

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

June 13 to 15, 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)
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 1st Vice Chair (MCFD)
Andrea Mitchell – Local 604 Chairperson (PSSG Probation)
Nancy Bell - Local 604 2nd Vice (CLBC)
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: Desiree Cabecinha - Local 601 Treasurer (CLBC)
Lisa McDonald – Local 603 MAL (SDPR)

Monday, June 12 – Finance Committee Meeting

Present were Judy Fox-McGuire, Mona Dykes (Chair), Andrea Mitchell, Sonja Haigh – report out on June 13, 2023.

Tuesday, June 13, 2023

Acknowledgement of First Nations Territory – given by Mona Dykes.

1. **Call to Order & Introductions** by Judy Fox-McGuire.
2. **Swearing in of new members:** No new members.
3. **Review of Agenda**
Addition of Megan Scott June 13th – Violence in the Workplace member survey **M/S/C**
4. **Review of Minutes** **M/S/C**



C6 Executive
Minutes March 2023

5. Local Reports:

Local 601 - Jeremy Levesque/Falon Renshaw/ Souie Gorup:

Overview (Jeremy) – verbal report

ISM (Falon) – verbal report

Indigenous Relations & Reconciliation (Souie Gorup) – verbal report

Local 602 – Sonja Haigh:

Grievances and Appendix 4's: There are multiple Appendix 4's in the area that remain at Stage 2 with appropriate prioritization from management.

Member/Worksite Issues:

CLBC – Trying to get more stewards trained to address the ongoing office issues – haven't been in the local to hear how they are taking the news of the tentative agreement.

MCFD – Smaller offices continue to have staffing shortages and associated workload.

MSDPR – Also trying to get more stewards active here.

CYMH – They are having serious staffing issues.

CYSN – They have had an increase in staff in the main offices in the local – and are trying to figure out transformation.

Good and Welfare: None

Activism Highlights: Continuing to have monthly steward calls that are generally well attended. Also had our enhanced stewards training. The CCC is continuing to have difficulties with participation so the BCGEU has had minimal involvement in community events. Nominations are open again for the local executive – one person had left and there are multiple vacancies.

Local 603 – Kevin Ball/Kayla Woodruff: Verbal Report

Local 604 – Andrea Mitchell/Nancy Bell:

Grievances:

Total Number of outstanding: 40

Issues:

Discipline 16

STIIP/LTD 8

Postings 7

Various of other issues including conversion, vacation, hours of work, benefits, wages, human rights and seniority.

Grievances of note - member was successful applicant for a posting; it was then rescinded due to "inadequate" education requirements despite vague language in posting; and then the position was withdrawn entirely; paid education leave denial that has been granted to another member for the same program; failure to pay retro pay for 5-day sick leave from STIIP (not formally grieved yet, awaiting direction from PSBC).

Local Updates:

Congratulations to our CLBC Bargaining Committee, led by Nancy Bell, for reaching a tentative settlement for our members!

Introduction of a monthly newsletter (Nancy Bell and Jamie Simpson) – 1 pager with need to know/want to know information.

Ministry/job-specific meetings are getting under way for Adult Probation, CLBC, MCFD, SDPR; utilizing short lunchtime meetings via MS Teams to increase attendance.

Bi-monthly steward network MS Teams meetings have started up (Nancy Bell).

General member meeting held June 6th – Hybrid; one in-person and about five virtually – NTT members voiced that they would like to have a provincial meeting set; CYMH staff shortage and workload issues – they are down to two of eight positions filled.

Site visits to MCFD were conducted in March to celebrate Social Work week. Eighteen worksites were visited by Local Executive and Staff Rep, Keven Hagglund. This produced a number of members interested in Step-Up course or running as Steward. The visits were well received. Note that steward noms is made difficult for virtual workers who may be attached to an office that they never see. Who can nominate them and who do they represent when appointed?

Site visits for Probation, CLBC, and AG are planned for mid-September.

Education:

Local Officers Training held in March – great opportunity to put together a plan for the next year. Steward and Step-Up course are running continually and are filled quickly.

Plan for a Resolution Writing workshop in the late fall in preparation for Convention 2024. We will use this also as an educational opportunity for the purpose of Convention.

Worksites:

Probation – Workload issues being reported from PO's taking on what has traditionally been bail supervisor work; many vacant positions that have been taking a while to fill; the constant shuffle of staff is having an impact on office morale as well as workload as we take on more work in the interim; REVOII also has potential to impact workload as the hires are out of our complement leaving holes. Also, report that REVOII custody staff are paid at higher wage for same job due to it being offered as a supervisory role; issue solved provincially for auxiliaries or new regular PO14's and 24's who were having issues getting work from home days and EDO.

CLBC – MH training; reached tentative settlement agreement.

AG – No update.

MCFD – Paid education leave denial.

CYMH Clinicians (MCFD) - many calls and emails regarding the perceived "roll back" of their wage grid from 25 to 24. They are angry that their protected wage is only 24 and don't understand how the employer could code them on their pay stubs or post positions as SPO25's if they hadn't been formally reclassified, which they never were.

OHS – No noted issues; lots of appointments being made.

CCC

AREA 04 CROSS COMPONENT EVENTS CALENDAR

DATE	EVENT	LOCATION
JANUARY		
Feb 20, 2023	Family Day	Galaxy Bowl - Abbotsford
MARCH		
APRIL		
MAY		
JUNE		
July 29, 2023	Pride 2023	Mission Heritage Park
Aug 19, 2023	Intercultural Day	FVAO
Sept 4, 2023	Labour Day	Mill Lake
Sept 23, 2023	Activists Banquet	Clarion Hotel - Abbotsford
Sept 30, 2023	T & R Day	
OCTOBER		
Nov 8, 2023	Indigenous Remembrance Day	
Nov 11, 2023	Remembrance Day	
November	CLIFF Movie Night	
Dec 2, 2023	Santa Breakfast	FVAO
JAN 2024		
Feb 19 2024	Family Day	

Local 605 – Terri-Lyn Kibbe

Grievances and Appendix 4's:

- 605 has 12 grievances with our area office, and 2 with advocacy.
- 605 has 20 stewards.
- One Appendix 4 through MCFD.
- 367 members

OSH:

A Probation Officer was assaulted in the region. The individual is ok and charges have been laid. OSH investigation was completed in a timely fashion.

Member/Worksite issues: Clearwater MCFD office is quite unsafe and a bit of a disaster.

Many MCFD offices having a hard time with retention of staff.

There have been complaints about hiring process and pay equivalents in hiring practices. Some complaints regarding MyHR and their inappropriate and untimely responses.

Consistently hearing problems from the field that backfill is not happening for holidays or absences. An example is my LOA had no backfill so myself and my co-workers covered. This is because there is not a pool of qualified people to backfill for line staff, yet management pulls from the line to cover their leaves. Great opportunities but makes offices that are short...shorter.

Frustrations in the field from lack of timely response from MYHR on clarity of supplemental leave etc.

Also retention of staff is becoming desperate in many offices and folks are hoping something can be done.

Good and Welfare: Not sure.

Activism Highlights : OSH Train the Trainer Workshop February 28 to March 2, 2023.

Local 606 – No chair:

No report. Judy has been actively recruiting for activists and running a Step Up to encourage members to step forward to represent the local.

Local 607 – Mona Dykes: Verbal report.

Local 608 – Karen Kenny:

Grievances and Appendix 4's:

- One employer grievance (member overpaid)
- Six for NTT Data (one at the area office, five at advocacy)

Member/Worksite issues:

- CLBC: Caseload and staffing concerns. Specifically with office administration staff - one currently on leave; one just left. It puts undue stress on the employees not to have that in office support.
- MFCD: Main concerns are caseloads and staffing. Minimal staff in some of the East Kootenays – members continue to be asked to work in different communities to cover shortages, creating shortages in their own communities. Some members feel very supported by management, others find that most of their direct supervisors are in Protection and, therefore, do not understand the nuances of streams such as CYMH. CYMH cases are becoming more and more complex; members feel more specialized training is required. Members are allocated \$250 each year which is not adequate. Many staff are either leaving to go into private practice Or new graduates are starting private practices – more money and flexibility. Triaging only the MOST severe concerns. All other intakes have up to a nine month wait list.

- SDPR: Most members in the East Kootenays are working from home full time. CIS members are overwhelmed with the needs of clients concern over training supports – particularly if senior staff are unavailable for the one-on-one, more time is needed.
- Supplementary Leave – employer was going to deny 3.5 hours of supplemental leave for part time employee stating they were only entitled to 2.75 hours based on their hours of work for that specific day.
- PSSG: Concerns over caseload and training opportunities.
- NTT: Concerns around call out expectations. Staff are expected to have their cell phones on them at all times and to be able to answer calls in a very specific time frame, however, cell phone coverage in the Kootenays can be spotty (one employee can walk into their living room and lose cell phone service).

OSH:

- Blue light emergency procedure in the Cranbrook SBC office. SDPR will not pay for the installation. Many other offices in the area do have them (SDPR in Invermere); Energy and Mines in the offices above SDPR in Cranbrook; Citizen Services in Cranbrook.
- Safety concerns around homeless people in all of the cities. Human waste, garbage, etc.

Activism Highlights:

- Attended the Labour Council Day of Mourning event on April 29, 2023. It was a small affair, but the speeches were powerful.
- Education Fair April 29, 2023: In person yoga class and a virtual mental health and wellness event. Great turn out for the first education event held by 608 since I moved to the area in 2014. Many members emailed their thanks after the event.
- Chair plus one – not well attended as the invite was sent out two weeks prior to the meeting date.
- Paint and Dine night held in Sparwood on June 4, 2023. This event was sponsored using the funds set aside by HQ each year to host events in smaller towns within our locals.
- A 608 members child was awarded a BCGEU scholarship this year. This is a first for our area. I think this is due to better communication about the scholarship application to members.
- PRIDE was held June 9-11. Unfortunately, we did not receive any PRIDE swag from HQ (ordered it on May 17, 2023). Nor did we have time to order the T-Shirts. I sent an email to HQ expressing my disappointment and requested PRIDE planning starts earlier in the year to include ALL communities who hold their events earlier in the year (May & June).
- Spirit in the Rockies parade: CUPE has invited all unions to walk with them in the annual parade in Cranbrook. We have a few Local Chairs who have volunteered to walk for BCGEU.
- All local training has been suspended indefinitely as our Staff Rep is on leave. Our area has had significant upheaval in the past six months due to staffing.
- Attended the Local Chairs Assembly and the New Chairs and Treasurer meeting May 17 & 18, 2023. The New Chairs and Treasurers training was excellent.
- M2M site visits May 25 & 26, 2023. Judy Fox-McGuire came to the Kootenays to participate in M2M visits. We attended all the offices in Cranbrook (SDPR, MCFD, CLBC, PSSG, NTT).

Good and Welfare:

- A personal good and welfare – our beloved support staff Carol Lance recently passed away unexpectedly. A card and gift card were provided to the family.

Local 609 – Anna Depretto:

Grievances & Appendix 4's: Four grievances (three- MCFD, one - SDPR). Themes: 10.1, 10.4, 10.5, 10.6.

OHS:

Castlegar Corrections continue to experience temperature issues in building. Forwarded to Regional OHS Rep as hasn't been resolved at local level.

Member/Worksite issues:

- MCFD recruitment and retention issues remain. Some offices struggling/maintaining staff/workload.
- CLBC getting impatient with no CA.
- Lack of mentorship with new hires – MCFD.
- CYMH- job satisfaction, staff not feeling heard - feel that their job descriptions are different than others, lack of recognition, reclassification issue.

Activism Highlights:

- M2M site visits May 25/26. Had more interest in stewards and OHS Reps.
- Enhanced Steward Training – June 8 cancelled.
- Last CCC meeting June 19 until fall.
- Local Exec meeting scheduled for Sept 28, have young worker interested in the position.
- Activist banquet- Sept 23.
- Pride week: August long weekend, Nelson.

Other: Gift baskets sent to members who lost family members.

Local 610 – Judy Fox-McGuire: See VP Report

Local 611 – Ryan Todd:

Grievances:

Eight grievances

MCFD - five

Social Development - three

Did put out a letter across the local to attract stewards and OH&S members. Have one nomination for a young worker. Have brought on one new steward and he may be interested in joining the Local Executive. Have another steward pending.

OSH: No major reports. The Plaza 400 now has a full time stationed security guard in the lobby. Have had a lot of new OSH members coming on board. A few offices now have OSH committees where they didn't before.

Education/Activism: Had advanced steward training on the 8th and another is planned I believe for September, but it hasn't been confirmed.

Member/Worksite issues:

MCFD: MCFD office downtown PG continues to have issues with staff retention and many staff going on and off STIIP. Have four grievances that are starting regarding the calculation of back pay.

Have had quite a few calls regarding the TMA grid bump from 24 to 27. Many SPO CP were under the assumption that they were moving to a 27, and not that their TMA was being increased to a 27, on top of that confusion, they aren't sure what the calculation is on the increase.

Fort St. James office still has their team lead off on suspension pending an investigation (March). Have been working with one new 7/7 CP worker and her DOO regarding a lack of training and being asked by her supervisor to perform work that is over her delegation and no backfill on the days she is off.

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 CVSE.

Have had to sit in on a few more investigation meetings with the RD...so this continues.

IT - Reclass of the Regional Systems Managers (PG, Kamloops, Coquitlam) are with the PSA and GEU reclass departments.

Other (Cross Component, Good & Welfare):

CCC – Appreciation dinner is booked for Oct 28.

Have proposals for ice skating events, BBQ at local areas office, hockey and movie theater nights, as well as swimming events all in the works.

Local 612 – Teri Goodrick/Jesse Peden:

Grievances and Appendix 4's:

- Nine NTT/ISM, five MCFD, two PSSG, five employer filed.

OSH:

- Smithers MCFD OHS needing to coordinate/clarify whole-building lockdown procedures with other tenants in building.
- Will request to add mental health as a standing agenda item as per learning from BC Fed Regional Conference in PG.

Member/Worksite issues:

- Bi-weekly isolation pay – discovered many members in Smithers/Hazelton receiving outdated rates. Some from two increases ago and some from before the most recent increase. MyHR tickets submitted, but no responses received yet.
- Need for more stewards to ensure we have people available to support members as/when needed so that a few people aren't trying to carry all of the work.
- Increase in members being placed on "attendance management programs".
- Turnover of Staff Rep has been a stressor.

- Increase in overpayment/pay issues since transition of payroll to Telus.

Activism Highlights:

- General and local exec meeting will be held June 19 at 5:00 and 6:00 pm. Will be hybrid with zoom link, but in person hubs available at BCGEU office in Terrace and Smithers MCFD boardroom to try to encourage more attendance.
- Cross Component Committee has had their strategic planning day.
- 2023 Activism Banquet will be in October in Prince Rupert and will be Halloween themed.

Good and Welfare:

- One of the new Youth Transitions Workers in Smithers, Kendra Papineau, received a BCGEU scholarship.

6. VP Report – Judy Fox-McGuire:

Collective Agreement issues

MCFD - The Joint Working Group at MCFD met finally in person and discussed recruitment and retention. I hope you all received the email communication that listed the stats of the abysmal retention stats of MCFD. We have received a commitment from the Ministry that they are developing a strategy. Mike and I have a meeting set with the Representative in two weeks to discuss common challenges.

PSSG - Postings for the new REVOY positions are being filled. This is the prolific offender management program and so far I haven't heard too much about it. The Article 29 subcommittee is meeting on Friday.

SDPR - SDPR reached out to the Union Management Committee on employment equity and presented a plan to hire interns as auxiliaries. This is the same program that the PSA is doing in forestry and there haven't been problems.

CLBC - Excited to hear about the new tentative contract that was reached after a lot of work by Nancy and the rest of the bargaining committee.

NTT - Waiting outcome of grievances on standby vs call out.

I have completed worksite visits in Williams Lake and in my own local recently to get more activists and hopefully a Local Chair in Williams Lake. I met a few people who are interested and will be attending a step-up course in the fall.

In the last three weeks I was in the Kootenays with Karen and Anna and in Penticton with Mona. I now understand the layout of the Kootenays much better and thanks to all the Local Chairs for hosting me. It was great to meet with workers on the worksite. I think your locals are all in great shape and people seemed happy to see their Local Chairs after Covid.

Most of the members were happy about the Public Service contract and I was able to give them more information about the new parts of the contract that they may not have been aware of.

The IT workers conference was organized by James Coccola, Tristan Line, Shirley Kay, Rory Smith and me. Most of the attendees were new to the Union and it was great to engage with them. I think that they came away with a much better understanding of the Union and their place in it.

Last week the Provincial Executive and the senior leadership of the Union met for our annual leadership retreat. The topic was strategic planning and I think it is something that we may consider undergoing in September as we review our budget for next year. What do we want the Component to focus on and what are your priorities? I would like to understand better how I can assist you in what you are doing as local leaders. Do we want more education, more committee work, how would you like to spend our time together or between meetings?

(Verbal) reminder, if you are taking Chair days, go through Lisa Lane, not your Local Area Office staff.

(Verbal) discussion around implementing a Strategic Planning Day to chart the course of the work of the Component prior to submitting our 2024 budget in December; we will look to add a day to our September Component meeting for this purpose.

7. Finance Committee Report:

Review of 2020/2021 expenses from audit for review and remedies.

Motion to forgive \$62.42 for incorrect expense claim from.

M/S/C

Motion to approve the incomplete/unsigned forms

M/S/C

Honorariums – discussion of options based on how all the other components have decided to move forward, including attaching stipulations (e.g. attendance, division based on table position) and payment schedules; also discussed issues around equity of work at the table and in locals and issues more suited for our Strategic Planning Meeting in September.

Motion to increase the Honorarium to \$2000 per year for all Component Executive members, to be paid annually.

M/S/C

8. Committee Meetings for Rest of Day as Needed:

Bylaws

Swag

Bylaw

Community and Social Action

Campaigns

Wednesday – June 14, 2023:

9. Article 29 Reports:

CLBC (Nancy Bell)

We finally reached a tentative agreement with the employer. This was really challenging as the percentage of SPO24 staff to other members was roughly 70% so to match the grid level bump achieved at the main table meant that the employer had to go back to PSEC for more money. We were pleasantly surprised that we got more in TMA's than we had asked for. Not much but a little. Remote retention expanded.

In the end, the true sticking points were not monetary, but rather non-momentary items that would limit our members' rights. The employer wanted to limit the ability of aux staff to apply for other postings outside of their team which would have limited members from being able to move to a position that might be closer to home.

Ratification document to come out to members by June 20th with two virtual ratification meetings to be held June 27th. One at noon and the other at 7 pm. Electronic voting to take place after that and will close on July 5. It's our hope to be able to provide a date for retroactive payments to be out and when hourly bumps will be on members' paychecks. More work still to do on that.

My plan is to use our bimonthly steward meetings to review CA items that have changed to bring our stewards and members up to date. I should have a date for the resumption of Labour Management Meetings as soon as we get ratified.

Roughly 100 members will be attending Mental Health First Aid training over three two-day sessions at the end of June.

MCFD (Sonja Haigh)

Parking issue is still ongoing, though they have developed guidelines that are close to being approved.

Float vacation schedule – the employer's decision/expectation - based on the work unit they are at the time they put in their holiday requests.

The employer is still working on tech solutions, they are in the process (since April) of doing the research to deal with text to print - speaking to caseworkers etc. They are actively looking for solutions. It is in ISD's work plan.

Workload groups - feedback loops - how do we get feedback to practice the consultant to DOP to Joanne White?

Hard to Recruit/Centralized Hiring – they have done a lot of work towards pulling the CP centralized hiring back into MCFD HR – and they have reduced the hiring process from twelve to eight weeks.

CYSN Update - Family Connection Centres are moving forward to Kelowna next six to eight weeks; Bulkley-Nechako; twelve months for full transition. Still a pilot. CYSN workers will still handle the families with significant support needs. The low touch files will be done out of the centres. And they are going to hire more SPO's for the CYSN workers.

EOI Postings to Article 29 Committee – the employer stated their hiring guidelines needed to be updated.

SDPR (Mona Dykes)

Verbal report - naloxone pilot issues, employee-initiated transfers delays, ER wanted to dispense with tech vehicle mileage/parking, but reverted after expenses increased, newsletter.

PSSG Probation (Andrea Mitchell/Terri-Lyn Kibbe)

Verbal Report WES – Culture and People Exchange, ReVOII update – noted Custody CSO paid at 27 while the 21 PO positions are paid at 24(25 with TMA) despite doing the same work; this will be raised at next meeting; shift from PO14 work to PO24's leading to workload issues and breadth of responsibilities is overwhelming; recruitment and retention – employer has a plan, but we don't know what it is; PO24 vacancies – long time to fill and lots of shuffle is creating workload issues and low morale; lateral transfers – Andrea continues to put together an initial proposal that considers the employer's objections.

NTT (Kevin Ball)

New education system brought in, employer out of province hires trying to pay at different rates, HOW templates incorrectly being changed ad hoc by managers.

ISM (Falon Renshaw) - Verbal report

Indigenous Relations & Reconciliation (Souie Gorup)

Verbal report - four Reps plus Staff Rep now – better regional representation, EOI's, attended Article 29 training was good – would like to do joint training, not getting new hire reports, hires are being classified as Comp 12, not Comp 6, diversity and anti-racism audit and report release.

MIRR Equity and Anti-Racism Audit



MIRR Audit
summary_FINAL.pdf

10. PE Committee Reports:

Women and Gender Rights (Judy) – October 10th to 13th Regional Conference in FSJ (Areas 10, 11, 12); presentation by WISH; pronoun pins; new staff assigned.

OHS (Kevin) – Met in March; MH First Aid and training member facilitators; Workplace Violence Survey coming out; reviewed OHS Convention Resolution and progress on them – delay on database upgrades, but progress being made; Radon testing detectors for area offices – request for two per Area Office (24 total); CEU OHS conf Oct. 27 to 28 at Richmond Sheraton; Comp 10 – pushing for purple lights on snow ploughs (highways); next meeting Oct 25 and 26.

Scholarship (Kevin) – met in May; marked scholarship essays – six winners were identified as essays written by AI, members were disqualified; next year's rules will include plagiarism/AI provisions.

YW (Jessie) – YW Conference.

Survey went out to YWers to gauge interest in topics to be presented at YW conference, and whether there is interest in running online workshops at other times in the year to help support union activism in YWers. Only ten people replied to the survey, some responses were colourful.

YWer committee conference is November 2-4, 2023 at the Hilton Metrotown in Burnaby.

The PE YWer committee recommended to the PE that a two-part virtual young workers training be held on pensions, how they work, threats to pensions, then bargaining proposals to help protect pensions, improve benefits, and advance workers' rights. PE minutes note that recommendation was discussed and approved.

Camp Jubilee on September 6-8, 2023 at Loon Lake – up to eleven young workers may attend. Jessie to look into the application process and criteria for Camp Jubilee and will send an email update to Comp 6 Exec members.

11. Megan Scott (Guest) - Research project on Workplace Violence

Resolutions passed at our 2021 convention reflected deep concern about workplace violence. In particular, resolutions C-204 and D-312 called for the BCGEU to research the experience of workplace violence among members and leverage the results to try to make positive changes for members. In response, we have partnered with experienced researchers from Western University in London, Ontario to conduct a BCGEU research project on workplace violence:

Overall Project Goals:

- Document the experience of workplace violence among BCGEU members – including the type, nature, frequency, sources, targets, employer responses, and the impact on workers.
- Host a workshop to plan for the union to take action on the research.
- Develop resources to support BCGEU members to address workplace violence.

Research team:

Academic researchers Barb McQuarrie and Adriana Berlingieri from Western University's Centre for Research & Education on Violence Against Women & Children working collaboratively with BCGEU staff from RIS and the OHS department.

Steering Committee:

The Provincial Executive OHS Committee is acting as the project's steering committee. Their role is to provide:

- Guidance on the purpose, goals, methods and timelines of research activities.
- Support to encourage BCGEU members to participate in the project.
- Input on the analysis/interpretation of research results.
- Guidance on how to action the research results.

Research Activities:

The research will take a 'mixed methods' approach, which allows us to gather large amounts of information that will have statistical power, but also to gather stories and explore members' experiences in depth using qualitative methods. Here's what we've planned:

- Online Survey

- o We plan to survey all 85,000+ BCGEU members about their experience of violence at work.
- o We modelled our survey on the 2022 nationwide Canadian Labour Congress survey on workplace violence because of its quality, and the opportunity to make wider comparisons.
- o Survey launch is planned for September 2023, but the exact timing depends on receiving research ethics approval from Western University.

- Focus Groups

- o We plan to conduct several 60-90 minute focus groups between Dec 2023 and Feb 2024 to hear from workers in more detail about their experience of workplace violence.
- o Members will be recruited through a question on the survey asking for volunteers.

Action Planning

- o We plan to host a session to discuss the research results and gather ideas about how the union can take further action on workplace violence.

How you can help:

Support from all BCGEU components is necessary for this project to be successful. You can help by offering your ideas & feedback, and by encouraging your members to participate – by sharing the survey widely, talking about it at meetings or events, and so on!

12. Component Committee Reports:

Campaigns (Kayla) – recommendation for Right to Psychologically Safe Workplace; discussion about its broad application and appeal to C6 Members; discussion of potential ways to roll it out – swag, public advertising, education, social media; researching financing the campaign, responsibility of the employer to meet these requirements; next meeting in August (1/2 day).

Motion to adopt recommendation for campaign to focus on You Have the Right to a Psychologically Safe Workplace **M/S/C**

OHS Committee (Kevin) – Verbal Report

Discussion for building OHS joint committee for multi-ministry buildings.

Swag Committee (Nancy) – Verbal report

Motion to Swag Committee will research the cost of soft-shell jacket, and look at what other components have done with their own respective jackets. **M/S/C**

Bylaw Committee (Jeremy) – similar review of bylaws and using model language for all the union's bylaws is a project undertaken by James Coccola; direction for the Committee to proceed regardless of the HQ project.

Community and Social Action Committee (Karen)

Motion to donate \$250 to the Prince George Humane Society and \$250 to Nelson and Area Friends of the Family Foundation **M/S/C**

Thursday, June 15, 2023:

13. Strategic Planning – Discussion on Framework:

- Terms of reference of component positions.
- Purpose of each committee, roles on committees, terms of reference.
- Calendar of events for the year including dates for resolutions.
- Identify areas of focus for our members and proposals for the work.
- Equitable distribution of work (distribution of work beyond local chairs or committee chairs).
- Identification of tools to determine worker issues.
- Identification of values and goals/theme/priorities for the year, mission statement.
- List of jobs of our members, how many and distribution in the province, how many virtual workers and in what jobs.
- Member engagement strategies for locals (e.g. virtual M2M strategies).
- List of BCGEU departments and what they do; how to contact them.
- Identification of joint training opportunities .
- How much and what type of training do we want at component meetings.
- Expectations outlined for work to be done between meetings, e.g. local/committee reports prior to component meetings for prereading to expedite the work done at the meeting; set aside chair day time to do this work.
- Cultural “tour” of the Province.
- Pursuit of equity seat (Convention – constitution and structure).
- Link Calls to action to our member/component work.
- Strategies for communicating to/with members, educating members.
- Postal codes or other tech to identify where members are; helps to target resources/education.
- Email addresses for all component executives (licensing costs).
- Focus on formulation of agenda for our meetings – what are the priorities and focus for those; what should remain as standing items and build in time for fluid discussion of focused topics days, adequate time for committees to meet and do the work.
- Mentoring program/education for Local Chairs and Component Executive.
- Examine the value of ongoing travel for meetings.
- Joint meetings with Comp 12 to address overlap and common goals.
- Communication with employer/local management of the roles of the activists and time estimates that activists will be away (Article 29?), reminder employer is paid for our time and that needs to be spent in our offices to support the offloading of our work to our coworkers.
- Information sharing on Outlook or SharePoint.
- Plan collaborations between smaller locals to deliver member education/training.
- Strategizing how to organize virtual workers; e.g. how does it work to nominate/elect stewards; OHS for virtual workers.
- Advancement of ideas to remove blocks/challenges to public service being the place to work instead of being “protectors of the status quo”, e.g. flexible work arrangements.

14. Unfinished Business:

- Request to add Convention to the agenda for September.

- Main and Component Agreements have been signed off and are now at the King's Printer.
- Question on how to request changes to member discount programs – Judy will follow up.

PE Committee Reports continued.



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15. Next Meeting – Burnaby, September 12 to 14, 2023

16. Adjournment