

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

***September 12 to 14, 2023***

*File No. 1006-002*

**Attendance:** Judy Fox-McGuire – Component 6 Vice President and Local 610 Chair (PSSG Probation)  
Jeremy Leveque – Local 601 (MCFD)  
Desiree Cabecinha - Local 601 Treasurer (CLBC)  
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 1<sup>st</sup> Vice Chair (MCFD)  
Lisa McDonald – Local 603 MAL (SDPR)  
Andrea Mitchell – Local 604 Chairperson (PSSG Probation)  
Nancy Bell - Local 604 2<sup>nd</sup> 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 Comp 6 YW (MCFD Youth Probation)  
Mike Eso – Director Vancouver Island & Staff Assigned to Component 6

**Monday, September 11, 2023 – Finance Committee Meeting:**

Present were Judy Fox-McGuire, Mona Dykes (Chair), Andrea Mitchell, Sonja Haigh, Desiree Cabecinha.  
Report out on September 12, 2023.

**Tuesday, September 12, 2023:**

1. **Acknowledgement of First Nations Territory** – given by Kayla Woodruff.
2. **Swearing in of new members:** No new members.
3. **Review of Agenda**  
Addition - Souie Gorup to discuss Calls to Action document.  
Addition – Discussion around Convention 2024.

**Motion** to accept the agenda as amended.

**M/S/C**

4. **Review of Minutes**

**Motion** to adopt the June, 2023 minutes

**M/S/C**

## 5. Local Reports:

**Local 601 - Jeremy Levesque/Falon Renshaw/Souie Gorup:** Written report submitted.

### **Local 602 – Sonja Haigh:**

Grievances and Appendix 4's:

- Local 602 is getting a change of Staff Reps – the grievances are currently spread across both of them so it was difficult to track.
- There is a recent grievance around the employer not ensuring the retro pay was applied to substitution pay.

Member/Worksite Issues and OH&S:

- Member engagement has been low over the summer months.
- There are still multiple vacancies on the Local Executive.
- We have a general meeting scheduled for September.

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

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

Grievances:

41 active grievances at the area office:

Discipline:	16
STIIP/LTD:	10
Seniority/Vacation	6
Posting	4
Covid	3
Wage Placement	1
Paid Education Leave	1

Updates: Worksite visits set for Probation, AG – Family Justice and CLBC in September and early October. Nancy continues with regularly scheduled steward-support meetings. We continue to encourage our Executive to start up lunchtime member meetings via Zoom for their ministries. As our worksite visits are focused on Probation/AG/CLBC, the lunchtime probation meeting will be postponed until late fall. Will be calling a Local Executive election in the fall to fill two to three vacant seats. Plan to run a member's meeting in October/November focused on Convention, what it is, the types of resolutions that members can put forward, and how to write a good resolution.

Stewards: 470+ Active Stewards – looking for more efficient way of appointing stewards; still unclear process for steward elections for virtual workers who are not in a worksite.

Education: Step Up – September 13, 2023; Steward Fundamentals – September 27-28, 2023

Worksite issues:

- Probation – REVOLL pilot project \$12K+ pay difference between PO's and their CS counterparts. This has been taken to Judy who will raise it with Art 29; Workload is beginning to creep up in offices; one Aux 14 with 1827 hours has no PO14 position to be converted into due to employer eliminating most PO14 positions in favour of PO24 positions. Will approach employer on member's behalf.
- CLBC – MOU # 19 grievance is at arbitration today. This is to deal with the welcome workshop and transition fair and requiring staff to work evenings and adjust their work schedules without paying overtime.
- Mental Health First Aid training was provided to members and management in the South Fraser region.
- Oncidium noted as being overly invasive with their requirements for information.
- One educational leave was approved.
- Workload continues to be an issue. It is causing members to move to another region where the same work has about half the volume. This is making the workload issue even worse.
- AG – None noted.
- SDPR – None noted.
- MCFD – Education leave denial for a member; this is with Article 29 currently even though the leave is less than six months; member having issues taking LWOP – I notice that MCFD pushes back on leave requests when a worker has multiple leave they take and may be away from work a lot – e.g. A/L maxed out, special leave maxed out, STIIP. Leave requests turning into performance management issues.
- CYSN - huge issues with workload and short-staffing. Dealing with one member who was put on a performance plan even though her caseload at the time was 260 families. She then went on STIIP for five months. In the interceding time, an Appendix 4 was filed for the whole worksite. She is now back, and the employer is resuming her performance plans meetings. I've requested that they cease this, but they are moving forward. Meeting is set for October and I will attend.

OHS – No noted issues.

CCC - Activist Appreciation night September 23, 2023 in Abbotsford.

#### **Local 605 – Terri-Lyn Kibbe:**

Local 605 numbers:

Members 1408

Stewards 21

Grievances:

- 14 (5-ex arb, 5 full arb, 4 overpayment)
- 10.1 Discipline (6)
- 1.10 Bullying and Harassment (0)
- Appendix 4 (0)

OSH: Currently a direction for Local Chairs to connect with all local offices and get updated information on OSH reps and ensure they are all designated.

Member/Worksite issues: MyHr and back pay is still an ongoing issue as is the response time.

Many MCFD offices continue to have retention and coverage issues.

#### Worksite Visits:

Judy and I conducted worksite visits on July 19 & 20. On the first day we visited SDPR downtown Kamloops office on cheque day. That was an eye opener, and we were well received by staff and may have drummed up some more stewards and an OSH rep.

We also visited Kamloops Community Corrections and were well received (accept the \$50 parking ticket because I forgot to get a ticket).

We also visited the downtown MCFD office and did not have the greatest turnout. Many Component 12 folks turned up and had lots to share.

We visited Family Justice (Cynthia's old stomping grounds) and had a decent turnout.

The next day we visited the Westshore SDPR office and it was another great turnout with some very interested members who may be interested in activism.

Our final office was the Westshore MCFD office where we had another very good turnout. Lots of good questions were raised and I think they were very impressed that we showed up and listened. There are a lot of struggles they consistently have with staffing and retention. There is fear of losing their jobs because of recent events and not being able to be on top of everything. They need better critical incident debriefs and mental health supports. Many SWs are not delegated to do some of the work they are doing. They are struggling with the centralized screening standards. Workload an issue a SW was assaulted and then sent out to another call. Many of the recommendations coming out the most recent investigations are causing more work.

Clerk 9's and team assistants doing more work, there are Team Leaders having to do admin work and the reclassifications are problematic and not across the board.

Good and Welfare: None I am aware of. My rep has changed and has been off ill. Hopefully we will get on board soon.

Activism Highlights: On July 19, 2023, the Area 5 office hosted an event for the 40<sup>th</sup> anniversary of the Tranquille activism.

Activist appreciation dinner October 14, 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:**

### Grievances and Appendix 4's:

- There are 16 total grievances from 607, three of which are at Advocacy. One grievance is going to arbitration. For those still at the area office:
  - Nine are employer-filed overpayment grievances.
  - Two relate to Covid vaccine policies.
  - Two related to general interpretation.
  - No active Appendix 4s.

OSH: SDPR increase in verbal abuse and harassment due to request that are backlogged. Client to client verbal and assault.

Education: Enhanced Steward Training November 29th. Cathy Segris and myself listed the priority as Appendix 4, Article 29 JUM, role of stewards and facing management.

Member/Work-site issues: Workload issues; lack of staffing and back fill for vacations; leaving offices short; MCFD extreme work issues; SDPR issues regarding stats.

### Other:

- Three training sessions since April, C06 has a total of 12 stewards.
- Activist appreciation September 23.
- Alissa Somerfeld and Morgyn Ahifield will be setting up quarterly meetings and a Whats app or other form of communication for support.
- Next Local C06 meeting will be the end of October via Zoom.
- M2M went well. Members were happy to be able to voice their concerns. Judy Fox-McGuire attended in the south Okanagan.

## **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:

- Caseload and staffing issues continue to be the main concern across all of the worksites.

### OSH:

- Air scrubbers were provided to office upon request during fire season. Most delivered within 2-3 days.
- OSH appointments/confirmation: Currently in progress.

### Activism Highlights:

- Spirit in the Rockies parade: BCGEU was represented by Local Chairs walking with CUPE members and other unions in the annual parade in Cranbrook. We have a few Local Chairs who have volunteered to walk for BCGEU.
- Labour Day event hosted by the EKLC with BCGEU represented as well.
- Training opportunities have resumed after being postponed indefinitely due to our Staff Rep being on leave.
- Upcoming Training: Sept 19-21, 2023: Organizing Fundamentals, Oct 4, 2023: Step Up; October 18 & 19, 2023: Two Day Steward Fundamentals.
- October 21, 2023: Activist Appreciation Banquet to be held at Fairmont Hot Springs. Halloween Theme.

Good and Welfare: None at this time.

#### **Local 609 – Anna Depretto:**

Grievances & Appendix 4's: None to report.

OHS: None.

Member/Worksite issues:

- CYSN - losing both staff in WK. Extremely high caseloads, demographics to cover.
- MCFD - major staff changes occurred over the summer. TL's and staff left positions at same time. Positions have not all been filled, high caseloads, lack of staff/mentorship continue to be concerning themes.

Activism Highlights:

- Activist banquet September 23.
- New stewards and young workers.
- Filled another position on Local Executive.
- New Fundamentals training course offered September 12-14.
- M2M site visits to be scheduled in October.
- WKLC Labour Day weekend BBQ was a success at Millennium Park, good turn out.

Other: No good and welfare.

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

#### **Local 611 – Ryan Todd:**

Grievances:

- 13 grievances – four of which are in arbitration.
- MCFD – seven.
- Social Development – four.
- PSSG – two.

Stewards: Have had one new steward join. One steward is going to be moving to Component 20.

OSH: No major reports. Vanderhoof MCFD office now has a fully functional OSH committee.

Education: Enhanced steward training is scheduled for October 28<sup>th</sup>.

Member/Worksite issues:

- Member to Member – Starting to schedule and plan the fall/winter visits.
- MCFD – MCFD office downtown Prince George continues to have issues with staff retention and many staff going on and off of STIIP.
- Fort St. James office still has their team lead came off on suspension, was called back to work and was put on suspension again their first day back. No other info on this yet. Management has been promising new staff for this location.
- Probation - The Vanderhoof (and PG) office is still a major issue. There are – I've lost count - ongoing investigations on one supervisor and larger investigations. Two senior PO's off on suspension.
- Have had to sit in on a few more investigation meetings with the RD... so this continues.
- Good note... one officer who has been trying to get out of Vanderhoof accepted a position with MOTI in CVSE. PSSG tried to stop her from moving to the jail citing the two-year rule, but they have backed down. It has been a fight for her. She is from what I call the original three.

IT - Reclass of the Regional Systems Managers (PG, Kamloops, Coquitlam) are with the PSA and GEU reclass and is scheduled for October 6.

Other (Cross Component, Good & Welfare): None.

CCC – Activist dinner is scheduled for the end of October 28. Labour Day event at the Winter Games Plaza in PG – manned the stand and the popcorn with Liam. Great turnout.

**Local 612 – Teri Goodrick/Jesse Peden:** No report submitted.

## **6. Finance Committee Report:**

We are two thirds of the way through the year and our spending looks good against our budget. Mona is recommending that the accounts be reconciled monthly, but Paul Finch is suggesting that quarterly is doable by accounting.

Investment report update – account is outperforming other accounts.

Honorariums moving to an October-to-October schedule and will be paid out as a lump sum. 10% will be withheld for tax.

**Motion:** PE Policy on excess cash. Finance Committee is recommending the trigger is any monies in excess of \$800K be transferred to HQ Finance account

**M/S/C**

Direction to submit page 1 and 2 of your cell/internet bills that shows the itemized billing when making cell/internet claims.



Internet Invoice  
Example.pdf



Cell Invoice  
Example.pdf

## 7. VP Report:

Email addresses approved for all Component Executive members. We will be using Sharepoint moving forward as a more collaborative process for the table and a way to save paper.

## 8. New Business:

**Motion (601):** BCGEU OHS department purchase an air quality monitor for a 601 pilot project to create a library-style loan item to enable activists to measure air quality in their workplaces, to be administered by Local 601 **M/S/D**

**Motion:** To refer 601 air quality library loan motion to PE OHS for review. **M/S/C**

**Motion:** A representative of equity and diversity with full voice and vote will be elected to the Component Executive according to a process approved by the Component Executive. The Equity Worker Representative will not be eligible to run as a table officer. The Equity Worker Representative must self-identify in at least one of the four equity groups:

1. Indigenous workers
2. Workers of colour
3. 2SLGBTQ+ workers
4. Workers with Disabilities

**Motion** to amend Equity motion to read: One Component Executive position may be designated for a member of an equity seeking group chosen by the Component Executive. **M/S/D**

**Motion** to amend Equity motion to read: A representative of equity and diversity with a full voice and vote will be (elected to component) chosen from the Component 6 Local Executives members who self-identify as a member of one of the four equity groups by all Local Executive members who self-identify as a member of the four equity groups. The equity worker will not be eligible to run as a table officer.

1. Indigenous workers
2. Workers of colour
3. 2SLGBTQ+ workers
4. Workers with Disabilities

**M/S/D**

Motion to amend the amended motion to address process: Equity seeking members from of Component 6 will elect their representative to the Component table. **M/S/C**



**Final motion reads:** A representative of equity and diversity with full voice and vote will be elected to the Component. Equity-seeking members from Component 6 will elect their representative. The equity worker representative will not be eligible to vote for or run as a table officer. The equity worker representative must self-identify in at least one of the four equity groups:

1. Indigenous workers
2. Workers of colour
3. 2SLGBTQI+ workers
4. Workers with Disabilities

**M/S/C**

**Wednesday – September 13, 2023:**

**9. Labour Management Committee/Article 29 Reports:**

**CLBC (Nancy Bell)**

- LMC to start to meet again in October. We had a caucus meeting yesterday,
- We have a new member on the committee – Ryan Milne an analyst out of Nanaimo.
- Members have now received the hourly increases, however the TMAs and retro have yet to be paid. We are still working with as many members as possible to share the new collective agreement.
- We had an issue where a member who had shared some information with the LMC committee had committed a privacy breach. The Regional Director advised that information should be cleared with management before being shared with the GEU. We corrected that.
- Still actively looking for Stewards in the Northern areas.

**MCFD (Sonja Haig)**

- Last meeting was in July, next meeting is September 20.
- Lateral transfers to hard to recruit areas.
- They have approval from the Deputy Minister for ADM Kelly Durand to approval lateral transfers to the hard to recruit locations – they will still get their moving expenses paid.
- Union Leave – as discussed at the last component meeting we brought up union leaves. The employer requested some education around the roles of stewards, local chairs, and other activists. Could we develop a document?
- Issue with implementing new language – EOs being posted. The employer is trying to say that having them posted on Iconnect is sufficient and PSA agreed with them about this.
- Paid education leaves for MCFD practicums – they are starting a program to pay people who are doing their practicums at MCFD. This will only apply to current staff who are going into approved programs, and doing their practicums at MCFD. If the employee is receiving Pacific Leadership Program this will be impacted as you can't receive outside funding.

- Education Leave Issues – Kayla
- Agenda items for the September meeting are Updates from Provincial Centralized Screening (updates on staffing, hours of work, structural changes), the recent policy changes regarding children in out of care placements and the significant workload that will, and CYSN Family Centres.

**SDPR (Lisa MacDonald):** Verbal report

- Focus team is not part of virtual services and VS is not attending local offices for any reason.
- Training issues: Knowledge management team and trainers – the training is landing members on performance management while still on probation, receiving conflicting information from supervisors, members are stressed and confused.
- Education committee – standing item, no update.

**PSSG (Judy Fox-McGuire)**

- Decommissioning My Performance – Performance Development Platforms
- EOI's – moving to standing item.
- Retro pay complete.
- Access to Supplemental Leave (Custody).
- Covid-19 (Custody Centres).
- Educational Leave – none.
- Reconciliation/Calls to Action – unconscious bias training; Curtis Smith will be coming to speak on Indigenous Access Centres.
- H&W – MOU 25.
- R&R (Custody).
- Recycling .

**PSSG Probation (Andrea Mitchell/Judy Fox-McGuire)**

**Ministry of Public Safety and Solicitor General Community Corrections/BCGEU Article 29 Subcommittee**

**Minutes**

June 16, 2023

10:00am – 11:30am

MS Teams Meeting

In attendance: Bill Small, Judy Fox- McGuire, Simon Glen, Andrea Mitchell

**STANDING ITEMS:**

1. WES

- No new information.
- Next WES cycle is still expected to be the end of 2023 or beginning of 2024.

- CCD will be encouraging staff to engage as they see the WES as an important feedback tool.
  - Union agreed to support these efforts.
2. OH&S Committee Update
- No new updates.
  - Union is looking to similar organizations to assist with providing sample structures/models for consideration.
3. Lateral Transfers (New)
- Employer clarified that primary reason for reluctance to engage is because they have explored the concept of a lateral list for many years but have not been able to come up with a model that supports all staff.
  - Union will start sending employer initial thoughts on potential models so there can be a more collaborative discussion as they look to develop proposals. This will prevent the Union from investing time needlessly on models that employer doesn't see as feasible.
4. Appendix 10 – Mental Health Supports (New)
- Continuation of discussion from last meeting.
  - New service provider in place. Joint agreement to table a discussion until Fall about the possibility of doing joint outreach to get staff feedback.

**AD HOC ITEMS:**

5. Fall 2023 Leading Change Newsletter (Employer)
- Discussion about featuring the Article 29 Subcommittee in an upcoming edition of the Leading Change Newsletter.
  - Agreement that this is a positive idea that shows our collaborative relationship and offers an opportunity to explain the purpose of the subcommittee.
6. ReVOII Position Classification (Union)
- Union presented anecdotal information that POs in Custody doing ReVOII work are not the same classification as the custody staff.
  - Employer clarified that both are at Grid 24 however the TMA for custody staff is 2 grids whereas for community staff it's only 1 grid.
  - Union unsure about two people doing the same job but getting paid differently and will talk to their classification specialist to explore further. The issue will likely be complicated by the fact that both are at the same base pay and the disparity is due to different TMAs.
7. Workload (Union) Impacts of service delivery model changes, new initiatives & hiring lag (Union)
- Union raised concerns about the workload implications of service delivery model changes, new initiatives and hiring lag.
  - Recognition from the employer about the impacts of change. Many of the changes currently underway are seen as very good long-term improvements, however they do have impacts in the short term.
  - The employer acknowledges that some of the hiring processes take longer now than they did previously. The process is more efficient than before, but takes longer because of

changes made to address staff concerns with the hiring process. For example:

- Candidates receive panel questions prior to the interview date and wherever possible they are given at least one week to prepare.
- More emphasis is placed on comprehensive meaningful feedback for all candidates which can delay the review period.

#### 8. Recruitment and Retention (Union)

- The Union inquired about the employer's plan to address recruitment and retention issues.
- The employer recognizes the importance of developing a comprehensive recruitment and retention strategy and has this as a goal for the upcoming year. In the meantime, short-term strategies are being put in place to improve recruitment efforts and to provide support to offices with more urgent needs.

#### NTT (Kevin Ball): Verbal Report

- Three health authorities have opted out of clinical service desk (optional service) – did not result in layoffs, but members were hired by the HA's and now NTT is hiring again.

#### ISM (Falon Renshaw): Verbal Report

#### Indigenous Relations & Reconciliation (Souie Gorup)

- Equity and antiracism audit being slowly rolled out; engagement to gather feedback (DARE Committee).
- Approximately ten Mental Health supports to be discussed.

#### Housing (Jeremy): Verbal Report

#### 10. PE Committee Reports:

##### Women and Gender Rights (Judy)

**OHS (Kevin)** – Haven't met; BCGEU/CU conference coming up; next meeting just prior.

**Scholarship (Kevin)** - Meeting in two weeks and discussing essay topics for 2024 (Labour Movement, Equity, Indigenous topics).

**YW (Jessie)** – Met in June to finalize conference organization – November 2 to 4 at Hilton; invites to go out soon; Jessie is alternate to Haylee for BC Fed YW and Jessie is alternate for NUPGE YW also.

**Inter Sol (Desiree)** – Verbal report and can be accessed through PE Report.

**Equity (Desiree)** – Verbal report on Pride, Transphobia; link for members/activists to sign up for their preferred equity groups so they can be included for Convention Roundtable invites.

#### 11. Strategic Planning Session:

**What do you think is the most important thing Component 6 can do in the next year?**

- Platform for members to access to area offices and basic contact info or processes.
- Simplified single site.
- Contacting area offices and how area staff delegate the tasks back to us.
- Committee roles, goals of each committee for the year, and terms of reference; tangible results.
- December: Calendar of events for 2024 including dates for resolutions.
- Joint training session with Component 12 with time identify issues and solutions that impact our members in common.
- Responsibilities for each role on Component Executive.
- December date-planning for Convention resolutions.
- Collection of member data via brief, focused survey with follow-up to more detailed survey (ie., to identify areas to target for training and information).
- Action plan to develop letter to communicate to employer/managers around roles and responsibilities of union activists; focus on reduced workloads when (backfill is not appropriate/available) for Chairs, and the reimbursement of wage to the employer needs to benefit the employees who take on that workload – likely best solved at Article 29, but we need an education piece to present to employers on the role of chair and component members and how much leave we take throughout the year (to guide the percentage of workload reduction).
- Settle on 2024 Campaign.
- Link Calls to Action to our member/executive work. What is the BCGEU already working on?
- Inclusion of cultural learning opportunities when we are in different areas of the province (done in evenings).
- One-page quarterly or semi-annually newsletter about the work of the Component (fact sheet template).
- Targeted communication strategies to get information to/from our members.

**What are the barriers preventing committees from doing work between Component Meetings?**

- Competing demands from work and trying to match other schedules and then time after work, people are busy/tired.
- Unclear objective of the committees.
- Unclear role of each person on the committee and how best to collaborate.
- The work doesn't go away when we take days off for union work; there is no backfill despite the employer being reimbursed for our absences; also get pushback from other colleagues who are often carrying the extra workload burden for our absences.
- Idea to use shorter meetings (e.g. lunch meeting) to work toward the point in a committee project that warrants an LOA.
- Potential to meet in person ahead of the scheduled component meeting; or utilize Teams meetings; set up Teams rooms for collaboration within each committee to help stay focused and organized.
- Office 365 utilization to share/collaborate on docs.
- Distribution of work across committees should aim to be equitable.
- Chair of each committee is responsible for determining what work needs to be achieved at each meeting and determine at what point they need to meet ahead of a Component Meeting.
- Committees that generally will need to meet ahead of Component Meeting:
  - Finance – ahead of each Component Meeting.
  - Education - ahead of Winter School.

- Resolutions – ahead of Convention and Bargaining.
- Campaigns.

**Action:** Submission of written Local Reports one week ahead of time to Sharepoint so we can focus our Component Local Report discussions on issues that come up and identifying what issues we have in common. Perhaps come with a better understanding of the types of grievances happening in your area so we can compare notes.

**Action:** Newsletter (Jeremy/Desiree) to distribute to C6 to report back on work of Component and our wins.

**Action:** Article 29 Minutes, Local Minutes, Component 6 Minutes to be posted to Union website and be easily accessible.

#### **What education do we want from presenters?**

- Classifications
- Component 6 Grievance Report every meeting (no more than one hour)
- Indigenous Liaison Ann-Jeannette
- Duty to Accommodate workshop (through Kevin's Human Rights law contact)
- Tech training: e.g. Sharepoint training
- Organizing training, emphasis on virtual workers/activists (this training is available at area offices also)

**Travel for Component Meetings** – Value in travelling to a different location outside of the Lower Mainland once per year. Need more notice in order to arrange the travel. Victoria is not part of the Lower Mainland. If a reason arises that makes sense to meet in Victoria.

#### **Thursday, September 14, 2023:**

**12. Discussion on Component 6 Newsletter:** Jeremy Levesque and Desiree Cabicinha led a discussion on the new Component 6 newsletter and different sections that can be included in it.

**13. Committees:**

#### **Campaign Committee (Kayla)**

- Kayla Woodruff provided an update on Campaign Planning.
- The Committee has decided that “The Right to a Psychologically Safe Workplace”.

Next Steps / Action Items :

- Jeremy Levesque will contact Kevin Ball re: OSH & Psychological Health & Safety.
- Terri-Lyn Kibbe will contact Brandon Thistle re: OSH, Mental Health, and Psychological Health & Safety.
- Kayla Woodruff & Jessie Peden will contact Stijn Daenens re: poster design, swag, etc.
- Falon Renshaw will create an MS Teams page for the Campaigns Committee.
- The Committee will bring a Campaign Plan & Budget to the next Component meeting for approval

by Component.

**Swag Committee (Nancy):**

- Logo Decision Making : There were two options for a Component 6 logo, titled “Tree” and “First Nations Tree”. Discussion was had around busyness of each logo. Referred
- **MOTION:** Motion to purchase power banks for departing Component Executive members at a cost of up to \$100 each (initial purchase will be 10). **M/S/C**
- **MOTION:** Motion to purchase 250 eyeglass cleaner pouches at a cost of up to \$1100. **M/S/C**

**Community and Social Action (Karen):**

- Recommendation : Diversity & Inclusion Support Group of British Columbia.
- **MOTION:** Motion to donate \$500 to the Diversity & Inclusion Support Group of British Columbia. **M/S/C**

**14. Unfinished Business:** None.

**15. Next Meeting:** December 5 - 8, 2023 at Pinnacle Hotel, Vancouver  
Finance Committee to meet on December 4<sup>th</sup>.

**16. Adjournment**