

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

***March 7 to 9, 2023***

*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)  
Desiree Cabecinha - Local 601 Treasurer (CLBC)  
Souie Gorup – Local 601 MAL, EQ (Indigenous Relations & Reconciliation)  
Sonja Haigh – Local 602 Chairperson (MCFD)  
Kevin Ball - Local 603 Chairperson (NTT Data Health)  
Kayla Woodruff – Local 603 1<sup>st</sup> Vice Chair (MCFD)  
Lisa McDonald – Local 603 MAL (SDPR)  
Andrea Mitchell – Local 604 Chairperson (PSSG Probation)  
Terri Lyn Kibbe – Local 605 Chairperson (PSSG Probation)  
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)  
Teri Goodrick – Local 612 Chairperson (MCFD)  
Jessie Peden – Local 612 YW (MCFD Youth Probation)  
Mike Eso – Director Vancouver Island & Staff Assigned to Component 6

**Regrets:** Nancy Bell - Local 604 2<sup>nd</sup> Vice (CLBC)

**Tuesday - March 7, 2023**

*Acknowledgement of First Nations Territory – given by Jeremy Leveque.*

- 1. Call to Order & Introductions** by Judy Fox-McGuire
- 2. Swearing in of New Members – Mike Eso**  
Souie Gorup
- 3. Review and adoption of agenda as amended:** **M/S/C**  
Addition of Duty to Accommodate review from Shirley Kay.
- 4. Review of previous meeting minutes (December, 2022):** **M/S/C**
- 5. Business Arising from Minutes:**  
Embedded documents in minutes have been okayed by BCGEU legal department, including PE minutes.
- 6. New Business:**  
**CLC Winter School** – Report out from participant in Facing Management Effectively.



CLC WinterSchool  
2023.docx

**Souie Gorup – Indigenous Relations and Reconciliation:** Letter drafted by Indigenous Caucus and sent to organizers of Winter School regarding sensitivity deficiencies relating to the presence of RCMP bear at entrance to Harrison Hotel and experience of hate speech by attendees and request for change in line with the principles of reconciliation.

## 7. Guest – Paul Finch: Fiduciary Duty Training



20230124 Fiduciary  
Duty Presentation R

Human Resources and Governance Committee now in place since last convention. Executive Committee are the six Trustees for the Union's finances and assets. Finance Committee - internal audit and procurement management have taken on an expanded role.

## 8. Local Reports:

**Local 601 - Jeremy Levesque/Falon Renshaw/Desiree Cabecinha/Souie Gorup:** Verbal Report plus CLBC written report below.

### **CLBC Reorganization**

- CLBC recently went through a head office reorganization (November 2022) which created an immense amount of new excluded positions. Governance model now includes base included staff members, Manager, Director, then a Vice President.
- Many excluded positions were promoted.
- Field staff, included members, are very upset as there was no new FTEs created in the field to complete the job duties that are increased by head office continuous quality improvement projects.
- Included staff members are waiting to see if their roles are impacted re: new VP, work from home agreements, workload, etc.

### **CLBC Pacific Assessment Centre Switching to Mental Health**

- Announced March, 2023.
- Informed all staff will keep their jobs (Nancy Bell is managing this issue with Judy Fox-McGuire's support).

### **Bargaining (April 2022 – March 2024)**

- Finally began end of February, 2023.
- Staff are very upset about the year delay.

### **Worksite Visit**

- March 6, 2023, Desiree Cabecinha, Shirley Kay (Staff Rep) and Judy Fox-McGuire attended CLBC's Victoria office and provided training to staff on their lunch break.
- 25 staff members attended the hybrid meeting.
- Topics covered included flex time, bargaining updates, professional development, grievances 101 – work now grieve later, OT, and Appendix 5's.

- Staff appreciated the information and expressed their frustration with vacancies and increased workloads (current Article 12 grievance in place).

#### **Local 602 – Sonja Haigh:**

**Grievances and Appendix 4's:** There are active Appendix 4's in MCFD in Nanaimo.

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

CLBC – everyone is looking forward to bargaining starting.

MCFD – Increased incidents of discipline and performance management. Workload and staffing remain issues. Administrative staff are upset about bargaining and we are seeing higher turn over which impacts workload for the other classifications.

CYMH – There has been an exodus of clinicians.

#### **OH&S:**

There was an issue with an OH&S Committee having members stage a 'training' incident. They acted out a serious health crisis and the first aid attendant was not aware it was a training exercise and was very traumatized.

#### **Activism Highlights:**

Held a Local Executive planning meeting. Planning is moving forward for 2023.

The executive did individual outreach to stewards.

Having monthly zoom calls for all stewards in local – the first call was well attended.

Have planned for Enhanced Stewards training in May.

Started a group chat for stewards on the Signal app.

Appointed representatives for two out of the three Labour Councils.

General Membership meeting planned for March.

Have started to plan for M2M for 2023.

Activist Appreciation Dinner for April.

#### **Local 603 – Kevin Ball/Kayla Woodruff/Lisa McDonald:**

The report reviewed various issues occurring at the different ministries. The MCFD HOW Umpire's ruling regarding PCS was discussed at length, including lessons learned as well as potential ripple effects from the Umpire's order that transfers to district offices be allowed if requested.

There was also mention of worksite visits likely being scheduled for early June.

#### **Grievances (26):**

NTT = 2

MCFD = 14

CLBC = 2

LDB = 2

SDPR = 4

PSSG = 2

#### **White files (23):**

Appendix 4 = 7  
DTA = 5  
Article 1.10 = 2  
HOW = 3  
Classification appeal = 4  
Other = 2

**Local 604 – Andrea Mitchell/Nancy Bell:**

**Grievances** – No report provided from area staff.

**Education** – Upcoming Local Executive Training in April (1 day online, 2 days in-person), Steward Training April 5 – 6.

**Local Election Results** – Donna Klutz from MCFD (Treasurer), Manisha Cheema from CLBC (Young Worker); no one ran for Secretary and position remains outstanding.

**OHS** – No noted issues.

**Worksite Issues:**

**Probation –**

- Safer Communities – new positions EOI's have been posted for community and institutional PO's; several positions will be based in Fraser Valley.
- Still lots of movement out of positions. One staff member has returned to the branch after discovering the grass was not greener at WorkSafe. More PO's exiting for higher paying jobs – this time to coroner's office.
- Provincial resourcing completed and Fraser Metro is losing six FTE's to Interior/North. No disturbance to staff as the RD kept positions vacant/not filled through attrition while caseloads remained low. No transparency of what FTE's are attached to what offices; will not be filling vacated auxiliary 14 position at Surrey North and not planning to fill PO14 maternity leave in July due to low client count.
- PO14 positions are being converted to PO24 positions – the result, traditional PO14 work is now being distributed to all PO24's (e.g., bail-only, alt-measures, TSR's, duty). There is a number of 4:1 bail to sentenced being floated as a workload equivalency measure. This new branch direction has not been communicated to PO's and has been found out through workers communicating to each other that they are not filling PO14 positions once they are vacant.
- HOW – Auxiliary PO14's continue to be subjected to five-day work weeks, the employer citing operational needs while a PO14 is on a training plan. This has in past been tolerated by members, but the employer is now extending the five-day week requirement to those on PO24 training plans. It appears the employer may be taking advantage of this to cover office staffing shortages. This has been brought forward to Article 29 subcommittee and we await follow-up from the Provincial Director. If this isn't sorted shortly, the union will submit a grievance under article 11.2 of the Component Agreement.
- The other identified issue is the employer is continuing to hire temp PO14's and advertise a two-year post-secondary education requirement. With the disappearance of

Regular PO14 positions, there is the potential that Auxiliary PO14 will not convert after they accumulate 1827 hours in their seniority block. Nor will they qualify for a PO24 position without a four-year degree, potentially leading to a 14 in Auxiliary limbo. This has provincial impacts and has been raised at the Article 29 Sub-Committee.

**MCFD** – Letters of expectation – Chilliwack; DOO/TL departed from the previously agreed on annual LOE; Sonja approached the employer co-chair to check in on the process and this was rectified; HOW, A/L request turn-downs due to ER's nebulous "operational needs" responses; EOI's and concerns over selection processes; no feedback/complaints have come forward following HOW Umpire decision about new schedules for Provincial Screening teams; couple of issues brought forward relating to RTW from LTD and subsequent STIP/Leave denials.

**AG** – None noted.

**CLBC** – Bargaining; see Article 29 CLBC for report.

**IT** - None noted.

**M2M** – 18 MCFD site visits planned for next week to celebrate Social Work Appreciation week.

**CCC** – Family Day event debrief – Bowling at Galaxy Lanes a) Excellent turnout b) Next year order more pizza, less veggie trays c) Explore more lanes or offer two events d) Seemed a success – Galaxy Lanes well organized, very well executed.

Multicultural Day - August 19, 2023 a) Notice to be composed to send out to locals b) Food trucks could be a challenge, look into catering c) Will continue to discuss at next meeting.

Strategic Planning Conference a) Discussed scheduling one for Area 04 b) Chair & Treasurer to discuss a "regional" Cross Component merging Area 03 & Area 04.

Activist Appreciation Banquet a) New date September 23, 2023 at Clarion Abbotsford b) Venue changed as Cascades does not have guest rooms to accommodate c) Will begin planning next meeting – Kevin to have catering details d) Will book for October 26, 2024 as soon as possible.

**G&W** - None

What to do with unused/unusable swag – e.g., COLA buttons, BCGEU masks?

**Local 605 – Terri-Lynn Kibbe:** Verbal report.

**Local 606 – Chair Vacant:** No report provided.

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

**Local 608 – Karen Kenney:**

**Grievances and Appendix 4's:**

1 Employer Grievance (member overpaid)

6 for NTT Data (3 at the area office, 3 at advocacy)

**OSH:**

Non-functioning OSH at co-located SBC building. New SBC Govt Agent – haven't had an OSH meeting for almost eight months. Prime Contractor would be SBC and, therefore, it should be their responsibility to schedule/conduct meetings. There has been push back. Local Chair has set a meeting for April, 2023.

**Member/Worksite issues:**

**CLBC:** Member recently returned to work after being on STIPP. Member is having a challenging time returning to work and feels she continues to be bullied by her supervisor. Reviewed email of concern sent to member via employer and did not perceive any issues. Advised member re STIPP regulations and options for BCGEU support re bullying in the workplace. Provided member with an excel spreadsheet to record any incidents where the member felt bullied in order to be able to present solid evidence to the employer.

**MCFD:** longtime member returning to work after being off on STIPP. Concerns over returning to trauma inducing position. Advised member of STIPP regulations and options for BCGEU support moving forward.

**MCFD:** Minimal Staff in the East Kootenays – members continue to be asked to work in different communities to cover shortages, creating shortages in their own communities.

**SDPR:** Members have shared one of the reasons they chose to move on from EAW position is workload stress.

**SDPR:** Member question about WFH and trying to balance family illness and working. Advised to think of working from home as the same as working in the office. If you have a sick child, if you were in the office, you would not be working. Must think of it as the same.

**Activism Highlights:**

Local Chair sat on two Grievance Appeal Committee meetings on February 1, 2023.

Attended GAC Training on February 8, 2023.

Education Fair scheduled for April 29, 2023.

Two new stewards elected: one with MCFD and one with NTT.

NTT Data member has expressed interest in an executive position.

March 7, 2023: Step Up: Training (course is full with 18 registered and 6 on the waitlist).

March 29 & 30, 2023: Steward Fundamentals (seven currently registered).

Enhanced Steward Training scheduled for April 26, 2023. Topics will include Strategies for Member Engagement & Demystifying Arbitration.

M2M site visits May 25 & 26, 2023.

**Good and Welfare:** None at this time.

**Local 609 – Anna Depretto:**

**Grievances & Appendix 4's:** Seven grievances- five MCFD, two - SDPR. Themes: interpretation, employer filed, loss of income, discipline letter.

**OHS:**

- Have some members interested in being on OHS committee (MCFD Nelson & GF offices).

- Random issues at MCFD office in Nelson on Stanley Street.

**Member/Worksite Issues:**

- MCFD/CYSN: SDA transformation resulting in unanswered questions from members/confusion.
- MCFD Trail - minimal staff still in that office. Lack of staff support/training, staff on leave as a result.
- CLBC- still waiting for CA.

**Activism Highlights:**

- Spring education fair scheduled for April 29.
- OHS training: Feb 21 & 22.
- STEP UP training: March 7.
- Steward Fundamentals: April 4 & 5.
- M2M site visits - May 24 - 26.
- Local Executive meeting scheduled for April – have two new members.
- CCC monthly meetings continue to be well attended - strategic planning for the year in process. Treasurer/Chair to attend upcoming Treasurer training.

**Good & Welfare:** Gift card sent to member whose spouse passed.

**Local 610 – Judy Fox-McGuire:** See VP Report

**Local 611 - Ryan Todd:**

**Grievances and Appendix 4's:**

20 current grievances, 10 of which are employer filed.

MCFD - 7

Social Dev - 3

PSSG - 5

CLBC - 3

NTT – 1

TRAN - 1

Four are going to GAC.

**OSH:** No major reports. The main government building in Prince George is still looking at a full-time stationed security guard, but no one can agree on who would pay for it. For now, all the doors are still locked.

**Education/Activism:** Have lost two stewards. Going to send out a campaign email to try and draw some more in – if anyone has any ideas, I'd love to hear them. Have set up advanced steward training in April with Component 12. So far, only one of my stewards has signed up.

**Member/Worksite issues:**

**MCFD** – downtown PG office continues to have issues with staff retention and many staff going on and off of STIIP. Fort St. James office has had two social workers leave, one pass away and one going on STIIP. The team lead is on suspension pending an investigation. High-profile child removal reversal.

**Probation** - The Vanderhoof office is still a major issue. There are three ongoing investigations on one supervisor. One officer is on STIIP and has been trying to get on with PGRCC, but they have been giving her a bit of a run around with her seniority, telling her she would have to start at 0...not where she was when she left there. PSSG has not been helpful in allowing her to transfer or apply to another job. She really doesn't want to be in Vanderhoof and right now we are kind of stuck. She is going through a competition and hopefully the hiring committee can waive the two year rule.

The RD for this area, I have been in about a dozen meetings with over the last six months. There were two formal complaints filed against the RD, one from me, and both came back from Bill Small as stating that there were no issues with the RD's conduct or behaviour in her interviews. She was certainly more careful of her tone and words in the last 'interview' I was on with her.

**IT – TRAN** - My base position has now been red-circled, but am going through the process of having my current TA made permanent. The reclass turn down of my base position has gone to the PSA and BCGEU classification appeals groups (all three Regional Managers have submitted).

I missed the last CCC, so I don't have an update here.

#### **Local 612 –Teri Goodrick:**

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

- CLBC: 1 termination while on probation.
- MCFD: 4 total, 1 termination, 1 vacation accrual, 1 posting grievance, 1 STIIP.
- Employer filed: 6 overpayments.

##### **OSH:**

- NTT OHS working on a more efficient check in system for workers.

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

- Ongoing childcare crisis. Update that three members of Smithers MCFD Resource Team are directly and significantly impacted by lack of childcare. I also continue to be personally impacted by this crisis.
- Ongoing challenges with inflation/housing.
- Turnover continues to be high in MCFD, particularly in child protection.
- NTT – canceling employer telework agreements and telling workers to report to health authority offices that are full (no seating).
- NTT also announced they are canceling vehicle commute allowances for Deskside Technicians in the lower mainland.
- Some offices still failing to provide sufficient accessible washrooms. Need for at least one accessible individual bathroom/stall for employee use.
- Member question regarding lateral transfers/seniority.
- Member working two days a week back from retirement and has not yet been paid since starting in January.
- Back pay for Per Diems – member told to resubmit all of their previous claims since rate change.



**Activism Highlights:**

- We officially have a FULL local executive with the acclimation of Fiona Young-MacDonald to our Recording Secretary position on February 13<sup>th</sup>.
- 2023 Enhanced Steward Training will be held March 21<sup>st</sup> in Terrace with an in-person local executive meeting to follow at 3pm that day, at which we will plan out our year – meetings, M2M, etc.
- Cross Component Committee:

Many components lacking representation with most ccc seats empty.

Trying to host an event in each community in area 12.

CCC spent all its money in 2022 which was our goal.

Strategic planning day upcoming.

Social work week luncheon.

Trying to increase member engagement with focus on under 30.

Challenge in organizing social events because communities are so far out. No one really wants to drive several hours to attend a trivia night or paint night in Terrace for example. Hoping to start social groups, young workers on water kayaking group. Hiking group. YW paint nights competition for under 30 BCGEU folks within Area 12. Step competitions, biking, hiking, etc. through apps like all trails or Strava.

Funding requests Haisla basketball team, youth parliamentarians, social work week luncheon, BCGEU swimming night.

Hope to find new young worker for ccc so this can be passed down when my term expires.

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

**9. VP Report – Judy Fox-McGuire**

These last few months have been quieter than the bargaining months, but have allowed me to plan for the upcoming year. I am excited to begin doing worksite visits again and have a trip for next week planned for Williams Lake and Quesnel. I am planning to go to the Kootneys in the third week of May. If you have some dates for your area let me know and we can plan something. These are the first visits since Covid, so I am hoping we can increase our activist numbers. Every VP is reporting that they are down significantly.

MCFD - In December, Stephanie, Mike and I met with Mitzi Dean to discuss the ongoing issues with communication with MCFD and recruitment and retention. We are hoping that it improves.

Kayla raised an issue about Westcoast Leaf having a campaign that targeted the work done by social workers and it accuses them of shattering families. The BCGEU usually sponsors their annual breakfast so we reached out to them and explained that the campaign was increasing the risk of violence toward social workers who are doing their job and suggested that their campaign focus on systemic causes of family discord, but they refused so we withdrew funding.

We recently lost at the hours of work umpire in a decision to change the shift patterns at Centralized Screening. It was a lot of good work done by Area 601.

Mike and I will be meeting with the representative for Children and Families soon.

PSSG - The first announcement made by David Eby was for an investment in a program to target repeat offenders. This announcement means 22 new Probation Officers will be hired.

SDPR - This Ministry has converted auxiliary workers in Components 6 and 12 to permanent. This is a welcome change and over 1000 have been affected.

CLBC - Bargaining is ongoing and Nancy is the chair of the bargaining committee, so we will be updated at our next meeting.

Other Issues - I have been appointed to a Curriculum Committee to review all courses offered by the Union. This is from a convention resolution.

We are moving forward on the IT Conference in April in Richmond. Joseph Ivens and Shirley Kay will be doing a presentation. The conference is on April 17 - 19 and I will be on a panel with Stephanie and Paul to hear from members regarding the Union.

### **Wednesday - March 8, 2023**

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

**AG/Family Justice – Cynthia Mepham-Egli:** No report provided.

**CLBC – Nancy Bell:**

Bargaining has now begun. Non-monetary proposals were exchanged on February 22<sup>nd</sup>, and more bargaining work is happening the weeks of March 6 and March 27<sup>th</sup>. The first round of nonmonetary bargaining proposals presented by the employer as housekeeping were more substantive proposals where we are not in agreement.

Due to the potential of bargaining, our employer has only agreed to one Labour Management meeting in the past year. The list of agenda items is growing and includes issues around the movement of auxiliary FTEs and conversion of members who have reached 1827 hours. We now have a third member on our Labour Management Committee – Ryan Milne from Nanaimo has joined our team. Virtual orientations continue to be done as often as needed and are well received.

We have had a member in Williams Lake who has provided an expression of interest to work as a member educator with the BCGEU and we have had two new stewards come on board and have also had a young worker join the executive at Local 604. The bullying and harassment investigations are proceeding after the group complaint was filed in the Okanagan.

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

Sharps container approved as accommodation. Installation in progress.

Addition of Component 12 member Annette Schoenville.

Concern of increasing performance plans for NEW staff.

**MCFD – Sonja Haigh/Kayla Woodruff:**

Trying to follow up with concerns about vacation scheduling for child protection social workers on the float teams. The employer is dragging their feet on this. If there are any concerns coming from the posting of the vacation schedules, please forward them to me.

Appendix 4's – We have asked the employer to send a reminder to managers that they need to send a copy of the Stage 2 response to the Local Chair via the area office. Please start keeping track of Appendix 4's at Stage 2 in your area.

MCFD Strategic HR has taken over bulk hiring of Child Protection Workers from PSA. The hope is that the process will be able to move much quicker and they will be able to fill more positions.

Education Leaves Sub-committee getting running again with focus on education leaves and denials and tracking accurately. Still having to impress upon the employer the necessity of this committee. Any approvals or denials of over four months should be tracked.

**PSSG – Judy Fox-McGuire:** Verbal report.

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

**February 23, 2023**

**STANDING ITEMS:**

1. WES
  - Next WES cycle will be end of 2023/beginning of 2024.
  - WES remains a focus for the Division. The Culture and People Plan (CAPP) is being updated and builds on staff feedback received through WES and other forums. An updated version of the CAPP will be released soon although has no major changes.
  - Agreement that this will remain a standing agenda item.
2. OH&S Committee Update
  - The provincial committee is back up and running after bargaining.
  - Agreement that this will remain a standing agenda item.
3. Lateral Transfers (New)
  - New standing agenda item as requested by Union and agreed to at component bargaining.
  - Union continues to explore potential options/models and may put together a subcommittee of staff to generate ideas. They are aware of the employer's concerns about potential model negatively impacting new employees and hard to staff offices.
  - Employer agreed to support staff participation in the subcommittee if the Union has any challenges finding participants.
4. Appendix 10 – Mental Health Supports (New)
  - As per the Component Agreement  
*"The employer and the Union are committed to fostering a healthy workplace and supporting*

*the mental health of Component 6 employees. There shall be established a sub-committee under Article 29 of the Main Agreement consisting of two union representatives and two employer representatives. The sub-committee shall meet at a minimum of two occasions per calendar year.*

*The sub-committee is authorized to:*

- 1) Identify gaps in existing mental health supports and recommend mitigations; and*
- 2) Provide context regarding the unique nature of employee role and responsibilities to facilitate access to appropriate supports.*

*Existing Article 29 sub-committees may be utilized for this purpose.*

- Discussion about the 13 factors of a psychologically safe workplace.
- Employer acknowledged the importance of taking care of our staff and continues to make the argument that more needs to be done to recognize the different type of work that Component 6 workers do compared to other areas of the PSA.
- Agreement that Mental Health in the workplace is a component of OH&S and can be combined with that agenda item.

#### **AD HOC ITEMS:**

5. Community Corrections Security Screening (Employer)
  - CCD has responded to a gap in the existing security screening process where there was no way to tell if an employee had driving infractions that impacted their ability to fulfill their role. As such the Division has reached an agreement with PSA to include the requirement for a driver's abstract as part of the screening process for new employees.
  - This only applies to new security screening for new employees or employees who are promoted or change positions. It does not apply to regular re-checks.
  - Employer to provide Union with a copy of the all-staff memo.
6. Safer Communities Action Plan / Repeat Violent Offending Intervention Initiative (ReVOII)
  - Employer provided an overview of the initiative and the addition of FTEs. Offer to have Blair Spencer (Director of ReVOII) attend a future sub-committee meeting.
  - Discussion about the distribution of new resources in relation to provincial resource allocation. Staff may be unclear on how/why FTEs are shifted from one office/region to another. RD or Simon is able to attend staff meetings to discuss.
7. PO14 Position and PO14 Temporary Postings (Union)
  - Union raised concerns about PO14s without degrees being hired as auxiliaries because they won't qualify for PO24 positions and there may not be permanent PO14 positions for them to apply into.
8. Provincial Workload Review (Union)
  - Addressed at #6
9. HOW and Training Plans (Union)
  - Union raised concerns about staff on training plans (PO14 & PO24s) being unnecessarily restricted from being able to access a modified work week.
  - Employer to look into this further.

**Indigenous R&R – Souie Gorup:** Committee has not met yet.

**ISM – Falon Renshaw:** Verbal report.

**NTT Data – Kevin Ball:** Verbal report.

**Citizen's Services – Judi Porter:** No report provided.

**IT Education:** No report provided.

**MAH – Veronica Barlee:** No report provided.

## **11. PE Reports:**

**OHS (Kevin Ball)**

Meeting mid-March

Annual conference – no date set, but projected for October, 2023.

**Environment (Mona Dykes):** Meeting in April.

**Equity/LGBTQ2SI+ (Desiree Cabecinha)**

\$1000 available to CCC committees *per Equity Group* and allies to organize events.

Pride – starting to get the word out early to increase volunteers for summer events across the province.

**Intersol (Desiree Cabecinha):** Verbal report.

**YW (Jessie Peden)**

Attended PEYW committee March 2 and 3.

Focus was finalizing specifics of YW conference. Conference dates are Nov 2, 3, and 4 not including travel. The location is the Hilton hotel. The theme is youth leadership, "We Are Leaders".

Ideas floated for workshops, speakers, a panel e.g., mental health first aid, worksite mapping, leadership, organizing, OHS, etc. Survey to go out to all YWers to gauge interest and confirm workshops. Mandatory training path of reconciliation, condensed version. Logo ideas discussed. Attendees will receive sweater swag with YW event logo. In the evening there will be social; will include dry option for those who don't drink.

Any BCGEU Young Worker (any position, not just those in the YW position) who sits on a local executive, who was under 30 at the time they were elected or acclaimed into their position will be invited. This means that there is no need to flag prospective YWers to attend - we will use member records to determine eligibility and send invites (as long as their birthday is on file).

Additionally, because many locals don't have a young worker, each component will have the discretion to send additional young workers (up to a maximum of 10) if there are fewer than 10

elected. Kari actually took a look at the numbers for Component 6, and she notes we have only four YWers (according to records), so we could send an additional six if no new YWers are elected by the time registration rolls around.

Lastly, camp Jubilee will be held on Sept 6 to 9 at a lake near Maple Ridge.

**12. Campaign Plans – Kayla Woodruff**

Discussion on potential campaign ideas:

- Mental Health in the Work Place;
- Performance Management/Bullying including pressure from management;
- Mental Health as it relates to work from home – work/life balance;
- “Operational Needs”/“Operational Requirements” – education of members as it relates to denials (A/L or Ad Hoc leave requests);
- Early intervention and protection of children;
- Respectful communication;
- 13 Factors of a Psychologically safe workplace;
- Child care and housing shortage;
- Demands of life and the impact on being present at work; Balancing Act
- Member engagement
- Use your benefits and know your leave rights; know your agreement

Social mapping campaign and identification of worksite leaders; chairs to canvass locals; use of strike captains list.

**13. Guest Presentation – Duty to Accommodate, Shirley Kay (BCGEU Staff)**



**14. 2023 Proposed Budget – Mona Dykes**

Motion to send back discussion of Honorarium to next Component Meeting with instruction to the Finance Committee to seek further information from other Components. **M/S/C**

Motion to adopt the 2023 Budget. **M/S/C**

**15. Committee Meetings/Reports:**

**Finance (Mona)**

2022 4<sup>th</sup> Quarter Investment Report



2022 Q4  
Component 6.pdf

**Social and Community Action (Karen)**

Motion to support the Cranbrook Pride Society with \$500 donation.

**M/S/C**

**Women and Gender Rights (Judy)**

Upcoming Regional Women's Conference in Fort St. John open to women in Prince George, FSJ and Smithers areas; email will be forthcoming.

Motion to send up to two women to Summer Institute for Union Women – Portland, OR in June.

**M/S/C**

Desiree put the following motion forward after the meeting concluded.

The motion is: For Component 6 Executive to send two women to the Women Deliver Conference (**virtually**) on July 17-20th (pre-conference events July 16th).

Details:

- July 17-20, 2023 (pre-conference is July 16th)
- \$315 USD per person online

Conference Details:

<https://womendeliver.org/>

**Bylaw (Jeremy):** No report.

**Swag (Nancy):** No report.

**OHS (Kevin):** No report.

**Education and Scholarships (Kevin):** Call for BCGEU scholarship applications is now open.

**16. Unfinished Business:**

Souie shared with the Component that Jeremy's grandmother passed away yesterday. Condolences to him and his family.

**Thursday - March 9, 2023**

**Legislature** – meeting with MCFD Minister Mitzi Dean and attended Question Period at the Legislature.

Next Meeting – Kelowna, June 13 to 15, 2023.