member portal; strike captains also scheduled who will walk the line and who goes in, rotating equally.

#### Questions:

- A/L - typically, employer could cancel vacations that are upcoming, but usually ok the ones that are underway.
- Other job action - counsel is working with PSBC to address whether certain jobs are essential or if there are job duties that are not essential and can be withheld - 2012 and the high level of essential services provided by comp 6 was a result of wanting to get to a striking quickly. That is not likely to be the case this time;
- What is my role as a Local Chair? Staff rep? PSBC will send out requests to be put into action by local executives; most other issues will go into abeyance.
- Strike vote is only good for 90 days before strike action must occur - this puts additional pressure on negotiating essential service levels.

### **Wednesday – March 23, 2022**

- Discussion regarding e-voting software and process. Possible paper ballot should bargaining come to impasse and require a strike vote.
- Discussion about return to office and how members are feeling; some concern about flexibility/inflexibility between illness deemed STIP vs accommodation to WFH.

#### **10. VP Report – Judy Fox-McGuire: Verbal report**

- Update on component and main table bargaining
- New building in Burnaby
- Announcement of new Ministry - will include comp 6 (IT), 12 and 20 members
- Announcement of IT conference
- Announcement of year-round firefighter deployment as environmental disaster response team

#### **11. Member to Member Campaign - Cynthia Mephram-Egli**

Call or text campaign to reach members to correct worksite and member addresses ahead of ratification or strike vote. 60 LOA M2M HQ-paid days available to split among the locals based on number of members to connect with. Training to occur beginning of April.

#### **12. Joint Labour Management Committee Reports:**

##### **AG/Family Justice:**

The Ministry of Attorney General Committee met virtually on January 10th, 2022.

Regarding Covid-19, the employer advised the union that all branches are continuing to work with their JOHS/Facilities representatives to update Communicable Disease Prevention Plans to align with updated safety protocols and policies. The employer confirmed that their direction is to continue to support employees working from home and to not return to the work site where operationally feasible. Employer advised that daily health checks have been re-instated for employees entering the work sites. The employer will continue to consult with the PSA regarding mask requirements for employees and will bring forward the unions concerns regarding types of masks and implementation of mask policies. The employer confirmed that, as per Lori Wanamaker's executive message prior to our meeting on January 10th, telework agreements have been deferred until further notice. Union requests a list of worksite OHS committees for next meeting.

The union raised questions regarding the process of hiring for the new Legal Assistant and Senior Legal Analyst positions within the BC Prosecution Services. The employer confirmed that an Expression of Interest (EOI) was posted, and a fair and meritorious competitive practice was followed. The employer advised the union that recruitment and retention pressures are playing a factor in their decision to use the EOI process.

Prior to the meeting, the union requested the numbers of members who were on unpaid LOAs due to the vaccine mandate and we were told that we were not allowed the specifics for each ministry. However, the employer pulled together a vacancy report for all included positions across the ministry. Employer advised that the vacancy reports are not reflective of the true picture and work will continue with branches to address vacancies and how to best support our employees regarding workload. The union emphasized topic of workload pressures adding to stress of all employees within AG. This topic will be left on the agenda.

On the topic put on the agenda by the union of Health and Wellness, the employer confirmed that health and wellness continues to be at the forefront of conversations with all employees. The employer is on record through our minutes as willing to continue to provide resources and supports to employees. The union requested this topic remain a standing item on agendas moving forward.

There were no education requests for the A29 Committee to review at this meeting.

Our meetings have now been stood down until we have a new Main Collective Agreement.

**CLBC – Anna Depretto:** No report presented; no employee co-chair currently.

**SDPR - Lisa McDonald/Mona Dykes:**

WFH in local offices are not being equitably offered to all offices.

Phone line messaging: Ministry has agreed and implemented anti harassment messaging to align with office messaging.

Trainers for local offices remains an ongoing issue, as currently there are no designated trainers for local offices, which results in staff shortages. Union requesting employer hire designated trainers for all offices, so that EAW's in offices do not have to attempt to train new staff.

Employer has distributed successful candidates for succession planning for acting supervisors. However, in local offices when supervisors away no one is being chosen from list. Instead, an EAW is tapped on the shoulder to "cover". Union has requested local offices choose coverage from succession list.

**MCFD – Sonja Haigh:**

Last meeting was January 19, 2022 – the March meeting didn't happen due to bargaining.

Dayna Long – Appendix 4 – Susan Kelly and her have done the supporting document for Managers and responding to Appendix Fours. The draft is almost ready.

Action List:

Parking - no update, there is something in draft they are working on.

Smudging – no update, Wedledhi is off as well.

Youth Custody – Agnes Tao, covering for Dhillon.

Workload Project (Debra Hedley) - they are switching to look at overall workload as it relates to transformation work, instead of the working groups that they had set up to look at specific issues. Modified practice guidelines for longer term.

Hard to Recruit – 23 applicants, 3 internal, 20 external, only 11 screened in, 2 ineligible.

Provincial Hiring – just closing at the time so no stats.

Afterhours – I would like to have the MOU from 1994 updated.

Youth Custody – staffing in crisis at Burnaby. They are in constant OT can't adhere to gender specific as per trauma informed practice. They are burned out and exhausted. Full time staff are leaving. Recruitment strategies to be discussed at 3.1. Will defer to 3.1 meeting.

Violent Incident Review at Executive Level – police intervention required in December, but no code was called – this will also go to the 3.1 table.

Credentials – Soji – implementing the process of checking credentials on a subset of employees. This is stemming from the social worker who forged his credentials, among other transgressions. Looking at process, minimum of degree and CRC/or enhanced background check – those positions will be included. That means they are dealing with 3900 employees. Going to start implementing it with new hires and then go back and redo the current employees. Internationals Education ISSI though BCIT – duplicate of those reports will be needed – MCFD to pay. Proposing for third party provider. The consent of the employee will be needed for the agency to check with the educational institutions. There are two businesses they have reviewed; Aura Data is one.

#### **Appendix 4 Subcommittee**

These are all the Appendix 4's that are active at Stage 3 – if it is not here it is not active.

GLC – Surrey: I have followed up with the members and we are still working on getting an updated letter.

GHD – Surrey: I have followed up with the members and we are still working on getting an updated letter.

QCL – Hazelton: We have a new letter from management, and it is much better, so it is being sent back to Stage 2.

GEB – Langley: The employer representative is following up with the manager to get a new letter.

VNF/VNB – Victoria: Recently received an updated letter from management so I will follow up with the members about how they feel about it.

DDB – Kelowna: I am met with the team and we are recommending that the new DOO meets with them and writes a new letter.

North Fraser Indigenous TLs – New

RHB – Vancouver South – New

**PSSG – Judy Fox-McGuire: No report**



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

December 14, 2021

### **STANDING ITEMS:**

#### **1. WES**

- WES is scheduled to begin January 27th, 2022.
- CCD is doing deliberate outreach to staff to ensure that they understand the importance of WES and our commitment to continue using it to inform our decisions and identify areas for further exploration.

### **NEW ITEMS:**

#### **2. Vaccination Requirement – Update (employer)**

- Employer provided an update about employees within the Division who are seeking an exemption to the vaccine mandate. These employees have now been placed on LWOP until adjudication of their request unless they choose to use their existing leave banks.
- Updated notice to the union has also been provided per agreement between the BC PSA and the BCGEU

#### **3. Confirm Standing Items (employer)**

- Agreement that WES will remain as a standing agenda item.
- Agreement that OH&S will be included as a standing agenda item.

#### **4. Dynamic Operating Model**

##### **a. General overview (employer)**

- Employer provided an update on the Dynamic Operating Model (DOM) and next steps in its roll-out.
- Employer re-affirmed a commitment to reviewing the model on an ongoing basis to see where there are opportunities or needs for adjustment.
- Copy of the DOM information has been shared with the Union.

##### **b. Technology supports (union)**

- Union raised concern that the reliance on Remote Desktop Application will create disparity where some staff are not able to work remotely because they do not have access to a desktop.
- Employer is aware of the concern and will take steps to ensure that the lack of a home computer will not prevent someone from accessing flexible work arrangements.

#### **5. Leave Approval (union)**

- Union requested an opportunity to sit down and discuss the process for approving short term leaves such as education leave, leave of absence.
- Union agreed to provide some examples of scenarios where they would like clarity.
- Employer agree to revisit this at the next Art 29 Subcommittee meeting

#### **6. OH&S Committee Update (union and employer)**

- Union continues their work to create fully functional OH&S employee rep working groups. There is a challenge to find a technology platform for communication and document storage.
- Agreement to bring this to next meeting for further discussion. MS Teams may be a potential solution.

#### **7. Vancouver Region Facilities Project (union)**

- Employer provided an update about the facilities projects within the Vancouver Region.

**Citizen's Services – Judi Porter:**

Last full meeting January 26, 2022. Have continued to have ongoing ad hoc discussions with respect to Service BC Offices, RTO and any other issues that came up.

Updating to communicable disease safety plans as more people return to the sites. Approx. 85 sites in total to update. Updated plans posted to MTIC Hub for staff to review.

OSH engagement moving forward but still lacking reps in all work locations.

Letter of expectation letter language changing brought to attention of SHR rep and warned of 2 possible grievances.

- Maintain respectful body language and voice tone

Still workload issues for Service BC offices as they are not quickly replacing staff. ADM says that hiring is happening but difficult to get responses in some remote areas.

Still require one member (12) for A29 Committee.

**Education – Shirley Kay:** Verbal report provided

**13. Essential Service Levels and other Job Action:**

Reviewed list of job titles from 2012 that were deemed essential and formulated list of positions Union deems unessential as defined under the labour code.

**Thursday, March 24, 2022**

**14. Unfinished Business:**

- Further discussion of M2M campaign and roll out of the 30 min training on how to use Hustle. Likely to be offered outside work hours due to short notice.
- BC Fed Convention November 21 to 25, 2022.
- Motion to send up to four Component-paid observers to NUPGE, June 17 to 20, 2022, in addition to the six delegates.

**M/S/C**

**15. Committee Meetings:**

**CSA** - did not meet; no requests for donation presented from local chairs.

**Finance** - Investment performance report (6 mths); 2022 Budget will be worked on before next meeting in May, and a new Treasurer will be voted on at that time.



IPR Q4 2021 -  
C6.pdf

**Education** - Took inventory of C6 executive who have taken previous educational or convention opportunities in the past five years. Nothing upcoming; welcome ideas that fit with C6 interests. Desiree recommended "Women Deliver" Global conference that is offered annually. Karen requested that anyone who attends a conference or educational opportunity to provide a report and present to Component at the next meeting.

#### **16. Next Meeting:**

For agenda: Review Comp. 6 website and particular attention to Appendix 4/5 templates.

May 17 - 19, 2022: Lower Mainland Area Office

September 21 – 23, 2022: BCGEU Headquarters

December – week of 5<sup>th</sup> to 9<sup>th</sup>, TBD