

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

September 21 to 23, 2022

File No. 1006-002

- Attendance:** Judy Fox-McGuire – Component 6 Vice President and Local 610 Chair (PSSG Probation)
Jeremy Leveque – Local 601 (MCFD)
Falon Renshaw – Local 601 (ISM - IT)
Sandra Pittroff – Local 601 A/Local Chair (Min. Forests – Policy Analyst)
Sonja Haigh – Local 602 Chairperson (MCFD)
Kevin Ball - Local 603 Chairperson (NTT - IT)
Kayla Woodruff – Local 603 1st Vice Chair, Young Worker (MCFD)
Lisa McDonald – Local 603 MAL (SDPR)
Andrea Mitchell – Local 604 Chairperson (PSSG Probation)
Terri-Lynn Kibbe – Local 605 Chairperson (PSSG Probation)
Nancy Bell - Local 604 2nd Vice (CLBC)
Mona Dykes – Local 607 Chairperson (SDPR)
Karen Kenney – Local 608 Chairperson (SDPR)
Anna Depretto – Local 609 Chairperson (CLBC)
Ryan Todd - Local 611 Chairperson (Min. Trans - IT)
Joseph Ivens – Local 612 (NTT)
Mike Eso – Regional Coordinator & staff assigned to Component 6
- Regrets:** Desiree Cabecinha - Local 601 Treasurer (CLBC)
Joanne Bowden - Local 606 Chairperson (MCFD)
Teri Goodrick – Local 612 Chairperson

Wednesday - September 21, 2022

Acknowledgement of First Nations Territory – given by Kevin Ball

- 1. Call to Order & Introductions** by Judy Fox-McGuire
- 2. Swearing in of New Members**
- 3. Review and adoption of agenda as amended:** **M/S/C**
Jeremy Leveque was present for May meetings. He was marked as both present and absent.
- 4. Review of previous meeting minutes (May 2022):** **M/S/C**
- 5. Business Arising from Minutes:**
Component 6 Website/Appendix 4/5 Update:
 - Member cards can be conducted on website; no further progress due to Public Service Bargaining.
 - New PE Committee struck to look at website and we will look at our own site after the committee has met.

- Appendix 4 needs to be an editable Word doc; currently PDF so stewards can add/delete job duties specific to the member.
- Add CLBC content to the Component 6 site now and not wait until the overhaul of the main site.
- All sites need to be searchable; you currently need to have a high level of knowledge and know what you are specifically looking for - staff reps seem to have a better search interface within the agreements; agreements.bcgeu.ca.
- Needs to be intuitive.
- Sign member card on the website.
- New members welcome.
- Member should be able to update worksite.
- Not usable on phones.

6. New Business:

- BC Fed Delegates – 11 spots, 4 YW, and 4 equity-seeking delegate spots
- Bargaining update
- Election for Component Treasurer
- Component Committee appointments

7. Bargaining Ratification Discussion:

Concerns brought forward about caps in years 2 and 3, and concern that there is not actual guarantee of wage protection against inflation – any shortfalls can be addressed for 20th MA; disappointment that Union didn't hold course and move to full job action; difficulties with TMA – lack of understanding that TMA's are a separate pot of money that is bargained after GWI has reached its max.

8. Local Reports:

Local 601 - Jeremy Levesque/Falon Renshaw/Sandra Pittroff: Verbal report

Local 602 – Sonja Haigh:

Grievances and Appendix 4's: No grievance report.

Member/Worksite Issues:

CLBC – there are a lot of issues in the offices around managing relationships and performance management.

MCFD – some offices continue to have numerous vacancies and high turnover. Workload remains an issue.

MSDPR – messaging from members that they are unhappy with the tentative agreement.

CYMH – experiencing high turnover.

CYSN – they have been able to fill some positions which will help them stabilize.

OH&S: There has been turnover on the OH&S committees, but we seem to be getting replacements for the vacancies.

Good and Welfare: N/A

Activism Highlights: Unfortunately, it looks like the activist banquet has been cancelled for Area 02.

Hopefully, it will go forward in April, 2023.

Local 603 – Kevin Ball/Kayla Woodruff/Lisa MacDonald: Verbal report.

Local 604 – Andrea Mitchell/Nancy Bell:

Grievances – MCFD = 15, CLBC = 7, SDPR = 4, PSSG = 3

Education – Steward Training conducted in June.

OHS – lots of new appointments; no major issues reported.

Worksite Issues:

Probation - PO's leaving for Worksafe, more money/WFH – 20 more positions being interviewed for now; new exit interview process specific to CC; enhanced screening process overreach for excluded position with IIO that could potentially impact suitability of current included position; soft caps on PO24 caseloads of 35 to 39 – no idea where these numbers came from; PO on LTD has been denied RTW due to limitations outlined on doctor's letter. Grieving outcome.

MCFD – Foster-parent team – Employer changing/adding duties.

AG – none

CLBC – verbal report from Nancy Bell

IT - none

M2M – Members meeting set for October 4th after Info Sessions and Town Halls. Planning for Executive meeting end of November to plan for 2023 – election for open positions, M2M office visits for the year, map out meetings and education, plan for stewards meeting and min-specific town halls.

CCC – Activist Appreciation Banquet October 15th at Cascades Casino, Langley; Labour Day Picnic at Mill Lake was a success

G&W - None

Local 605 – Terri-Lynn Kibbe: Verbal report.

Local 606 – Joanne Bowden: Verbal report.

Local 607 – Mona Dykes: Verbal report.

Local 608 – Karen Kenney:

Grievances and Appendix 4's:

- 1 Employer Grievance

- 3 for NTT Data
- 1 from MCFD

Member/Worksite issues:

- Members have had a few questions about the Tentative Agreement

Activism Highlights:

- Activist Appreciation Banquet: Scheduled for October 29, 2022.
- Education Fair tentatively scheduled for April 22, 2023.
- New Steward elected at MCFD in Golden.
- New Area Coordinator (Raj Shergill) was invited to the last CCC meeting on September 13, 2022.

Other: Next CCC Zoom meeting scheduled for Tuesday, October 11, 2022.

Local 609 – Anna Depretto:

Grievances & Appendix 4's: 3 grievances- 1 SDPR, 2-MCFD. Themes: loss of income, STIIP denial, employer filed.

OHS: OHS convention scheduled for September, including Mental Health & Safety training.

Member/Worksite issues:

- Members disappointed with proposed agreement.
- Workload/staffing shortages ongoing concern.
- CLBC - concerned about bargaining outcome - SPO25?

Activism Highlights:

- Activist appreciation banquet scheduled – Oct 29.
- Education fair to be planned for same day as banquet- Oct 29.
- Step Up training held August 30, Steward Fundamentals course held Sept 1 & 2- good turnouts for both sessions.
- CCC - meeting monthly, planning for activist banquet, CCC has positions available (Treasurer).
- M2M's - scheduled for Oct 4/5.
- WKLC (WK Labor Committee) held picnic in Castlegar on Labor Day weekend - positive turnout.
- Pride parade was held in Nelson on Sept 4, back by popular demand!

Local 610 – Judy Fox-McGuire: Verbal report.

Local 611 - Ryan Todd:

Grievances and Appendix 4's:

19 current grievances.

MCFD - 8

Social Dev - 2

PSSG - 5

Com Living - 3

NTT - 1

Three in full arbitration and 5 in expedited arbitration.

OSH: No reports. Quite a few more people joining OSH committees. Think it is because of people returning to office now.

Education/Activism: So low on stewards. I have been trying to recruit and have had rotating elections opened and have brought on two and lost one. No additional people added to the executive.

Member/Worksite issues:

MCFD – Have heard quite a few things about one of the PG Offices in regards to a negative work environment. Issues with people returning to work from STIIP. General management issues. They seem to be having an issue with staff retention and overall staff being very unhappy. One staff just put in their notice and the manager has requested the staff provide a doctor signed letter to go along with her resignation.

SDPR -

Probation - The Vanderhoof office is certainly an area where there is continued low staff morale. Have dealt with one grievance from this office that ended with the staff member resigning from their position.

AG (Family Justice) -

CLBC -

IT - TRAN MSS Going through a position reclass to correct a down classification from a few years ago. Currently one Grievance out of Kamloops on this.

Other (Cross Component, Good & Welfare): Labour day events went well, even with low on volunteers, but it was still a success. We just had an activist appreciation dinner (Sept 10). I didn't attend but heard nothing but good things about it.

CCC meeting is tonight and my Vice-Chair is attending.

Local 612 – Joseph Ivens:

Union Meetings/Training:

- Enhanced Steward Training scheduled for Sept 27, 2022 in Terrace with Local Executive and General union meetings following directly after the training. In person and online options available for the training and meetings.
- Step Up Training in Terrace (in person) Oct 4, 2022
- Steward Fundamentals Training in Terrace (in person) Oct 5 and 6 2022.

Cross Component Committee:

- Next meeting to be held virtually on Sept 20, 2022 to discuss Banquet and Education Fair.
- Activist Appreciation Banquet scheduled for October 15, 2022 at the Prestige Hotel in Smithers. Theme is "Fun in the Sun".
- BCGEU Pride Booth in Smithers Pride Celebration was a great success. Lots of "SWAG" and snacks handed out and money raised was donated to Smithers Pride Society.

- BCGEU was at the Terrace Riverboat Days Rod & Gun Club Open House on August 6th, 2022 providing eye and ear protection to participating guests. We were very well received by guests, many expressed pleasant surprise at BCGEU support.

OHS:

- Six new OHS reps appointed since last Component meeting.
- Tricia (OHS rep and Treasurer on Local Exec) attended Occupational Health and Safety Conference May 26 and 27 in Burnaby BC. Tricia states that it was a great conference and that it highlighted the need to form strong healthy committees. Tricia also states that OHS training has been difficult to access due to the lack of available qualified trainers in our area. She will be attending a three day committee and investigation training the first week of October (employer paid).

Grievances:

- Nine active grievances regarding Postings (1), Vacation Accrual (1), Overpayment (1), Policy 25 (2), Employer Filed Overpayment (2), Suspension (1), and Termination (1).

Other:

- Ongoing concerns and questions from members regarding the strike action/tentative agreement/ratification process etc. Would be great to have more resources available for education on the process (simple videos/step by step info pages/etc.) to provide to members on how the process works. Information regarding the actual content of the tentative agreement has been great, but there is a need for easily accessible basic education about the process.

9. Component Elections - Mike Eso

Nomination for Treasurer – Mona Dykes (accepted), Jeremy (declined) – Mona Dykes acclaimed. Mona steps down as 1st Vice.

Nomination for 1st Vice – Kayla Woodruff (accepted) – Acclaimed.

10. Joint Labour Management Committee Reports:

AG/Family Justice: No report provided.

CLBC – Nancy Bell: Verbal report.

SDPR - Lisa McDonald/Mona Dykes: Employer updated employee optional orientation form as requested.

Has added email along with visual pictogram of no videotaping no recording in offices.

Efforts continue to have designated trainers for local offices.

MCFD – Sonja Haigh:

MCFD Article 29 – 2022 Sept 21

1. Parking Guidelines – the employer stated that there is a draft guideline prepared that still needs to be reviewed by executive.
2. Tracking Appendix 4's at Stage 2 – the employer is not sure that tracking the number of Appendix 4's that are at Stage 2 in the SDAs would be helpful. It may not be the best indicator of workload issues in the SDA and the employer feels they have better ways of tracking that. The employer will consider tacking at the SDA level.
3. Youth Custody – Unfortunately, the Comp 1 representative was not able to attend. Employer gave an update on some of the positive initiatives that are happening at the youth custody centres such as bee keeping. They reported that there as been a low exit rate for staff this Quarter.
4. Hard to Recruit/Centralized hiring – They just completed the Hard to Recruit competition at the end of June. There were 72 applicants, of which 68 were external. Twenty applicants screened in. Of the 20, two withdrew, and others didn't respond – only six interviews were booked. Two external applicants passed and have offers pending.

52 applicants were screened out as they applied with the expanded credentials but either had a degree that was not approved, or their work experience was not adequate and could not be approved.

The Centralized Hiring is currently happening and there were 32 applicants of which five were included and 25 were excluded. 12 applicants were screened in. They are currently doing interviews. Numbers for this competition were lower as they have been running the competitions back-to-back trying to fill vacancies.

5. Education Leaves – there were two applications for education leave (unpaid) that were approved. There was discussion around establishing a sub-committee so that members will receive more timely responses from the Article 29 level. The Employer will take that away and consider it.
6. Updating the Memorandum of Understanding for After Hour Satellite Offices – though this has been on the agenda for some time the employer still needs to think about what they want to do, but there was agreement that it needs to be updated.
7. Transformation – there are multiple transformation projects happening in MCFD that they will bring more information on in the next meetings.
8. Recruitment and Retention – the employer is doing various things around recruitment and retention, there was discussion around whether further talks about this should be done at the Article 29 table or the Joint Working Group should start meeting again. The employer will consider this.

Appendix 4's at Stage Three:

#37 – GLC – The members feel that the issue is not being addressed by the employer. The committee is going to go back to the manager and request follow up and a new management response.

#38 – GDH – We have requested a new management response.

#43 – GEB – Management has provided an appropriate response letter. This will go back to Stage 2 with a recommendation to do regular reviews.

#46 – DDB – The committee is following up to get a new management response letter.

#47 – Indigenous North Fraser – Committee is following up with management.

#48 – RHB – Committee is requesting that local management reassess and provide another management response letter.

#49 – FIT – guardianship and adoptions – the committee is following up with both local management and the members.

PSSG – Judy Fox-McGuire: Verbal Report – no meetings during bargaining.

PSSG Subcommittee – Community Corrections - Judy Fox-McGuire/Andrea Mitchell: last meeting May 26th; no date for next meeting.

ISM – Falon Renshaw: Verbal report.

Citizen’s Services – Judi Porter: No report provided.

Education - Shirley Kay: No report provided.

Thursday - September 22, 2022

11. Mental Health First Aid training day – Part 2

Friday - September 23, 2022

12. Unfinished Business:

BC Fed Attendees – Mona Dykes, Nancy Bell, Jeremy Leveque, Kevin Ball, Lisa McDonald, Terri-Lynn Kibbe, Sonja, Kayla Woodruff, Joseph Ivens, Teri Goodrick, Karthy Sivalingam (604 exec);

Committee Assignments



component
committee list.xlsx

Name	Finance	OHS	Bylaw Review	Womens	Education	Resolution	Bargaining	CSA	Swag	
Judy				Chair			Chair			
Kayla				x	Chair	Chair	x		x	
Kevin		Chair	x							
Mona	Chair			x	x					
Andrea	x			x		x	x			
Sandra			x	x	x				x	
Falon				x					x	
Jeremy		x	Chair		x		A	x		
Sonja	x		x	x						
Lisa		x		x			x			
Nancy				x	x				Chair	
Joanne				x						
Anna				x				x		
Karen				x				Chair		
Teri			x	x	x					
Ryan								x		
teri Lynn		x			x	x				

13. VP Report - Judy Fox-McGuire:

The BC Fed resolutions have been submitted. The dates were early this time and conflicted with both summer vacation and bargaining so thanks to everyone who was able to scramble at the last minute to submit resolutions. They have now passed the PE Resolutions Committee. The BC Fed is Nov 21 - 25, 2022 and we have eleven delegate spots as well as four equity members and four young workers. If you are a member of an equity group please let me know and we will put your name forward. If you have any equity members or young workers on your local executive please let me know and if we have more than four of each we will do a draw. We need to have these names in by Friday.

It is important to send the contact info to Kayla if you have young workers on your local so that she can set up a zoom call and do an election for our Component young worker.

The PE has approved an increase in Component honorariums from \$500 per year to \$2000 per year and that the determination of whether that should go forward is up to the Component. I will be tasking the Finance Committee with determining what is in the best interests of the Component financially. Most components do not pay both phone and internet bills of the component members and that needs to be taken into account. Also, there are tax implications of the \$2000 as anything over \$500 will need to be claimed. The Finance Committee can review all of this info and come back to the executive with a recommendation. The \$2000 doesn't come into effect until January of 2023 so we have some time.

Harrison will be back in person this year and for anyone who has new activists or anyone here who has not attended, it is a great opportunity to gain valuable contacts and education. The Education Committee will be making the selection in the next couple of months.

Our next meeting will involve the first half day of committee meetings for finance and education as well as table officers.

Ratification is on October 17, 2022.

14. Committees:

Finance – new Honorarium of up to \$2000 increased from \$500 approved by PE. Finance committee will review and make recommendation. If approved, any new Honorarium will take place in 2023.

15. PE Reports:

OHS (Kevin Ball)– Oct 6th next meeting; last week was BC Labour Code OHS facilitator conference; of note – danger of radon gas seeps in unfinished basements in certain areas of the province, and ergonomic needs of women in certain industries where equipment is designed for the male body, and risk assessments.

YW (Kayla Woodruff) – Young Worker elections; not much response to email request. Kayla will set a date for the election and invite workers to nominate and vote.

16. Next Meeting:

December 13 - 15, 2022 (Finance Cte meeting afternoon of Dec. 12), Element Metrotown, Burnaby