
From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: April 5, 2018 12:06:20 PM PDT
Received: April 5, 2018 12:06:21 PM PDT
Attachments: s.13; s.17

Page 002 of 466 to/à Page 004 of 466

Withheld pursuant to/removed as

s.13 ; s.17

Prepared by:	Ken Dawson	Approved by:	Christina Zacharuk
	Executive Director, PSEC Secretariat		President & CEO, PSEC Secretariat
Phone #:	778.679.0891	Phone #:	604-839-5699

CONFIDENTIAL

This briefing document contains confidential information pertaining to labour relations and other matters.

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>
Sent: April 5, 2018 4:16:20 PM PDT
Received: April 5, 2018 4:16:22 PM PDT
Attachments: s.13; s.17

A couple of suggested changes and a double check on info and good to go. Has RP reached out to Justin? Thanks, CZ

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Withheld pursuant to/removed as

s.13 ; s.17

s.13; s.17

Prepared by:	Ken Dawson	Approved by:	Christina Zacharuk
	Executive Director, PSEC Secretariat		President & CEO, PSEC Secretariat
Phone #:	778.679.0891	Phone #:	604-839-5699

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
Cc: Coburn, Lindsay PSEC:EX <Lindsay.Coburn@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>
Sent: April 6, 2018 7:53:09 AM PDT
Received: April 6, 2018 7:53:10 AM PDT

Yes. Sorry forgot to mention that piece.

s.13; s.17

Sent from my iPhone

On Apr 6, 2018, at 7:18 AM, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca> wrote:

Did you ask RP to reach out to Justin? Would be helpful to know in advance of the mtg. Thanks, CZ

From: Dawson, Ken PSEC:EX
Sent: Friday, April 6, 2018 5:32 AM
To: Zacharuk, Christina PSEC:EX; Coburn, Lindsay PSEC:EX
Cc: Rathbone, Chris PSEC:EX; Bergthorson, Sheena PSEC:EX
Subject: s.13; s.17

s.22

Ok thanks for quick review. Lindsay will incorporate changes and get over to Sheena this am as
s.22

Sent from my iPhone

On Apr 5, 2018, at 4:16 PM, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca> wrote:

A couple of suggested changes and a double check on info and good to go. Has RP reached out to Justin? Thanks, CZ

From: Coburn, Lindsay PSEC:EX <Lindsay.Coburn@gov.bc.ca>
To: Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>
Cc: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Rathbone, Chris
PSEC:EX <Chris.Rathbone@gov.bc.ca>, Bridges, Kelsey PSEC:EX
<Kelsey.Bridges@gov.bc.ca>
Sent: April 6, 2018 10:00:12 AM PDT
Received: April 6, 2018 10:00:13 AM PDT
Attachments: s.13; s.17

Hi Sheena,

s.13; s.17

Thanks,
Lindsay

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Withheld pursuant to/removed as

s.13 ; s.17

Prepared by:	Ken Dawson	Approved by:	Christina Zacharuk
	Executive Director, PSEC Secretariat		President & CEO, PSEC Secretariat
Phone #:	778.679.0891	Phone #:	604-839-5699

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From: Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>
To: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>, Gillezeau, Rob FIN:EX <Rob.Gillezeau@gov.bc.ca>, Reid, Heidi FIN:EX <Heidi.Reid@gov.bc.ca>, Henry, Molly FIN:EX <Molly.Henry@gov.bc.ca>
Cc: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Coburn, Lindsay PSEC:EX <Lindsay.Coburn@gov.bc.ca>, Bridges, Kelsey PSEC:EX <Kelsey.Bridges@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Sent: April 6, 2018 1:52:46 PM PDT
Received: April 6, 2018 1:52:48 PM PDT
Attachments: s.13; s.17

Hello Robyn, Rob, Heidi and Molly,

In preparation for PSEC's briefing with MCJ scheduled for Tuesday April 10th at 11:30 am, please find attached the following documents:
s.13; s.17

Christina and Chris from PSEC will be attending in person.

Thanks.

Sheena Bergthorson

Finance & Admin Officer

Province of BC

Tel: 778-698-8529 email: Sheena.Bergthorson@gov.bc.ca

Web: gov.bc.ca/PSEC

PSEC | Public Sector
Employers' Council
Secretariat

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Withheld pursuant to/removed as

s.13 ; s.17

Prepared by:	Ken Dawson	Approved by:	Christina Zacharuk
	Executive Director, PSEC Secretariat		President & CEO, PSEC Secretariat
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Withheld pursuant to/removed as

s.13 ; s.17

Page 027 of 466

Withheld pursuant to/removed as

s.13 ; s.15 ; s.17

Request to Bargain from CUPE

From: Deborah Stewart <deborahs@bcpsea.bc.ca>
To: PSEC - Kindree Draper (Kindree.Draper@gov.bc.ca)
<Kindree.Draper@gov.bc.ca>, PSEC - Ken Dawson (Ken.Dawson@gov.bc.ca)
<Ken.Dawson@gov.bc.ca>, Draper, Kindree PSEC:EX, Dawson, Ken PSEC:EX
Sent: May 14, 2018 4:21:47 PM PDT
Received: May 14, 2018 4:21:59 PM PDT
Attachments: image001.jpg,
Letter_to_Renzo_De_Negro_BCPSEA_Bargaining_Negotiations_May_14_2018.pdf

FYI.

From: Leanne Bowes
Sent: May-14-18 4:19 PM
To: Deborah Stewart
Subject: Request to Bargain from CUPE

This e-mail was sent to Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Trustee Representatives

As you know, the collective agreements with unionized support staff in the K-12 public education sector expire on June 30, 2019. We are writing to advise that BCPSEA today received the attached letter from the CUPE K-12 Presidents Council requesting an early commencement of collective bargaining. BCPSEA is reviewing the request and will address the issue with the BCPSEA Board of Directors this week.

We will provide an update in the coming days.

Leanne Bowes Senior Labour Relations Associate

300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
D: 604 730 4509 | s.22 | F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca



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FW: Request to Bargain from CUPE

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Cc: Pauliszyn, Robert PSEC:EX <Robert.Pauliszyn@gov.bc.ca>
Sent: May 14, 2018 4:28:36 PM PDT
Received: May 14, 2018 4:28:38 PM PDT
Attachments: image001.jpg,
Letter_to_Renzo_De_Negro_BCPSEA_Bargaining_Negotiations_May_14_2018.pdf

From: Leanne Bowes [mailto:leanneb@bcpsea.bc.ca]

Sent: May 14, 2018 4:25 PM

To: Zacharuk, Christina PSEC:EX

Subject: Request to Bargain from CUPE

This e-mail was sent to Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Trustee Representatives

As you know, the collective agreements with unionized support staff in the K-12 public education sector expire on June 30, 2019. We are writing to advise that BCPSEA today received the attached letter from the CUPE K-12 Presidents Council requesting an early commencement of collective bargaining. BCPSEA is reviewing the request and will address the issue with the BCPSEA Board of Directors this week.

We will provide an update in the coming days.

Leanne Bowes Senior Labour Relations Associate

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May 14th, 2018

Via E-mail: renzod@bcpsea.bc.ca

Mr. Renzo Del Negro
Chief Executive Officer
British Columbia Public School Employers' Association (BCPSEA)
Suite #300 - 2889 E. 12th Avenue
Vancouver B.C.
V5M 4T5

Dear Mr. Del Negro:

Please be advised that the CUPE K-12 Presidents Council has elected its Provincial Bargaining Committee (PBC) and ratified Provincial Proposals. The current five-year Collective Agreement has been positive, in allowing the parties to focus on the service our members deliver, but it has also meant that some issues appropriate for negotiations have not been resolved.

The CUPE K-12 Presidents Council proposes that the parties engage in collective bargaining before the expiration of the current Collective Agreement. We are available as early as June 2018, if BCPSEA is willing to participate in an expedited and focused round of bargaining.

Please advise in writing of your interest and availability to commence negotiations with a view to conclude this round of negotiations before the expiration of the Collective Agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'Warren Williams'.

Warren Williams
President – CUPE K-12 Presidents Council

Cc: Leanne Bowes, BCPSEA
Tracey Mathieson, CUPE K-12 Coordinator
Rob Hewitt, CUPE K-12 Coordinator

NewsLink Express No. 2018-04: Report: BCPSEA Board of Directors Meeting

From: Kristi Furtney <kristif@bcpsea.bc.ca>
To: PSEC - Kindree Draper (Kindree.Draper@gov.bc.ca)
<Kindree.Draper@gov.bc.ca>, Draper, Kindree PSEC:EX
Sent: May 15, 2018 2:28:22 PM PDT
Received: May 15, 2018 2:28:32 PM PDT
Attachments: image001.jpg, image002.jpg, 00-NewsLink Express No 2018-04 Report of Board Meeting April 19 2018.pdf

This e-mail was sent to BCPSEA Trustee Representatives, Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Board of Directors

The BCPSEA Board of Directors met on Thursday, April 19, 2018. Attached please find *NewsLink Express* No. 2018-04, Report: BCPSEA Board of Directors Meeting.

Regards,

Kristi Furtney Administration Coordinator

.....s.22
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300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca



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Please consider the environment before printing this email.

2018-04 May 15, 2018

By E-mail: Four Pages

Report: BCPSEA Board of Directors Meeting

The BCPSEA Board of Directors met on Thursday, April 19, 2018 at the BCPSEA office located at 300 – 2889 East 12th Avenue, Vancouver, BC.

Following is an overview of the Board's discussions.

❖ Meeting of the Public Sector Employers' Council

The Board was advised that the Public Sector Employers' Council (the Council) met for the first time in 10 years on December 8, 2017. Under the *Public Sector Employers Act* (the Act), the Council is made up of the Minister responsible for the Act — the Minister of Finance — as Chair, up to seven Cabinet Ministers or deputy ministers and one nominee from each of the six employers' associations, and the Deputy Minister of the Public Service Agency. Members are appointed by the Lieutenant Governor in Council. The December 8, 2017 meeting was an in-camera meeting of the Council members and CEOs of the employers' associations, followed by a forum that included union presidents from each of the six sectors. It was reported that similar issues were brought up between each sector's unions. BCPSEA Board Chair Alan Chell and CEO Renzo Del Negro have been invited to the next Council meeting on May 11, 2018.

❖ BCPSEA–BCTF Bargaining Preparation and Committee Update

BCPSEA continues its extensive consultation with trustees and senior school district staff in preparation for the 2019 round of collective bargaining. BCPSEA staff continue to meet regularly with BCTF representatives for labour–management meetings. The Board received an update on the four committees established by Letter of Understanding (LoU) under the 2013-2019 Provincial Collective Agreement (PCA). It is anticipated that the work of all the LoU committees will be completed by the end of May 2018.

LoU No. 10 re: Committee to Discuss Teacher Compensation Issues

The parties agreed to form a committee to meet by October 1, 2016 to discuss issues related to compensation, including:

- public and private sector compensation comparisons in BC
- teacher compensation comparisons across Canada
- labour markets for teachers in BC and across Canada
- compensation relationships of other public sector positions in BC with other Canadian jurisdictions
- teacher salary grid harmonization.

The mandate of this committee is to discuss the above topics and attempt to reach agreement on the foundational compensation data that will be used by the parties during the 2019 round of collective bargaining. The committee's work is ongoing and BCPSEA will report further as events progress.

LoU No. 11 Re: TTOC Call-out and Hiring Practices

The committee met on three separate occasions during 2016 and 2017 to discuss a range of TTOC issues, with a focus on seniority call-out, fair hiring practices, and comparable call-out practices in health and other sectors. The committee work has served to assist both parties in understanding the current practices for TTOC call-out as well as identifying areas of concern for the union.

LoU No. 12 Re: Secondary Teachers' Preparation Time

This committee met on June 15, 2016, October 27, 2016 and May 4, 2017. During these meetings, the BCTF was clear that it believes preparation time should be increased. BCPSEA noted the BCTF's concerns. There are no further meetings of this committee scheduled.

LOU No. 13 Re: Adult Educators' Preparation Time

The committee has gathered factual information regarding Adult Educators in school districts across BC via email surveys distributed in August 2016 and March/April 2017 with a focus on three main areas: method of class assignment, staff overlap with the K-12 system, and prep time pay. The committee is currently working to compile its final report based on the findings of the surveys.

❖ Support Staff

BCPSEA has commenced preparations for the next round of support staff bargaining. As with previous rounds, it is expected there will be a provincial framework approach again this round. As you will likely recall, the Provincial Framework Agreement (PFA) table was developed as a way to avoid whipsawing on wage increases and to implement broad policy objectives. The table is voluntary and ratification of the PFA is required at each local table.

As part of the 2014-2019 PFA between BCPSEA and the K-12 Presidents Council and Support Staff Unions, four committees were established to discuss and implement issues of mutual interest to the parties.

Support Staff Education and Adjustment Committee (SSEAC)

The mandate of this committee continues as established under previous rounds of bargaining. SSEAC meets approximately twice per year and has most recently been focusing on the development of additional training modules to facilitate support staff skills enhancement with a primary focus on education assistants.

Education Assistants (EA) Committee

The EA committee held a number of two-day meetings throughout 2015 and 2016 and completed the task of developing and distributing best practices on Deployment of Education Assistants as well as Standardization of Education Assistant Hours. In addition, the committee discussed at length the possibilities for introducing a system of credentialing and/or establishing a professional body for Education Assistants. The recommendations were shared with the Ministry of Education in September 2016. We have been informed that the Ministry of Education intends to respond to the report in the near future.

Joint Job Evaluation (JE) Committee

The JE committee was tasked with creating a provincial job evaluation plan based on the CUPE gender-neutral job evaluation plan, which may include a regional or local approach. The committee is further tasked with piloting the plan in seven districts (one in each of seven regions). The committee meets regularly, has completed the plan design, and selected the pilot districts/locals for participation. Work with the pilot districts/locals has commenced and is expected to be completed by the fall.

Standardized Extended Health Benefits Plan Working Committee

The parties established a working committee immediately following the conclusion of provincial framework bargaining. The committee met in 2014 with the assistance of Morneau Shepell to design a standardized Extended Health Plan for support staff. All local support staff unions were asked to hold a membership vote regarding participation in the plan, resulting in 45 of the 69 support staff locals voting to join the standardized plan, which commenced September 1, 2017. The work of this committee is complete. Annualized funding to support participating districts continues under the Provincial Framework Agreement.

❖ Exempt Staff Compensation

The Board discussed the Public Sector Employers' Council (PSEC) exempt staff compensation policy direction for calendar 2018 as set out in *Exempt Staff Issues* bulletin No. 2018-01 distributed to school districts on April 5. It was reported that the current government decided to continue with an approach to compensation direction of providing regulated increases. Internal equity issues arising from this compensation policy approach are being experienced across the broader public sector, including K-12, and BCPSEA staff have taken every available opportunity to make the business case to the PSEC Secretariat regarding the challenges of the exempt staff compensation policy direction to date. BCPSEA staff have also met with representatives of management associations in the sector to hear their concerns. The Board was further advised that BCPSEA is waiting for approval from the PSEC Secretariat to proceed with the review of exempt staff benefits.

❖ BCPVPA Voluntary Negotiating Agency Initiative

The BCPVPA distributed letters in early December to the BCSTA, BCSSA, and BCASBO to advise that it is undertaking an initiative to be accorded status as the negotiating agent for its members "for the purpose of achieving a common contractual framework on specified terms and conditions of employment." BCPVPA representatives have been visiting individual school districts to meet with their members to review the rationale for the initiative — senior district staff have also been invited to attend those meetings. The BCPVPA has requested a meeting with the BCPSEA Board of Directors, and the Board has agreed to invite the BCPVPA to attend at its next meeting on June 14 to present their perspective. BCPSEA will provide boards of education with further updates as events evolve.

❖ Attendance Support and Wellness Initiative

The Attendance Support and Wellness Initiative arose from the recommendations of the 2012 Deloitte report and the Ministry of Education and School District Service Delivery Project. The Deloitte report recommended that school districts share services to support employee attendance in order to improve service delivery and reduce costs. The ASW initiative is intended to foster a culture within the public education sector where attendance support is a regular and expected part of school district operations, and employees are fairly and appropriately supported. BCPSEA staff continue to work with individual school districts to introduce and implement the ASW program in their districts. A fulsome report on this initiative will be discussed by the Board at its June meeting.

❖ Labour Market Partnership Program

BCPSEA successfully obtained a grant from the Labour Market Partnership (LMP) program (LMP), administered by the Ministry of Advanced Education, Skills and Training, to work on a sector-wide Labour Market Information Study. This Phase 2 LMP study is focusing on producing labour market information to inform and support the design of strategies to address the underlying causes of labour shortages being experienced across the BC K-12 public school sector through a detailed analysis of current labour market conditions and trends in British Columbia. Subsequent funding may be available to support strategy development and implementation.

BCPSEA is leading the study, guided by a Steering Committee of sector partners including the BC Association of School Business Officials, the BC School Superintendents' Association, the BC Principals' and Vice Principals' Association, the BC School Trustees Association, the BC Teachers' Federation, the First Nations Education Steering Committee, the Federation of Independent Schools Association, and the Association of BC Deans of Education.

The in-depth research is being conducted by of Queenswood Consulting, who are working with Judy Maranda, BCPSEA Director, Sustainable Workforce Project, to complete a comprehensive report by August 2018. In addition to a data and document analysis, the researchers have engaged regional focus groups and are using targeted surveys in order to assist with accurate identification of relevant issues.

The initial focus of this LMP is on the teacher workforce, but we hope, in a next phase of the project, to examine similar issues related to the sector's other employee groups. During successive phases of the LMP, a detailed strategic plan will be developed and implemented in order to support districts. The data phase of the project should be completed by the summer with a view to beginning the next phase in the fall.

❖ Next Board Meeting

The Board is meeting by conference call May 15, 2018 to review and approve the BCPSEA 2017-2018 audited financial statements. The next Board meeting is scheduled for June 14, 2018.

Questions

If you have any questions, please contact Renzo Del Negro, CEO (604 730 4515; renzod@bcpsea.bc.ca) or any Board member.

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Bridges, Kelsey PSEC:EX <Kelsey.Bridges@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Sent: May 28, 2018 11:19:57 AM PDT
Received: May 28, 2018 11:19:58 AM PDT
Attachments: s.13; s.17

Ken —s.13; s.17

s.13; s.17

s.13; s.22

s.13; s.17

s.13; s.17

Thanks, CZ

Thanks, CZ

Christina Zacharuk

President and CEO

Public Sector Employers' Council Secretariat

Province of BC

Tel: 250 387-0842 | Cell: 604.839.5699

gov.bc.ca/PSEC

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Public Sector
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s.13 ; s.17

Page 042 of 466 to/à Page 057 of 466

Withheld pursuant to/removed as

s.13 ; s.17 ; s.21

monthly monitor - May 31, 2018

From: Lisa Nasu <lisan@bcpsea.bc.ca>
To: PSEC - Kindree Draper (Kindree.Draper@gov.bc.ca)
<Kindree.Draper@gov.bc.ca>, Draper, Kindree PSEC:EX
Sent: May 31, 2018 10:13:45 AM PDT
Received: May 31, 2018 10:13:55 AM PDT
Attachments: image003.jpg, image005.jpg, image001.gif, image006.jpg, image004.jpg,
image002.jpg



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May 31, 2018

Welcome to the *monthly monitor*, our update on HR/LR events and issues. We encourage you to share the *monthly monitor* with all trustees on your board.

Distribution: BCPSEA Trustee Representatives, Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Board of Directors, Management Associations

Support Staff Bargaining

As you know, the support staff collective agreements in our sector expire June 30, 2019. We advised school districts on May 14 that we received a letter from the CUPE K-12 Presidents Council requesting an early start to collective bargaining. The BCPSEA Board of Directors considered the request at its meeting of May 15 and endorsed BCPSEA entering into early negotiations, subject to a sectoral support staff bargaining plan being approved by the Board and the Public Sector Employers' Council Secretariat. Tentative bargaining dates have been set for June. It should be noted that these negotiations will be specifically for the Provincial Framework Agreement (PFA), which will address compensation matters as well as broad provincial/policy matters.



The BCPSEA PFA bargaining team is as follows:

Marcy VanKoughnett	SD No. 20 (Kootenay-Columbia)
Kyle Uno	SD No. 36 (Surrey)
Robert Weston	SD No. 40 (New Westminster)
Cam MacIntyre	SD No. 52 (Prince Rupert)
Jason Reid	SD No. 63 (Saanich)
Tammy Sowinski	Okanagan Labour Relations Council
Ken Dawson	PSEC Secretariat
Alan Chell	BCPSEA Board Chair
Leanne Bowes	BCPSEA (spokesperson)
Graeme Norton	BCPSEA
Elisha Tran	BCPSEA (notes)

Given the compressed timeline, BCPSEA distributed an e-mail on May 18 containing a link to an online survey to obtain feedback from districts to inform the sectoral support staff bargaining plan, with a request for one response per district by May 27, 2018. We acknowledge that some districts expressed concern with respect to the survey approach and we are exploring alternatives to obtain future feedback when we are

faced with short notice timelines. We will continue to communicate with districts as preparation for PFA negotiations proceeds.

Once the PFA is concluded, local school district–local support staff union bargaining will commence, likely in the fall of 2018. Districts and unions that conclude and ratify their agreements by a specified date will be able to include the PFA in their local collective agreement and participate in its terms. Participation in the PFA is entirely voluntary on the part of the local school district and their local union. If you have any questions, please contact [Leanne Bowes](#).

Preparation for BCPSEA-BCTF Bargaining Continues

BCPSEA is continuing our consultation with school districts through a series of in-depth technical discussions with focus groups consisting of two to three senior district staff. These sessions are designed to gather operational detail from staff to inform the next phase of consultation with trustees in the fall. The first of these sessions was held in Kelowna on May 17 with a full schedule of sessions running through to June 15. The schedule of sessions and link to registration was distributed to districts on April 26. If you have any questions on these technical staff sessions, please contact [Janet Stewart](#).

Support Staff Extended Health Benefits Plan Funding

On May 8, BCPSEA distributed to school district Secretary Treasurers the 2018 schedule of funding for the Standardized Support Staff Extended Health Benefits Plan. Funding is available only for those districts that have support staff locals participating in the Standardized Plan and will flow on September 1, 2018. If you have any questions, please contact your [BCPSEA labour relations liaison](#).

BCPVPA Voluntary Negotiating Agency Initiative



As we have previously reported to school districts, in early December 2017, the BC Principals' and Vice Principals' Association (BCPVPA) distributed letters in early December 2017 to the BC School Trustees Association, the BC School Superintendents' Association, and the BC Association of School Business Officials to advise that it is undertaking an initiative to be accorded status as the negotiating agent for its members "for the purpose of achieving a common contractual framework on specified terms and conditions of employment."

The general status of this initiative at present is as follows:

- The BCPVPA representatives have been visiting individual school districts to meet with their members to review the rationale for the initiative — it is our understanding senior district staff have also been invited to attend those meetings.
- In March 2018 the BCPVPA requested a meeting with the BCPSEA Board of Directors to present its rationale in support of its stated priority of pursuing negotiation agency on behalf of their members.
- The Board agreed that the BCPVPA should be invited to attend the Board meeting on June 14, 2018.
- That invitation was issued and accepted, and representatives of the BCPVPA will attend the June 14 Board meeting.
- Should the Board direct BCPSEA staff to explore this matter further, staff will engage in the necessary research/information gathering and report back to the Board.
- Arising from that research, should the Board ask staff to liaise with school districts to discuss information on options/implications and obtain feedback, we will proceed to communicate with districts on the process and approach for engagement on this issue.
- Once we obtain districts' feedback, we would take that information forward to the Board for consideration and determination as to next steps.

- We will continue to keep districts informed as events related to this initiative unfold.
- In the meantime, if you have any questions, please don't hesitate to either Renzo Del Negro, Janet Stewart, or Deborah Stewart.

Board of Directors Meetings

The next meetings of the BCPSEA Board of Directors are currently scheduled for May 29, 2018 (to consider the sectoral support staff bargaining plan) and June 14, 2018.

BC Public School Employers' Association
300 – 2889 East 12th Avenue, Vancouver BC V5M 4T5
Tel: 604.730.0739 Fax: 604.730.0787
www.bcpsea.bc.ca [Privacy Statement](#)











CONFIDENTIAL Update

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Wright, Don J. PREM:EX <Don.J.Wright@gov.bc.ca>, Meggs, Geoff
PREM:EX <Geoff.Meggs@gov.bc.ca>
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Halls, Lori D
PSA:EX <Lori.D.Halls@gov.bc.ca>
Sent: June 1, 2018 4:10:08 PM PDT
Received: June 1, 2018 4:10:09 PM PDT
Attachments: image001.png

Hi Don and Geoff,

s.13; s.17

Happy to discuss,
Thanks, CZ
Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Province of BC
Tel: 778 698-8549 | Cell: 604 839-5699

gov.bc.ca/PSEC

PSEC

Public Sector
Employers' Council
Secretariat

From: Calderon, Claudia PSEC:EX <Claudia.Calderon@gov.bc.ca>
To: leanneb@bcpsea.bc.ca, Elishat@bcpsea.bc.ca, dora@bcpsea.bc.ca
Cc: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Dawson, Ken PSEC:EX
<Ken.Dawson@gov.bc.ca>
Sent: June 4, 2018 11:38:11 AM PDT
Received: June 4, 2018 11:38:13 AM PDT
Attachments: s.13; s.17

Hello,

s.13; s.17

Thank you,

Claudia Calderon

A/Manager, Compensation Data & Research

Province of BC

Tel: 778-698-5460 | Cell: 778-677-8418

gov.bc.ca/PSEC

PSEC | Public Sector
Employers' Council
Secretariat

Page 067 of 466 to/à Page 080 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Calderon, Claudia PSEC:EX <Claudia.Calderon@gov.bc.ca>
To: leanneb@bcpsea.bc.ca, Elishat@bcpsea.bc.ca, dora@bcpsea.bc.ca
Cc: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Dawson, Ken PSEC:EX
<Ken.Dawson@gov.bc.ca>
Sent: June 4, 2018 2:57:07 PM PDT
Received: June 4, 2018 2:57:09 PM PDT
Attachments: s.13; s.17

Hi Leanne, Elisha and Dora,

s.13; s.17

From: Calderon, Claudia PSEC:EX
Sent: June 4, 2018 11:38 AM
To: 'leanneb@bcpsea.bc.ca' ; 'Elishat@bcpsea.bc.ca' ; 'dora@bcpsea.bc.ca'
Cc: Olson, Alisha PSEC:EX ; Dawson, Ken PSEC:EX
Subject: s.13; s.17

Hello,

s.13; s.17

I am available if you have any questions or would like to discuss anything related to the costing or filling out the template.

Thank you,

Claudia Calderon

A/Manager, Compensation Data & Research

Province of BC

Tel: 778-698-5460 | Cell: 778-677-8418

Page 082 of 466 to/à Page 084 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Cc: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Sent: June 11, 2018 11:06:02 AM PDT
Received: June 11, 2018 11:06:03 AM PDT
Attachments: image001.jpg

Chris,
FYI – as discussed.

s.13; s.17

From: Dawson, Ken PSEC:EX
Sent: June 11, 2018 11:01 AM
To: Godin, Keith EDUC:EX
Cc: Olson, Alisha PSEC:EX
Subject: s.13; s.17

s.13; s.17

From: Godin, Keith EDUC:EX
Sent: June 11, 2018 10:41 AM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Subject: s.13; s.17

Thanks Ken – helpful...

s.13; s.17

From: Dawson, Ken PSEC:EX
Sent: Monday, June 11, 2018 9:59 AM
To: Godin, Keith EDUC:EX
Cc: Postings, Shelaina EDUC:EX; Olson, Alisha PSEC:EX
Subject: s.13; s.17

Hi Keith,

s.13; s.17

Thanks,
Ken

From: Olson, Alisha PSEC:EX
Sent: June 11, 2018 9:10 AM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Subject: Current framework

Please see attached, as requested.

Thanks!!

Alisha Olson

Labour Relations Research and Policy Analyst
Province of British Columbia
Tel: 778 698-8526 | Cell: 250 415-7040

Page 086 of 466 to/à Page 088 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: June 13, 2018 10:10:03 AM PDT
Received: June 13, 2018 10:10:04 AM PDT
Attachments: s.13; s.14; s.17

Chris – As discussed.
s.13; s.17

Ken

Page 090 of 466 to/à Page 095 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

Page 096 of 466 to/à Page 108 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Cc: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Sent: June 13, 2018 9:18:45 PM PDT
Received: June 13, 2018 9:18:46 PM PDT
Attachments: s.13; s.14; s.17

s.13; s.17

Sent from my iPhone

Begin forwarded message:

From: Elisha Tran <Elishat@bcpsea.bc.ca>
Date: June 13, 2018 at 9:06:29 PM PDT
To: "'Ken.Dawson@gov.bc.ca'" <Ken.Dawson@gov.bc.ca>
Subject: s.13; s.17

Elisha Tran Labour Relations Research Analyst

.....s.22.....
D: 604 730 4543 | F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca

Page 110 of 466 to/à Page 118 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

From: Calderon, Claudia PSEC:EX <Claudia.Calderon@gov.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Olson, Alisha PSEC:EX
<Alisha.Olson@gov.bc.ca>, Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>,
leanneb@bcpsea.bc.ca
Sent: June 14, 2018 9:52:33 AM PDT
Received: June 14, 2018 9:52:36 AM PDT
Attachments: s.13; s.17

Hi guys,

s.13; s.17

Thanks,
C.

Page 120 of 466 to/à Page 124 of 466

Withheld pursuant to/removed as

s.13 ; s.17

Page 125 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17 ; s.22

Page 126 of 466 to/à Page 135 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

From: Elisha Tran <Elishat@bcpsea.bc.ca>
To: Alisha.Olson@gov.bc.ca, Olson, Alisha PSEC:EX
Cc: Ken.Dawson@gov.bc.ca, Leanne Bowes <leanneb@bcpsea.bc.ca>, Dawson, Ken PSEC:EX
Sent: June 14, 2018 2:49:27 PM PDT
Received: June 14, 2018 2:49:36 PM PDT
Attachments: s.13; s.14; s.17

Hi Alisha!

s.13; s.17

Elisha

Page 137 of 466 to/à Page 138 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

From: Calderon, Claudia PSEC:EX <Claudia.Calderon@gov.bc.ca>
To: Leanne Bowes <leanneb@bcpsea.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>
Cc: Elisha Tran <Elishat@bcpsea.bc.ca>
Sent: June 14, 2018 4:18:04 PM PDT
Received: June 14, 2018 4:18:05 PM PDT
Attachments: image001.jpg

Thank you, I'll update our files with your latest version.

From: Leanne Bowes [mailto:leanneb@bcpsea.bc.ca]
Sent: June 14, 2018 4:03 PM
To: Dawson, Ken PSEC:EX ; Olson, Alisha PSEC:EX ; Calderon, Claudia PSEC:EX ; Jah, Tim PSEC:EX
Cc: Elisha Tran
Subject: s.13; s.17

s.13; s.17

Leanne Bowes Senior Labour Relations Associate

300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
D: 604 730 4509 | (s.22) | F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca



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Final Package

From: Leanne Bowes <leanneb@bcpsea.bc.ca>
To: PSEC - Ken Dawson (Ken.Dawson@gov.bc.ca) <Ken.Dawson@gov.bc.ca>,
PSEC - Alisha Olson (Alisha.Olson@gov.bc.ca) <Alisha.Olson@gov.bc.ca>,
Dawson, Ken PSEC:EX, Olson, Alisha PSEC:EX
Sent: June 14, 2018 11:22:40 PM PDT
Received: June 14, 2018 11:22:53 PM PDT
Attachments: s.13; s.14; s.17

EMBARGOED!!!

We got a deal! Off to sign downstairs. No public notices for at least 24 hours.

Leanne Bowes Senior Labour Relations Associate

.....
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
D: 604 730 4509 | s.22 | F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca



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Page 142 of 466 to/à Page 165 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>
Cc: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, MacDonald,
Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Rathbone, Chris PSEC:EX
<Chris.Rathbone@gov.bc.ca>
Sent: June 15, 2018 8:36:47 AM PDT
Received: June 15, 2018 8:36:48 AM PDT

Hi Keith,

s.13; s.17

PSEC will work with GCPE, the Ministry of Education and BCPSEA on communications timing.

Let me know if you need anything further; I'm available to discuss.

Thanks,

Ken

Ken Dawson - Executive Director

Public Sector Employers' Council Secretariat

Suite 210 – 880 Douglas Street

Victoria, BC V8W 2B7

Mobile: 778.679.0891

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Thank you.

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Sent: June 15, 2018 8:39:05 AM PDT
Received: June 15, 2018 8:39:07 AM PDT

FYI

From: Dawson, Ken PSEC:EX
Sent: June-15-18 8:36 AM
To: Godin, Keith EDUC:EX
Cc: Zacharuk, Christina PSEC:EX; MacDonald, Scott D EDUC:EX; Rathbone, Chris PSEC:EX
Subject: s.13; s.17

Hi Keith,

PSEC will work with GCPE, the Ministry of Education and BCPSEA on communications timing.

Let me know if you need anything further; I'm available to discuss.

Thanks,

Ken

Ken Dawson - Executive Director

Public Sector Employers' Council Secretariat

Suite 210 – 880 Douglas Street

Victoria, BC V8W 2B7

Mobile: 778.679.0891

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Thank you.

Page 170 of 466 to/à Page 173 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Sent: June 15, 2018 10:31:34 AM PDT
Received: June 15, 2018 10:31:35 AM PDT
Attachments: s.13; s.17

Alisha - Please put this conference call in both of our calendars.

From: Deborah Stewart [mailto:deborahs@bcpsea.bc.ca]
Sent: June 15, 2018 10:28 AM
To: Draper, Kindree PSEC:EX ; Leslie, Sean GCPE:EX ; Sorochan, Craig GCPE:EX ; Fillion, Corinna GCPE:EX
Cc: Dawson, Ken PSEC:EX
Subject: s.13; s.17
Importance: High

Morning all. Attached please find our bulletin which is going out to districts shortly.

Deborah Stewart Executive Director, Corporate Services and Communications

..... s.22
D: 604 730 4506 | F: 604 730 0787
300 – 2889 East 1^h Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca



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Page 175 of 466 to/à Page 176 of 466

Withheld pursuant to/removed as

s.13 ; s.17

FYI: BCPSEA News Release

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Godin, Keith
EDUC:EX <Keith.Godin@gov.bc.ca>, Rathbone, Chris PSEC:EX
<Chris.Rathbone@gov.bc.ca>
Cc: Zoeller, Sonja GCPE:EX <Sonja.Zoeller@gov.bc.ca>, Postings, Shelaina
EDUC:EX <Shelaina.Postings@gov.bc.ca>, Dawson, Ken PSEC:EX
<Ken.Dawson@gov.bc.ca>
Sent: June 16, 2018 9:55:41 AM PDT
Received: June 16, 2018 9:55:42 AM PDT
Attachments: image001.jpg

Just sharing BCPSEA's news release going at 10. Government's is scheduled for 3 with all media being redirected to Deborah.

Thanks!

Kindree Draper
Director, Corporate Relations
Public Sector Employers' Council Secretariat
250 889-4196 (C)
Sent from my iPhone

Begin forwarded message:

From: Deborah Stewart <deborahs@bcpsea.bc.ca>
Date: June 16, 2018 at 9:46:47 AM PDT
To: "PSEC - Kindree Draper (Kindree.Draper@gov.bc.ca)" <Kindree.Draper@gov.bc.ca>, "Leslie, Sean GCPE:EX (Sean.Leslie@gov.bc.ca)" <Sean.Leslie@gov.bc.ca>, "Craig.Sorochan@gov.bc.ca" <Craig.Sorochan@gov.bc.ca>, "Filion, Corinna GCPE:EX" <Corinna.Filion@gov.bc.ca>
Cc: "PSEC - Ken Dawson (Ken.Dawson@gov.bc.ca)" <Ken.Dawson@gov.bc.ca>
Subject: FYI: BCPSEA News Release

Good morning. Following is the BCPSEA news release that will go out around 10:00 this morning. Alan Chell's availability for media comment today is limited but he has full availability tomorrow, so we will manage to the best extent possible.

News Release

For Immediate Release
June 16, 2018

BCPSEA reaches Provincial Framework Agreement with K-12 support staff unions

VANCOUVER – "The BC Public School Employers' Association (BCPSEA) is pleased to advise that late in the evening of June 14, arising from six days of positive and collaborative bargaining sessions, BCPSEA and representatives of the sector's support staff unions achieved a tentative Provincial Framework Agreement (PFA)," said Alan Chell, Chair of the British Columbia Public School Employers' Association (BCPSEA) Board of Directors.

The PFA, if adopted through local school district-local union bargaining in all 60 of the province's public school districts, will cover approximately 34,000 unionized support staff, most of whom are represented by the Canadian Union of Public Employees (CUPE).

"The PFA was reached a full year before the June 30, 2019 expiry of support staff collective agreements in the K-12 public education sector," said Chell. "This agreement shows that with hard work, commitment, and a strong and respectful working relationship, successful negotiations are possible."

Details of the PFA will not be released until representatives of both sides have an opportunity to review the agreement with their members. The PFA provides provincial-level agreement on compensation within the mandate established by the provincial government for all public sector negotiations, as well as other key matters. Each school district and its respective local support staff union(s) will then proceed to conclude local bargaining and ratify their collective agreements. Districts and unions that conclude their agreements by a specified date will be able to include the Provincial Framework Agreement in their local collective agreement and participate in its terms.

"This is the fifth PFA the parties have successfully concluded since agreeing to put this process in place in the 2006 round of bargaining," said Chell. "Each set of negotiations has been intense, focused, and resulted in an agreement within about two weeks. We are all very proud of that record of success."

BCPSEA is the accredited bargaining agent for the province's 60 public boards of education

– 30 –

For more information, contact:

Deborah Stewart

BC Public School Employers' Association

Cell s.22 | Office: 604.730.4506 | www.bcpsea.bc.ca

Deborah Stewart Executive Director, Corporate Services and Communications

.....s.22

D: 604 730 4506 | : 604 730 0787

300 – 2889 East 12th Avenue Vancouver BC V5M 4T5

www.bcpsea.bc.ca



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From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Postings, Shelaina EDUC:EX <Shelaina.Postings@gov.bc.ca>
Cc: MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>
Sent: June 16, 2018 1:33:56 PM PDT
Received: June 16, 2018 1:33:58 PM PDT
Attachments: 00-DS-June 16-BCPSEA reaches Provincial Framework Agreement with support staff unions.pdf, ATT00002.htm, ATT00003.htm, ATT00004.htm, 00-Support Staff Provincial Framework 2019-2022.pdf, ATT00001.htm, 2018-02 - PFA Reached with Support Staff Unions.pdf, image001.jpg

FYI - am assuming at least some of you folks already receive but just in case.

Sent from my iPhone

Begin forwarded message:

From: Deborah Stewart <deborahs@bcpsea.bc.ca>
Date: June 16, 2018 at 12:36:21 PM PDT
To: "PSEC - Christina Zacharuk (Christina.Zacharuk@gov.bc.ca)" <Christina.Zacharuk@gov.bc.ca>
Subject: s.13; s.17

s.13; s.17

Deborah Stewart Executive Director, Corporate Services and Communications

.....
D: 604 730 4506 | ^{s.22} | F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca

00-DS-June 16-BCPSEA reaches Provincial Framework Agreement with support staff unions.pdf



News Release

For Immediate Release

June 16, 2018

BCPSEA reaches Provincial Framework Agreement with K-12 support staff unions

VANCOUVER – “The BC Public School Employers’ Association (BCPSEA) is pleased to advise that late in the evening of June 14, arising from six days of positive and collaborative bargaining sessions, BCPSEA and representatives of the sector’s support staff unions achieved a tentative Provincial Framework Agreement (PFA),” said Alan Chell, Chair of the British Columbia Public School Employers’ Association (BCPSEA) Board of Directors.

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BCPSEA is the accredited bargaining agent for the province’s 60 public boards of education

– 30 –

For more information, contact:

Deborah Stewart

BC Public School Employers’ Association

Cell 6.22

| Office: 604.730.4506 | www.bcpsea.bc.ca

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Withheld pursuant to/removed as

s.13 ; s.17

Page 196 of 466

Withheld pursuant to/removed as

s.13 ; s.15 ; s.17

FW: CHNL: Edmondson - CUPE tentative deal

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Bawa, Reg R EDUC:EX <Reg.Bawa@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Evans, Keith AG:EX <Keith.Evans@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>, Foweraker, Jonathan EDUC:EX <Jonathan.Foweraker@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Horn, Kim EDUC:EX <Kim.Horn@gov.bc.ca>, Janet Stewart (JanetS@bcpsea.bc.ca) <JanetS@bcpsea.bc.ca>, Lacharite, Kim A EDUC:EX <Kim.Lacharite@gov.bc.ca>, Leslie, Sean GCPE:EX <Sean.Leslie@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Postings, Shelaina EDUC:EX <Shelaina.Postings@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Renzo Del Negro (renzod@bcpsea.bc.ca) <renzod@bcpsea.bc.ca>, Sorochan, Craig GCPE:EX <Craig.Sorochan@gov.bc.ca>, Wilmer, Brett D EDUC:EX <Brett.Wilmer@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Janet Stewart (JanetS@bcpsea.bc.ca), Renzo Del Negro (renzod@bcpsea.bc.ca)
Sent: June 18, 2018 10:34:54 AM PDT
Received: June 18, 2018 10:34:56 AM PDT

*I'm surprised it took NL (centre of the labour universe) this long to report it.
CHNL (Kamloops)

18-Jun-2018 10:00

Quoted: Nicole Edmondson, Shane Woodford

Copyright

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Sent: June 18, 2018 2:25:56 PM PDT
Received: June 18, 2018 2:25:58 PM PDT

From: Renzo Del Negro [mailto:renzod@bcpsea.bc.ca]
Sent: June 18, 2018 6:34 AM
To: Zacharuk, Christina PSEC:EX ; Dawson, Ken PSEC:EX

s.13

Regards,
Renzo Del Negro
Chief Executive Officer
British Columbia Public School Employers' Association (BCPSEA)
Sent from my iPhone

Begin forwarded message:

From: Tracey Mathieson <tmathieson@cupe.ca>
Date: June 18, 2018 at 8:17:14 AM CDT
To: Renzo Del Negro <renzod@bcpsea.bc.ca>, Rob Hewitt <rhewitt@cupe.ca>
Cc: Leanne Bowes <leanneb@bcpsea.bc.ca>

s.13

Hi Renzo,

s.13

s.22

s.13

Tracey Mathieson
CUPE National Representative / K-12 Coordinator BC Region
tmathieson@cupe.ca
W#: 604-291-1940
Address: 6222 Willingdon Ave Burnaby

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From: Renzo Del Negro <renzod@bcpsea.bc.ca>

Sent: Saturday, June 16, 2018 4:42:37 PM

To: Tracey Mathieson; Rob Hewitt

Cc: Leanne Bowes

s.13

Hello Rob and Tracey,

s.13

s.13

s.22

s.22

All the best,

Renzo Del Negro

Chief Executive Officer

British Columbia Public School Employers' Association (BCPSEA)

Sent from my iPhone

FW: minister on contract deals

From: Currie, David GCPE:EX <David.Currie@gov.bc.ca>
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Sent: June 18, 2018 2:59:11 PM PDT
Received: June 18, 2018 2:59:12 PM PDT
Attachments: 30B253BB-FFAA-4D6B-A822-E05C8A7C82C9[16].png

See Shaw's follow up below.

s.13

Anything else I should add?

From: Shaw, Rob [mailto:rshaw@postmedia.com]

Sent: Monday, June 18, 2018 2:55 PM

To: Currie, David GCPE:EX

Subject: Re: minister on contract deals

I appreciate that, but government also doesn't usually sign multiple agreements under a brand new bargaining mandate with tens of thousands of employees BEFORE the first contract is even ratified. They don't usually come in such a rapid fire order.

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The fact the BCGEU deal is for a 2%-2% seems to be a pretty open acknowledgement now anyway and we can all do the math on what that means. I'll probably do it Wednesday for Thursday, so we can discuss then if you want.

ROB SHAW

LEGISLATIVE CORRESPONDENT

The Vancouver Sun | The Province

Room 360, Parliament Buildings

Victoria, B.C. V8V1X4

T: [250-953-5932](tel:250-953-5932)

C: [250-893-0841](tel:250-893-0841)

rshaw@postmedia.com

twitter.com/robshaw_vansun



The Province

 POSTMEDIA

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From: David Currie <david.currie@gov.bc.ca>

Date: Monday, June 18, 2018 at 2:49 PM

To: Postmedia Inc <rshaw@postmedia.com>

Subject: RE: minister on contract deals

Hey Rob,

I can ask her but I don't think she is going to do an interview at this point.

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<https://www2.gov.bc.ca/gov/content/employment-business/employers/public-sector-employers/public-sector-bargaining/mandates-and-agreements>

Once ratified, she may want to say more and I can reach out to you then.

David

From: Shaw, Rob [mailto:rshaw@postmedia.com]

Sent: Monday, June 18, 2018 1:55 PM

To: Currie, David GCPE:EX <David.Currie@gov.bc.ca>

Subject: minister on contract deals

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I just think some clarity on the bargaining mandate, fiscal capacity and deals is in order and would like to chat with the minister about it.

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The Province

 **POSTMEDIA**

RE: minister on contract deals

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Currie, David GCPE:EX <David.Currie@gov.bc.ca>
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
Sent: June 18, 2018 3:08:56 PM PDT
Received: June 18, 2018 3:08:58 PM PDT
Attachments: image001.png, NR - 3 2014 tentatives_2013FIN0085-001824-03 Dec 2013.pdf

s.13; s.17

From: Rathbone, Chris PSEC:EX
Sent: June 18, 2018 3:03 PM
To: Currie, David GCPE:EX ; Zacharuk, Christina PSEC:EX ; Draper, Kindree PSEC:EX
Subject: RE: minister on contract deals

s.13; s.17

From: Currie, David GCPE:EX
Sent: June 18, 2018 2:59 PM
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Subject: FW: minister on contract deals
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s.13

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Victoria, B.C. V8V1X4
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C: [250-893-0841](tel:250-893-0841)
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POSTMEDIA

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NEWS RELEASE

For Immediate Release
2013FIN0085-001824
Dec. 3, 2013

Ministry of Finance

Three new agreements offer five years of labour stability

VICTORIA – Three five-year tentative agreements covering approximately 51,000 public-sector workers in three sectors have been reached under the new Economic Stability Mandate Finance Minister Michael de Jong announced today.

The three agreements cover:

- almost 25,000 B.C. Government and Service Employees' Union members employed in the B.C. public service working in occupations that provide direct government services, including health care, public safety, social services, environmental management, etc.
- approximately 11,000 employees working in the community social services sector, including people working in the areas of Community Living Services, General Services and Aboriginal Services. The Community Social Services Bargaining Association represents several unions including the BCGEU, CUPE, HEU, HSA and the Canadian Labour Association of Canada.
- more than 15,000 community-health employees, including home-support workers who help the elderly in their homes, alcohol and drug counsellors, staff at adult-day centres and child-development centres and those working in mental-health group homes. The agreement is between the Health Employers' Association of B.C. and the Community Bargaining Association, is comprised of several unions including the BCGEU, UFCW, HEU, CUPE and the HSA.

The three tentative agreements cover a five year term, from April 1, 2014, through March 31, 2019. They provide for modest fixed wage increases over the term of the agreements, plus the possibility of an economic growth-sharing dividend that would only be paid if the Province's real gross domestic product exceeds the forecast set by the Economic Forecast Council published annually in the February Budget.

A tentative agreement was also reached in November between HEABC and the Health Science Association, covering more than 16,000 front-line health workers. This agreement is also subject to ratification.

The government's Economic Stability Mandate provides public-sector employers the ability to negotiate longer-term agreements within a fixed fiscal envelope, and offers employees an opportunity to participate in the Province's economic growth. Settlements are expected to be unique between sectors and reflect government's priorities of having labour stability, affordable service delivery and a balanced budget.

Further details on the agreements will be available after ratification is complete.

Quotes:

Premier Christy Clark –

“This is a very positive development that I hope contributes to a strong working relationship between employers and public-sector workers, helping support the priority public services they work hard to deliver each and every day.”

Minister of Finance Michael de Jong –

“These tentative agreements are noteworthy, not only for the five-year term and the opportunity for public sector workers to share in the benefits of stronger than forecast economic growth, but also because they were reached five months before the previous agreements expired.”

“Together with the tentative settlement reached with the Health Science Professionals Bargaining Association in early November, these tentative agreements cover about 71,000 people working in three different sectors. If ratified, almost one-quarter of the unionized employees across B.C.’s public sector would be covered by five years of labour stability.”

“Each of these agreements is different, to reflect the needs of the members in each sector. I expect that we will see that pattern continue with subsequent agreements. These agreements are the product of give-and-take at the bargaining table, but they have in common a desire to support and improve the delivery of quality services at an affordable and manageable cost to taxpayers within the government’s balanced budget.”

Quick Facts:

- The new 2014 Economic Stability Mandate applies to all public sector employers whose collective agreements expire on or after Dec. 31, 2013.
- If the province’s real GDP growth exceeds forecasts over the terms of these agreements, the agreements provide for the sharing of some benefits of that growth with the public-sector employees who work on behalf of British Columbians and help make that growth possible.
- Under this proposal, employees would receive a conditional, incremental wage increase equal to half of any percentage point gain in real GDP growth above the Economic Forecast Council’s forecast published in the Budget.
- For example, if real GDP growth is one percentage point above forecast real GDP growth, then a 0.5 per cent wage increase would result, beyond whatever wage increase had been negotiated in the contract.

- In the case of a worker earning \$50,000 a year – that’s an additional \$250 per year if the economy outperforms the expectations of the forecast council by one per cent.
- There are about 302,000 unionized employees working in the public service, at Crown corporations and agencies, and in the K-12, post-secondary, health and community social services sectors.

Learn More:

Updated bargaining information is available at: <http://www.fin.gov.bc.ca/psec/>

Media Contact: Government Communications and Public Engagement
 Ministry of Finance
 250 356-2821

Connect with the Province of B.C. at: www.gov.bc.ca/connect

FYI-Tentative agreement with K-12 school support staff

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>, Leslie, Sean GCPE:EX
<Sean.Leslie@gov.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, Bawa,
Reg R EDUC:EX <Reg.Bawa@gov.bc.ca>, Horn, Kim EDUC:EX
<Kim.Horn@gov.bc.ca>, Lacharite, Kim A EDUC:EX
<Kim.Lacharite@gov.bc.ca>, Dawson, Ken PSEC:EX
<Ken.Dawson@gov.bc.ca>, Evans, Keith AG:EX <Keith.Evans@gov.bc.ca>,
Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Foweraker, Jonathan
EDUC:EX <Jonathan.Foweraker@gov.bc.ca>, Janet Stewart
<JanetS@bcpsea.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Currie,
David GCPE:EX <David.Currie@gov.bc.ca>, SoroChan, Craig GCPE:EX
<Craig.SoroChan@gov.bc.ca>, Fillion, Corinna GCPE:EX
<Corinna.Fillion@gov.bc.ca>, Zacharuk, Christina PSEC:EX
<Christina.Zacharuk@gov.bc.ca>, Rathbone, Chris PSEC:EX
<Chris.Rathbone@gov.bc.ca>, Olson, Alisha PSEC:EX
<Alisha.Olson@gov.bc.ca>, Postings, Shelaina EDUC:EX
<Shelaina.Postings@gov.bc.ca>, Draper, Kindree PSEC:EX
<Kindree.Draper@gov.bc.ca>
Sent: June 20, 2018 5:55:11 AM PDT
Received: June 20, 2018 5:55:13 AM PDT

<http://www.tricitynews.com/news/tentative-agreement-with-k-12-school-support-staff-1.23341215>

Tentative agreement with K-12 school support staff

CUPE support workers still have to vote on the deal

[Diane Strandberg](#)

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You Might Be Interested In

Kindree Draper
Director, Corporate Relations
Public Sector Employers' Council Secretariat
250 889-4196 (C)
Sent from my iPhone

Re: CUPE didn't ratify the PFA

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Deborah Stewart <deborahs@bcpsea.bc.ca>
Cc: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Leslie, Sean GCPE:EX <Sean.Leslie@gov.bc.ca>, Sorochan, Craig GCPE:EX <Craig.Sorochan@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: June 21, 2018 5:30:06 PM PDT
Received: June 21, 2018 5:30:07 PM PDT
Attachments: image001.jpg
s.13; s.17

Thanks,
Ken

Sent from my iPhone

On Jun 21, 2018, at 5:22 PM, Deborah Stewart <deborahs@bcpsea.bc.ca> wrote:

We have just been notified that CUPE did not ratify the PFA. Christina is aware.

s.13; s.17

Deborah Stewart Executive Director, Corporate Services and Communications

..... s.22
D: 604 730 4506 | F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca

<image001.jpg>

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From: Leanne Bowes <leanneb@bcpsea.bc.ca>
To: PSEC - Ken Dawson (Ken.Dawson@gov.bc.ca) <Ken.Dawson@gov.bc.ca>, Dawson, Ken PSEC:EX
Cc: PSEC - Alisha Olson (Alisha.Olson@gov.bc.ca) <Alisha.Olson@gov.bc.ca>, Olson, Alisha PSEC:EX
Sent: June 21, 2018 8:08:47 PM PDT
Received: June 21, 2018 8:08:57 PM PDT
Attachments: s.13; s.17
s.13; s.17

Leanne Bowes Senior Labour Relations Associate

.....
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
D: 604 730 4509 | s.22 | F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca



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Page 213 of 466 to/à Page 225 of 466

Withheld pursuant to/removed as

s.13 ; s.17

Fwd: ALERT: CUPE didn't ratify the PFA

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Evans, Keith AG:EX <Keith.Evans@gov.bc.ca>
Sent: June 21, 2018 10:33:07 PM PDT
Received: June 21, 2018 10:33:08 PM PDT
Attachments: image001.jpg

s.13; s.17

Thanks, CZ

Sent from my iPhone

Begin forwarded message:

From: Deborah Stewart <deborahs@bcpsea.bc.ca>
Date: June 21, 2018 at 5:27:00 PM PDT
To: Deborah Stewart <deborahs@bcpsea.bc.ca>, Janet Stewart <JanetS@bcpsea.bc.ca>, Kristi Furtney <kristif@bcpsea.bc.ca>, "michael.marchbank@fraserhealth.ca" <michael.marchbank@fraserhealth.ca>, "MoE - Keith Godin (Keith.Godin@gov.bc.ca)" <Keith.Godin@gov.bc.ca>, "PSEC - Christina Zacharuk (Christina.Zacharuk@gov.bc.ca)" <Christina.Zacharuk@gov.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, "Scott MacDonald (D.Scott.MacDonald@gov.bc.ca)" <D.Scott.MacDonald@gov.bc.ca>, "Trustee 19 - Alan Chell (Vice Chair) s.22 s.22 "Trustee 34 - Shirley (Board Chair) Wilson - SD 34 (Abbotsford) (shirley.wilson@abbyschools.ca)" <shirley.wilson@abbyschools.ca>, "Trustee 69 - Eve Flynn (Board Chair) (eflynn@sd69.bc.ca)" <eflynn@sd69.bc.ca>, "Trustee Rep 08 - Rebecca Huscroft (Board Chair) (rhuscroft@sd8.bc.ca)" <rhuscroft@sd8.bc.ca>, "Trustee Rep 36 - Terry Allen (allen_terry@surreyschools.ca)" <allen_terry@surreyschools.ca>, "Trustee Rep 52 - Terri-Lynne Huddlestone - SD 52 (Prince Rupert) (Terri-Lynne.Huddlestone@sd52.bc.ca)" <Terri-Lynne.Huddlestone@sd52.bc.ca>, "Trustee Rep 60 - Jaret Thompson (jthompson@prn.bc.ca)" <jthompson@prn.bc.ca>
Subject: ALERT: CUPE didn't ratify the PFA

s.13; s.17

We have just been notified that CUPE did not ratify the PFA.

s.13; s.17

Deborah Stewart Executive Director, Corporate Services and Communications

.....
D: 604 730 4506 | s.22 | F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca



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From: Elisha Tran <Elishat@bcpsea.bc.ca>
To: Alisha.Olson@gov.bc.ca, Olson, Alisha PSEC:EX
Sent: June 22, 2018 10:48:03 AM PDT
Received: June 22, 2018 10:48:25 AM PDT
Attachments: 20180622105524500.pdf

Sorry this is late! Please see a signed copy of the PFA.

Thanks!

Elisha Tran Labour Relations Research Analyst

.....s.22.....
D: 604 730 4543 | | F: 604 730 0787
300 - 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca

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-----Original Message-----

From: noreply@bcpsea.bc.ca [mailto:noreply@bcpsea.bc.ca]
Sent: June-22-18 10:55 AM
To: Elisha Tran
Subject: Message from "S3-Final Package of PFA SIGNED 2018-06-14"

This E-mail was sent from "RNP00267394ABD1" (MP C8002).

Scan Date: 06.22.2018 10:55:24 (-0700)
Queries to: noreply@bcpsea.bc.ca

Page 229 of 466 to/à Page 241 of 466

Withheld pursuant to/removed as

s.13 ; s.17


Fwd: K-12 Provincial Bargaining Committee Update - Bulletin No. 6

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Evans, Keith AG:EX <Keith.Evans@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Cc: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
Sent: June 22, 2018 9:31:20 PM PDT
Received: June 22, 2018 9:31:23 PM PDT
Attachments: image002.jpg, image004.jpg, K12 Bargaining Bulletin #6.pdf, ATT00002.htm, ATT00003.htm, ATT00001.htm

CUPE messaging to the field.

Will also be posted to their bcschools website.



A handwritten signature in dark ink, consisting of a stylized, cursive 'W' followed by a long horizontal line.



Making great schools possible.

The K-12 Provincial Bargaining Committee:

FRASER VALLEY

Leslie Franklin, CUPE 703
Rod Isaac, CUPE 411

KOOTENAYS

Michelle Bennett, CUPE 748
Ann Purvis, CUPE 440

METRO VANCOUVER

Brent Boyd, CUPE 407
Marcey Campbell, CUPE 728
Marcel Marsolais, CUPE 409
Andrea Smith, CUPE 779 (Alt.)
Patti Price, CUPE 1091
Paul Simpson, CUPE 379
Warren Williams, CUPE 15

NORTH

Monica Brady, CUPE 2052
Rolanda Lavallee, CUPE 2145

OKANAGAN

Nicole Edmondson, CUPE 3500
Sylvia Lindgren, CUPE 523

VANCOUVER ISLAND

South Island

Amber Leonard, CUPE 459
Jane Massy, CUPE 947

North Island

Jodi Welch, CUPE 401
Rob Zver, CUPE 606

IUOE Local 963

Tim De Vivo

WVMEA

Bruce Scott

K-12 CO-ORDINATORS

Rob Hewitt
Tracey Mathieson

CUPE STAFF REPS

Liz Blackwood, *Research*
Janet Szliske, *Communications*
Cory Thomas
Loree Wilcox

K-12 Presidents Council meets on June 21 to discuss framework agreement

RICHMOND – The K-12 Provincial Bargaining Committee (PBC) presented the provincial framework agreement for recommendation to the CUPE K-12 Presidents Council.

The Council did not endorse the provincial framework agreement.

“The K-12 Provincial Bargaining Committee will be meeting in the near future to discuss next steps,” says K-12 Presidents Council President Warren Williams.

The tentative agreement was reached between the CUPE K-12 Provincial Bargaining Committee (PBC) and British Columbia Public School Employers’ Association (BCPSEA) on June 14, 2018. The current contract remains in effect until June 30, 2019.

For more information about K-12, visit the website at:

bcschools.cupe.ca

Warren Williams

President, K-12 Presidents Council

COPE*491

This email is being sent to CUPE K-12 Presidents, Non-CUPE Local Presidents and CUPE K-12 Staff Representatives.

Please see attached CUPE K-12 Provincial Bargaining Committee Bulletin No. 6, which is also posted on the bcschools.cupe.ca website.

In solidarity,

Re: CUPE - K-12 Support Staff ratification

From: Wright, Don J. PREM:EX <Don.J.Wright@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: June 24, 2018 11:17:39 AM PDT
Received: June 24, 2018 11:17:42 AM PDT
Attachments: image001.png

Hi Chris,
s.13; s.17

Thanks.
Don

From: "Rathbone, Chris PSEC:EX"
Date: Thursday, June 21, 2018 at 5:38 PM
To: "Wright, Don J. PREM:EX" , Geoff Meggs
Cc: Christina Z
Subject: CUPE - K-12 Support Staff ratification

Hi Don and Geoff,
s.13; s.17

I'll keep you posted as we learn more. Any questions, let me know.

Thanks,
Chris

Chris Rathbone | Assistant Deputy Minister
Public Sector Employers' Council Secretariat | Province of BC
Phone: 778.698.8530 | Mobile: 250.812.3246

gov.bc.ca/PSEC



FW: CUPE - K-12 Support Staff

From: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Sent: June 25, 2018 3:14:10 PM PDT
Received: June 25, 2018 3:14:12 PM PDT
Attachments: image001.png
FYI

From: Rathbone, Chris PSEC:EX
Sent: June 25, 2018 3:14 PM
To: Spilker, Robyn FIN:EX ; Gillezeau, Rob FIN:EX
Cc: Zacharuk, Christina PSEC:EX
Subject: FW: CUPE - K-12 Support Staff

Hi Rob and Robyn,

s.13; s.17

If you have any questions, please let me know.

Thanks,
Chris

Chris Rathbone | Assistant Deputy Minister
Public Sector Employers' Council Secretariat | Province of BC
Phone: 778.698.8530 | Mobile: 250.812.3246

gov.bc.ca/PSEC

PSEC

Public Sector
Employers' Council
Secretariat

monthly monitor - June 29, 2018

From: Deborah Stewart <deborahs@bcpsea.bc.ca>
To: PSEC - Kindree Draper (Kindree.Draper@gov.bc.ca)
<Kindree.Draper@gov.bc.ca>, Draper, Kindree PSEC:EX
Sent: June 29, 2018 4:13:08 PM PDT
Received: June 29, 2018 4:13:27 PM PDT
Attachments: image019.jpg, image015.jpg, image001.jpg, image003.png, image004.jpg,
image002.jpg, image021.jpg, image017.png, image008.gif, image012.jpg



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June 29, 2018

Welcome to the *monthly monitor*, our update on HR/LR events and issues. We encourage you to share the *monthly monitor* with all trustees on your board.

Distribution: BCPSEA Trustee Representatives, Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Board of Directors, Management Associations

Support Staff Bargaining

Further to *Support Staff Bargaining Bulletin* No. 2018-01 distributed June 15 and No. 2018-03 distributed June 22, as you know, BCPSEA agreed to the request from the Canadian Union of Public Employees (CUPE) to engage in early negotiations for a Provincial Framework Agreement (PFA). The negotiations were “early” given that support staff collective agreements in our sector expire a full year from now, on June 30, 2019.



The purpose of the negotiations was to develop a provincial-level agreement in principle that can then form part of any memorandum of settlement achieved during local school district–local support staff union bargaining; inclusion of the PFA in the collective agreement is voluntary on the part of the local school district and their local union.

On June 21 we were advised that the K-12 Provincial Bargaining Committee, which includes representatives of the support staff unions in the K-12 public education sector, presented and recommended the PFA to the CUPE K-12 Presidents’ Council. The CUPE Presidents’ Council determined NOT to recommend the PFA to its members. The parties’ respective bargaining teams are scheduled to meet July 11 to engage in further discussion. We will provide further updates as events evolve.

Cannabis Legalization Effective October 2018



Change is coming to Canada’s drug laws. As reported in *Legislative Update No. 2018-02* distributed on June 28, the federal *Cannabis Act* received Royal Assent on June 21. The Act will make it legal for adults to purchase, possess and grow certain amounts of cannabis in Canada effective October 17, 2018. Currently, cannabis remains a prohibited substance under the *Controlled Drug and Substances Act* except where authorized through an exemption or regulation (e.g., medical cannabis).

The BC government’s *Cannabis Control and Licensing Act* and *Cannabis Distribution Act* regulate how

cannabis will be sold, distributed and consumed in British Columbia once legalized. The legislation includes significant restrictions aimed at preventing access to cannabis by minors under age 19, including vicarious liability for boards of education and administrators for certain violations of the legislation:

- Cannabis cannot be consumed in or on school property or within a prescribed distance.
- A board of education, superintendent, and principal are deemed vicariously liable for violating the Act if a person consumes cannabis in or on school property, unless it/they can demonstrate having taken reasonable steps to prevent the violation.
- Cannabis cannot be smoked or vaped anywhere where tobacco smoking and vaping are prohibited, including a workplace, vehicle, playground or outdoor park, sports field, skate park, or other places where children commonly gather, near entry/exits, or at a bus stop.
- Cannabis cannot be sold, supplied, or allowed to be consumed by minors, in addition to a variety of other measures to prohibit and prevent access of cannabis to minors.

More information about the legislation and other provincial government resources are available [here](#).

BCPSEA is developing a toolkit of resources to support school districts in managing cannabis and other impairing substances in the workplace. Please contact [Rosalie Cress](#), Director of Labour Relations and Legal Counsel if you have any questions. We will also keep districts updated on any further legislative developments.

Exempt Staff Benefits Review Project

Further to our e-mail to districts of September 2017 and our update in *Exempt Staff Issues No. 2018-01* dated April 5, 2018, you will recall we advised school districts that the Public Sector Employers' Council (PSEC) Secretariat was permitting BCPSEA to proceed to work with school districts to review exempt staff health and welfare benefits, specifically extended health and dental benefits, in the context of benefits provided to teaching staff. Both of those communications set out the general terms of reference for the review. Although we had initially indicated that we hoped to conclude this project by the close of this school year, that did not turn out to be the case. However, we want to advise districts that although the project was unfortunately delayed, we remain in discussions with the PSEC Secretariat and anticipate that the benefits review project will progress in the coming school year. We will provide further updates as the project evolves.

Exempt Staff Compensation Reporting Requirements

The *Public Sector Employers Act* sets out compensation reporting requirements for executive and exempt employees, which includes reporting for:

- Senior employees — **ongoing** reporting for all exempt employees whose annual base salary is set at \$125,000 or more
- Executive employees — annual executive compensation disclosure for the CEO and next four top decision-makers with a base salary of \$125,000 or more. The timeline this year for report completion is **October 12, 2018**.

This will be the second year of compensation reporting through the Public Sector Employers' Council (PSEC) Secretariat Labour Information Gathering and Executive Reporting system. The LIGER system streamlines both the ongoing senior employee compensation reporting requirement and the annual executive compensation disclosure requirement into one integrated online reporting system. Please refer to *Exempt Staff Issues No. 2018-02* for further information.

Hold the Date! BCPSEA Symposium

The BCPSEA 2018 **Symposium: Insight and Opportunities, Human Resources in Education** will be held Monday, November 5 and Tuesday, November 6, 2018 at the Coast Coal Harbour Hotel, 1180 West Hastings Street, Vancouver, BC. Please refer to our June 20 e-mail to districts for information on the



block of rooms being held at the Coast Coal Harbour Hotel and reservation details. Program and registration information will be distributed in the coming weeks. In the meantime, if you have any questions regarding **Symposium 2018**, please contact [Donna Verones](#).

Board of Directors Meeting

The next meeting of the [BCPSEA Board of Directors](#) is scheduled for September 5-6, 2018.

Have a Wonderful Summer!



As the 2017-2018 school year comes to a close and we head into the Canada Day weekend, we wish all of you a happy summer and safe travels.

See you in September!

BC Public School Employers' Association
300 – 2889 East 12th Avenue, Vancouver BC V5M 4T5
Tel: 604.730.0739 Fax: 604.730.0787
www.bcpsea.bc.ca [Privacy Statement](#)







image001.jpg





image004.jpg





image021.jpg





monthly • monitor





We all agree - Some visuals to clarify

From: Calderon, Claudia PSEC:EX <Claudia.Calderon@gov.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: July 11, 2018 11:51:25 AM PDT
Received: July 11, 2018 11:51:26 AM PDT
Attachments: image002.png, image003.png, image001.png

Hi Ken,

s.13; s.17

Claudia Calderon

A/Manager, Compensation Data & Research
Province of BC

Tel: 778-698-5460 | Cell: 778-677-8418

gov.bc.ca/PSEC

PSEC | Public Sector
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Secretariat

Page 265 of 466 to/à Page 266 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Gillezeau, Rob FIN:EX <Rob.Gillezeau@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Spilker, Robyn
FIN:EX <Robyn.Spilker@gov.bc.ca>
Cc: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
Sent: July 11, 2018 9:45:56 PM PDT
Received: July 11, 2018 9:45:58 PM PDT
Attachments: image001.png

Thanks for the update Chris.

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: "Rathbone, Chris PSEC:EX"
Date: 2018-07-11 9:15 PM (GMT-08:00)
To: "Gillezeau, Rob FIN:EX" , "Spilker, Robyn FIN:EX"
Cc: "Zacharuk, Christina PSEC:EX"
Subject: s.13; s.17

s.13; s.17

If you have any questions, please let me know.

Thanks,

Chris

Chris Rathbone | Assistant Deputy Minister
Public Sector Employers' Council Secretariat | Province of BC
Phone: 778.698.8530 | Mobile: 250.812.3246

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From: Calderon, Claudia PSEC:EX <Claudia.Calderon@gov.bc.ca>
To: Leanne Bowes <leanneb@bcpsea.bc.ca>, Elisha Tran <Elishat@bcpsea.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Sent: July 11, 2018 9:58:41 PM PDT
Received: July 11, 2018 9:58:43 PM PDT

s.13; s.17

From: Leanne Bowes
Sent: Wednesday, July 11, 2018 9:47 PM
To: Calderon, Claudia PSEC:EX; Elisha Tran; Olson, Alisha PSEC:EX; Dawson, Ken PSEC:EX
Subjects: s.13; s.17

Leanne Bowes, Senior Labour Relations Associate

.....
400 – 2889 East 12th Ave, Vancouver BC V5M 4T5
D: 604 730 4509 | s.22 | F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca

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From: Leanne Bowes
Sent: Friday, July 06, 2018 8:35 AM
To: Calderon, Claudia PSEC:EX
Subject: s.13; s.17

thanks, Claudia.

s.13; s.17

Leanne Bowes, Senior Labour Relations Associate

.....
400 – 2889 East 12th Ave, Vancouver BC V5M 4T5
D: 604 730 4509 | s.22 | F: 604 730 0787
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From: Calderon, Claudia PSEC:EX [Claudia.Calderon@gov.bc.ca]
Sent: Wednesday, July 04, 2018 8:30 AM
To: Leanne Bowes
Subject: s.13; s.17

From: Elisha Tran <Elishat@bcpsea.bc.ca>
To: Ken.Dawson@gov.bc.ca, Alisha.Olson@gov.bc.ca, Leanne Bowes
<leanneb@bcpsea.bc.ca>, Dawson, Ken PSEC:EX, Olson, Alisha PSEC:EX
Sent: July 11, 2018 11:01:12 PM PDT
Received: July 11, 2018 11:01:33 PM PDT
Attachments: s.13; s.14; s.17

Elisha Tran Labour Relations Research Analyst

.....
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Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

Fwd: E17 -ET- Final Proposal 2018-07-12

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Calderon, Claudia PSEC:EX <Claudia.Calderon@gov.bc.ca>
Sent: July 12, 2018 1:31:35 AM PDT
Received: July 12, 2018 1:31:38 AM PDT
Attachments: E17 -ET- Final Proposal 2018-07-12.docx, ATT00001.htm

This version signed at 1:30am July 12th.

Sent from my iPhone

Begin forwarded message:

From: Elisha Tran <Elishat@bcpsea.bc.ca>
Date: July 12, 2018 at 1:14:30 AM PDT
To: "'Ken.Dawson@gov.bc.ca'" <Ken.Dawson@gov.bc.ca>, "Alisha.Olson@gov.bc.ca" <Alisha.Olson@gov.bc.ca>
Cc: Leanne Bowes <leanneb@bcpsea.bc.ca>
Subject: E17 -ET- Final Proposal 2018-07-12

Hi all,

Final E17 (I hope).

Provincial Framework Agreement ("Framework")

between

BC Public School Employers' Association ("BCPSEA")

and

The K-12 Presidents' Council and Support Staff Unions ("the Unions")

BCPSEA and the Unions ("the Parties") agree to recommend the following framework for inclusion in the collective agreements between local Support Staff Unions who are members of the K-12 Presidents' Council and Boards of Education.

1. Term

July 1, 2019 to June 30, 2022

2. Wages Increases

General wage increases as follows:

Year one: 2.0% - July 1, 2019

Year two: 2.0% - July 1, 2020

Year three: 2.0% - July 1, 2021

3. Local Bargaining

Provide funding to the local support staff tables for service enhancements that are beneficial to students and as otherwise consistent with the 2019 Sustainable Services Negotiating Mandate in the amount of:

Year	Amount
2019/2020	\$0
2020/2021	\$7,000,000
2021/2022	\$7,000,000

The \$7 million is an ongoing annual amount.

This money will be prorated according to student FTE providing that each district receives a minimum of \$15,000 annually.

E & O E

4. Benefits

Provide annual ongoing funding to explore and implement enhancements to the Standardized Extended Health Plan including consideration of an addiction treatment support program as below:

Year	Amount
2019/2020	\$1,000,000
2020/2021	\$3,000,000
2021/2022	\$3,000,000

A one-time joint committee of up to four (4) representatives appointed by BCPSEA and up to four (4) representatives appointed by the support staff unions.

Any residual from the 2019-2022 for benefits standardization will be allocated to training initiatives under the Support Staff Education Committee.

Further, the Parties agree that the existing funds held in the Support Staff Education and Adjustment Committee as set out below will be transferred to the PEBT and utilized for addiction treatment support programs. The PEBT will determine appropriate terms of use for accessing the funds which will include, but not be limited to: priority access for support staff employees (vs. School Districts), treatment cost consideration, and relapse response.

- a. 2010-2012 FLOU – remaining balance of \$477,379
- b. Work Force Adjustment – remaining balance of \$646,724

5. Safety in the Workplace

The Parties agree that, in accordance with WorkSafe BC regulations, safety in the workplace is an employee right and is paramount. The Parties commit to providing a healthy and safe working environment which includes procedures to eliminate or minimize the risk of workplace violence. The Parties will work collaboratively to support local districts and unions to comply with all WorkSafe BC requirements.

Information relating to refusing unsafe work, and workers' rights and responsibilities, and employer responsibilities, as provided by WorkSafeBC is attached to this PFA for information purposes.

The Parties will establish a Joint Health and Safety Taskforce of not more than five (5) members appointed by CUPE and five (5) members appointed by BCPSEA. Each Party will consider the appointment of subject matter experts in occupational health and safety, and special education.

Either Party may bring resource people as required, with advanced notice to the other party. These resource people will be non-voting and at no added cost to the committee.

The work of this joint taskforce will be completed by January 1, 2020 and will include:

- Developing a joint communication to school districts and local unions on the obligation to report and investigate incidents including incidents of workplace violence.
- Reviewing and developing a Joint Health and Safety Evaluation Tool for the K-12 sector to ensure compliance with WorkSafe BC regulations.
- Identifying and developing appropriate training. This may include use of the evaluation tool, non-violent crisis intervention, ABA, incident reporting and investigations, and employee rights and responsibilities under WorkSafe BC regulations including the right to refuse unsafe work. Training implementation will fall under the mandate of the SSEC.

Utilizing the developed Health and Safety Evaluation Tool for K-12 sector, a joint evaluation shall be performed by a union member appointed by the local union and a representative appointed by the employer. This evaluation shall be on paid time (up to a maximum of three and a half (3.5) hours) and to be completed by March 31, 2021. The union agrees to cover any other costs incurred for the union member.

Copies of completed evaluations shall be provided to local presidents and employers as outlined on the evaluation tool.

The parties agree to commence the work of this taskforce upon approval of the Provincial Framework Agreement by both parties prior to the commencement of this PFA. Costs associated with this committee will be provided from existing SSEAC funds. These funds will be reimbursed with the funds provided under Section 9 Committee Funding.

6. Support Staff Education Committee (SSEC)

Structure:

The committee shall comprise of not more than five (5) members appointed by CUPE and five (5) members appointed by BCPSEA. One of the CUPE appointees will be from the Non-CUPE Unions.

Either Party may bring resource people as required, with advanced notice to the other party. These resource people will be non-voting and at no added cost to the committee.

Mandate:

The mandate of the committee is to manage the distribution of education funds for the following:

- a. Implementation of best practices to integrate skill development for support staff employees with district goals and student needs;
- b. Developing and delivering education opportunities to enhance service delivery to students;
- c. Identifying, developing and delivering education opportunities to enhance and support employee health and safety, including non-violent crisis intervention;
- d. Skills enhancement for support staff
- e. EA curriculum module development and delivery
- f. These funds shall not be used to pay for education that Districts are required to provide under Occupational Health and Safety Regulations

Terms of Reference:

The SSEC shall develop, not later than December 31, 2019, terms of reference for the committee. If no such agreement can be reached the SSEC shall make recommendations to the Provincial Parties.

Funding:

There will be a total of \$1 million of annual funding allocated for the purposes set out above commencing July 1, 2019 for the term of this agreement.

7. Job Evaluation (JE) Committee

The Parties will continue and conclude the work of the provincial job evaluation steering committee (the JE Committee) during the term of this Framework Agreement. The objectives of the JE Committee for phase two are as follows:

- Review the results of the phase one pilot and outcomes of the committee work. Address any anomalies identified with the JE tool, process, or benchmarks.

- Expand the pilot to an additional ten (10) districts including at least two (2) non-CUPE locals to confirm the validity of the tool and the benchmarks.
- Rate the provincial benchmarks and create a job hierarchy for the provincial benchmarks.
- Identify the job hierarchy for local job descriptions for all school districts.
- Compare the local job hierarchy to the benchmark-matched hierarchy.
- Identify training requirements to support implementation of the JE plan and develop training resources as required.

It is recognized that the work of the committee is potentially lengthy and onerous. To accomplish the objectives expeditiously the Parties agree that existing JE funds can be accessed by the JE committee to engage consultant(s) on a fulltime basis if necessary to complete this work.

It is further recognized that this process does not impact the established management right of employers to determine local job requirements and job descriptions nor does this process alter any existing collective agreement rights or established practices.

Once the objectives outlined above are completed, the JE Committee will mutually determine whether a local, regional or provincial approach to the steps outlined below is appropriate.

The committee, together with consultant(s) if required, will develop a method to convert points into pay bands. The confirmed method must be supported by current compensation best practices.

The disbursement of available JE funds shall commence by January 2, 2020 or as mutually agreed.

The committee will utilize available funds to provide 50% of the wage differential for the position falling the furthest below the wage rate established by the provincial JE process and will continue this process until all JE fund monies at the time has been disbursed. The committee will follow compensation best practices to avoid problems such as inversion.

The committee will report out to the Parties at key milestones during the term of the Framework Agreement. Should any concerns arise during the work of the committee they will be discussed and resolved by the Parties at that time.

The parties confirm that the \$900,000 of ongoing annual funds established under the 2014-2019 Provincial Framework Agreement will be used to implement the Job Evaluation Plan. An additional \$3 million of ongoing annual funds will commence on July 1, 2021.

8. Provincial Labour Management Committee (PLMC)

The Parties agree to establish a PLMC to discuss and problem solve issues of mutual provincial interest. The purpose of the committee is to promote the cooperative resolution of workplace issues, to respond and adapt to changes in the economy, to foster the development of work related skills and to promote workplace productivity.

The PLMC shall not discuss specific grievances or have the power to bind either Party to any decision or conclusion. This committee will not replace the existing local grievance/arbitration processes.

The parties agree that the PLMC will consist of up to four (4) representatives appointed by BCPSEA and up to four (4) representatives appointed by the Support Staff Unions. Either Party may bring resource people as required, with advanced notice to the other party and at no added cost to the committee.

The PLMC will meet quarterly or as mutually agreed to for the life of the agreement and agree to include Workplace Health and Safety as a standing agenda item.

9. Committee Funding

There will be a total of \$100,000 of annual funding allocated for the purposes of the Support Staff Education Committee and the Provincial Labour Management Committee. There will be a one-time \$50,000 allocation for the purposes of the Joint Health and Safety Taskforce.

10. Support Staff Initiative for Recruitment & Retention Enhancement (SSIRRE)

The Parties commit to a Support Staff Initiative for Recruitment & Retention Enhancement (SSIRRE) with the following objectives:

- a. Gathering data of existing support staff recruitment and retention challenges and projected demand in the sector
- b. Gathering data of existing offerings for applicable post-secondary programs, vocational programs and identify potential gaps in program offerings to meet projected demands
- c. Partnering with post-secondary schools and vocational training providers to promote support staff positions in school districts
- d. Marketing the support staff opportunities within the sector (eg. Make a Future)
- e. Targeted support for hard to fill positions

The representatives of the PLMC will mutually select a consultant to perform the work of the initiative. The consultant will report to the PLMC on key milestones and as otherwise requested. During the term of the agreement \$300,000 will be allocated for the purposes set out above.

11. Early Care and Learning Plan

In support of the Province's Early Care and Learning (ECL) Plan, the parties will pursue collaborative opportunities for the K-12 sector to support effective transitions for care and learning from the early years to kindergarten e.g. before and after school care.

12. Unpaid Work

In accordance with the *Employment Standards Act*, no employee shall be required or permitted to perform unpaid hours of work.

13. Employee Family Assistance Program (EFAP) services and the PEBT

The Parties request that the PEBT Board undertake a review to assess the administering of all support staff Employee Family Assistance Program (EFAP) plans.

14. Demographic, Classification and Wage Information

BCPSEA agrees to coordinate the accumulation and distribution of demographic, classification and wage data, as specified in the Letter of Understanding dated December 14, 2011, to CUPE on behalf of Boards of Education. The data currently housed in the Employment Data and Analysis Systems (EDAS) will be the source of the requested information.

15. Public Education Benefits Trust

- a. PEBT Annual Funding Date: The established ongoing annual funding payment of \$19,428,240 provided by the Ministry of Education will continue to be made each April 1. This payment shall be made each April 1 of the calendar year to provide LTD and JEIS benefits in accordance with the Settlers Statement On Accepted and Policy Practices of the PEBT.
- b. The Parties agree that decisions of the Public Education Benefits Trust medical appeal panel are final and binding. The Parties further agree that administrative review processes and the medical appeal panel will not be subject to the grievance procedure in each collective agreement.

- c. Sick leave and JEIS eligibility for sick leave or indemnity payments requires participation in the Joint Early Intervention Service (JEIS) according to the JEIS policies of the PEBT.

16. Employee Support Grant (ESG)

The Parties agree to the principle that Support Staff union members who have lost wages as a result of not crossing lawful picket lines during full days of a BCTF strike/BCPSEA lockout will be compensated in accordance with the letter of agreement in Appendix A.

17. Adoption of Provincial Framework Agreement (PFA)

The rights and obligation of the local parties under this Provincial Framework Agreement (PFA) are of no force or effect unless the collective agreement has been ratified by both parties in accordance with Appendix A.

18. Funding

Funding for the Provincial Framework Agreement will be included in operating grants to Boards of Education.

19. Provincial Bargaining

The parties agree to amend and renew the December 14, 2011 Letter of Understanding for dedicated funding to the K-12 Presidents' Council to facilitate the next round of provincial bargaining. \$200,000 will be allocated as of July 1, 2020.

Dated this _____ day of July, 2018.

The undersigned bargaining representatives agree to recommend this letter of understanding to their respective principals.

**K-12 Presidents' Council and
Support Staff Unions**

**BC Public School Employers'
Association & Boards of Education**

Letter of Agreement ("Letter")

Between:

BC Public School Employers Association ("BCPSEA")

And:

The CUPE K - 12 Presidents' Council and Support Staff Unions ("the Unions")

Re: Employee Support Grant (ESG) after June 30, 2019

This Employee Support Grant (ESG) establishes a process under which employees covered by collective agreements between Boards of Education and the Unions shall be entitled to recover wages lost as a result of legal strike activity by the BC Teachers' Federation ("BCTF") or lockout by BCPSEA after June 30, 2019.

1. The ESG will be available provided that:
 - a. A board and local union have a collective agreement which has been ratified by both parties no later than November 30, 2019 and,
 - b. There has been no successful strike vote by the BCTF or local support staff union prior to local union ratification.
2. Employees are expected to attend their worksite if there is no lawful BCTF picket line.
3. Employees who have lost wages as a result of not crossing lawful picket lines during full days of a BCTF strike/BCPSEA lockout shall be compensated. This compensation shall be in accordance with the following:
 - a. In the event that employees are prevented from attending work due to a lawful picket line, employees will be paid for all scheduled hours that the employee would have otherwise worked but for the labour dispute. Their pay will be 75% of their base wage rate.
 - b. The residual 25% of the employees' base wage rate will be placed in a district fund to provide professional development to support staff employees. Funds will be dispersed by the district following agreement between the district and the local union.
4. Within forty-five (45) days of the conclusion of the labour dispute between BCPSEA and the BCTF, boards will reimburse each employee for all scheduled hours for which the employee has not otherwise been paid as a result of strike or lockout.

E & O E

5. If the employee disputes a payment received from the board, the union may submit the dispute with particulars on the employee's behalf to a committee comprised of an equal number of representatives appointed by BCPSEA and the Unions.
6. If the joint committee is unable to resolve the employee's claim it will submit the dispute to a mutually agreed upon arbitrator who must resolve the dispute within ten (10) days of hearing the differences between the board and the union.

Original signed on _____ by:

BCPSEA
Leanne Bowes

K-12 Presidents' Council
Warren Williams

Letter of Agreement ("Letter")

Between:

BC Public School Employers Association ("BCPSEA")

And:

The CUPE K - 12 Presidents' Council and Support Staff Unions ("the Unions")

Re: Public Sector General Wage Increases

1. If a public sector employer as defined in s. 1 of the Public Sector Employers Act enters into a collective agreement with an effective date after December 31, 2018 and the first three years of the collective agreement includes a cumulative nominal (not compounded) general wage increase of more than 6%, the general wage increase in the 2019-2022 Provincial Framework Agreement will be adjusted on the third anniversary of the 2019-2022 Provincial Framework Agreement so the cumulative nominal (not compounded) general wage increases are equivalent. This Letter of Agreement is not triggered by any general wage increase awarded as a result of binding interest arbitration.
2. A general wage increase and its magnitude in any agreement is as defined by the PSEC Secretariat and reported by the Secretariat to the Minister of Finance.
3. For certainty, a general wage increase is one that applies to all members of a bargaining unit and does not include wage comparability adjustments, targeted lower wage redress adjustments, labour market adjustments, service improvement allocations, and is net of the value of any changes agreed to by a bargaining agent for public sector employees to obtain a compensation adjustment.
4. This Letter of Agreement will be effective during the term of the 2019-2022 Provincial Framework Agreement.

E & O E

This information is provided for reference only and is current as of the date of drafting. Please visit www.worksafebc.com for current information.



Refusing unsafe work

Workers have the right to refuse unsafe work. If you have reasonable cause to believe that performing a job or task puts you or someone else at risk, you must not perform the job or task. You must immediately notify your supervisor or employer, who will then take the appropriate steps to determine if the work is unsafe and remedy the situation.

As an employer, workers are your eyes and ears on the front line of workplace health and safety. When workers refuse work because they believe it's unsafe, consider it an opportunity to investigate and correct a situation that could have caused harm.

If a worker refuses work because it's unsafe, workplace procedures will allow the issue to be properly understood and corrected. As a worker, you have the right to refuse to perform a specific job or task you believe is unsafe without being disciplined by your employer. Your employer or supervisor may temporarily assign a new task to you, at no loss in pay.

Steps to follow when work might be unsafe:

1. Report the unsafe condition or procedure

As a worker, you must immediately report the unsafe condition to a supervisor or employer.

As a supervisor or employer, you must investigate the matter and fix it if possible. If you decide the worker's concern is not valid, report back to the worker.

2. If a worker still views work as unsafe after a supervisor or employer has said it is safe to perform a job or task

As a supervisor or employer, you must investigate the problem and ensure any unsafe condition is fixed. This investigation must take place in the presence of the worker and a worker representative of the joint health and safety committee or a worker chosen by the worker's trade union. If there is no safety committee or representing trade union at the workplace, the worker who first reported the unsafe condition can choose to have another worker present at the investigation.

3. If a worker still views work as unsafe, notify WorkSafeBC

If the matter is not resolved, the worker and the supervisor or employer must contact WorkSafeBC. A prevention officer will then investigate and take steps to find a workable solution.

<https://www.worksafebc.com/en/health-safety/create-manage/rights-responsibilities/refusing-unsafe-work?origin=s&returnurl=https%3A%2F%2Fwww.worksafebc.com%2Fen%2Fsearch%23q%3Dunsafe%2520work%26sort%3Drelevancy%26f%3Alanguage-facet%3D%5BEnglish%5D>

Note: WorkSafeBC establishes a range of employer and employee rights and responsibilities. Please visit www.worksafebc.com for current information.



Worker Rights and Responsibilities:

On a worksite, everyone has varying levels of responsibility for workplace health and safety. You should know and understand your responsibilities — and those of others. If you're a worker, you also have three key rights.

Your rights

- The right to know about hazards in the workplace
- The right to participate in health and safety activities in the workplace
- The right to refuse unsafe work without getting punished or fired

Your responsibilities

As a worker, you play an important role in making sure you — and your fellow workers — stay healthy and safe on the job. As a worker, you must:

- Be alert to hazards. Report them immediately to your supervisor or employer.
- Follow safe work procedures and act safely in the workplace at all times.
- Use the protective clothing, devices, and equipment provided. Be sure to wear them properly.
- Co-operate with joint occupational health and safety committees, worker health and safety representatives, WorkSafeBC prevention officers, and anybody with health and safety duties.
- Get treatment quickly should an injury happen on the job and tell the health care provider that the injury is work-related.
- Follow the treatment advice of health care providers.
- Return to work safely after an injury by modifying your duties and not immediately starting with your full, regular responsibilities.
- Never work under the influence of alcohol, drugs or any other substance, or if you're overly tired.

Employer Responsibilities:

Whether a business is large or small, the law requires that it be a safe and healthy place to work. If you are an employer, it is your responsibility to ensure a healthy and safe workplace.

Your responsibilities

- Establish a valid occupational health and safety program.
- Train your employees to do their work safely and provide proper supervision.
- Provide supervisors with the necessary support and training to carry out health and safety responsibilities.
- Ensure adequate first aid equipment, supplies, and trained attendants are on site to handle injuries.
- Regularly inspect your workplace to make sure everything is working properly.
- Fix problems reported by workers.
- Transport injured workers to the nearest location for medical treatment.
- Report all injuries to WorkSafeBC that required medical attention.
- Investigate incidents where workers are injured or equipment is damaged.
- Submit the necessary forms to WorkSafeBC.

Supervisor Responsibilities:

Supervisors play a key role with very specific health and safety responsibilities that need to be understood.

A supervisor is a person who instructs, directs, and controls workers in the performance of their duties. A supervisor can be any worker — management or staff — who meets this definition, whether or not he or she has the supervisor title. If someone in the workplace has a supervisor's responsibilities, that person is responsible for worker health and safety.

Your responsibilities

- Ensure the health and safety of all workers under your direct supervision.
- Know the WorkSafeBC requirements that apply to the work under your supervision and make sure those requirements are met.
- Ensure workers under your supervision are aware of all known hazards.
- Ensure workers under your supervision have the appropriate personal protective equipment, which is being used properly, regularly inspected, and maintained.

<https://www.worksafebc.com/en/health-safety/create-manage/rights-responsibilities>

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Cc: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Calderon, Claudia PSEC:EX <Claudia.Calderon@gov.bc.ca>, Coburn, Lindsay PSEC:EX <Lindsay.Coburn@gov.bc.ca>, Atcheson, Kevin PSEC:EX <Kevin.Atcheson@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Pauliszyn, Robert PSEC:EX <Robert.Pauliszyn@gov.bc.ca>
Sent: July 12, 2018 1:43:43 AM PDT
Received: July 12, 2018 1:43:46 AM PDT
Attachments: image001.png

Hi Chris,

s.13; s.17

Let me know if you need anything further.

Thanks,

Ken

Ken Dawson - Executive Director
Public Sector Employers' Council Secretariat
Suite 210 – 880 Douglas Street
Victoria, BC V8W 2B7
Mobile: 778.679.0891
Office: 778.698.8539
Email: Ken.Dawson@gov.bc.ca



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Thank you.

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>
Cc: Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Postings, Shelaina EDUC:EX <Shelaina.Postings@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Sent: July 12, 2018 1:43:59 AM PDT
Received: July 12, 2018 1:44:02 AM PDT
Attachments: image001.png
Hi Scott,

s.13; s.17

Please let Chris or I know if you need anything further.

Thanks,

Ken

Ken Dawson - Executive Director
Public Sector Employers' Council Secretariat
Suite 210 – 880 Douglas Street
Victoria, BC V8W 2B7
Mobile: 778.679.0891
Office: 778.698.8539
Email: Ken.Dawson@gov.bc.ca



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Thank you.

FYI Media release on tentative agreement K12 support staff

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Evans, Keith AG:EX <Keith.Evans@gov.bc.ca>, Pauliszyn, Robert PSEC:EX <Robert.Pauliszyn@gov.bc.ca>, Postings, Shelaina EDUC:EX <Shelaina.Postings@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Janet Stewart <JanetS@bcpsea.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>, Leslie, Sean GCPE:EX <Sean.Leslie@gov.bc.ca>, Sorochan, Craig GCPE:EX <Craig.Sorochan@gov.bc.ca>, Currie, David GCPE:EX <David.Currie@gov.bc.ca>, Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>
Sent: July 12, 2018 5:08:22 PM PDT
Received: July 12, 2018 5:08:23 PM PDT
Attachments: news_release_K-12_PBC_and_BCPSEA_reach_tentative_agreement_2018_07_12.pdf, ATT00001.htm

FYI- y'all! Union just sent me this.

Kindree Draper
Director, Corporate Relations
Public Sector Employers' Council Secretariat
250 889-4196 (C)
Sent from my iPhone

Begin forwarded message:

news_release_K-

12_PBC_and_BCPSEA_reach_tentative_agreement_2018_07_12.pdf

CUPE COMMUNIQUÉ

Canadian Union of Public Employees **CUPE.ca**

FOR IMMEDIATE RELEASE

July 12, 2018

K-12 PBC and BCPSEA reach tentative agreement

Copyright

— 30 —

Contact:

Tracey Mathieson, CUPE K-12 Coordinator: 604-291-1940

Janet Szliske, CUPE National Communications Rep: 604-454-7293

RE: Signed agreement

From: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Bridges, Kelsey PSEC:EX <Kelsey.Bridges@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Sent: July 16, 2018 3:02:55 PM PDT
Received: July 16, 2018 3:02:57 PM PDT
Attachments: image001.png
s.13; s.17

From: Zacharuk, Christina PSEC:EX
Sent: July 16, 2018 3:01 PM
To: Dawson, Ken PSEC:EX
Cc: Rathbone, Chris PSEC:EX ; Bridges, Kelsey PSEC:EX ; Olson, Alisha PSEC:EX
Subject: RE: Signed agreement
s.13; s.17

Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Province of BC
Tel: 778 698-8549 | Cell: 604 839-5699
gov.bc.ca/PSEC



From: Dawson, Ken PSEC:EX
Sent: July 16, 2018 2:58 PM
To: Zacharuk, Christina PSEC:EX
Cc: Rathbone, Chris PSEC:EX; Bridges, Kelsey PSEC:EX; Olson, Alisha PSEC:EX
Subject: RE: Signed agreement
s.13; s.17

From: Zacharuk, Christina PSEC:EX
Sent: July 16, 2018 2:39 PM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Bridges, Kelsey PSEC:EX <Kelsey.Bridges@gov.bc.ca>; Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Subject: RE: Signed agreement
s.13; s.17

Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Province of BC
Tel: 778 698-8549 | Cell: 604 839-5699
gov.bc.ca/PSEC

From: Dawson, Ken PSEC:EX
Sent: July 16, 2018 2:07 PM
To: Zacharuk, Christina PSEC:EX
Cc: Rathbone, Chris PSEC:EX; Bridges, Kelsey PSEC:EX; Olson, Alisha PSEC:EX
Subject: RE: Signed agreement

s.13; s.17

From: Zacharuk, Christina PSEC:EX
Sent: July 16, 2018 1:22 PM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Bridges, Kelsey PSEC:EX <Kelsey.Bridges@gov.bc.ca>; Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Subject: RE: Signed agreement

s.13; s.17

Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Province of BC
Tel: 778 698-8549 | Cell: 604 839-5699
gov.bc.ca/PSEC

From: Dawson, Ken PSEC:EX
Sent: July 16, 2018 1:21 PM
To: Zacharuk, Christina PSEC:EX
Cc: Rathbone, Chris PSEC:EX; Bridges, Kelsey PSEC:EX; Olson, Alisha PSEC:EX
Subject: RE: Signed agreement

s.13; s.17

-----Original Message-----

From: Zacharuk, Christina PSEC:EX

Sent: July 16, 2018 11:50 AM

To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>

Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Bridges, Kelsey PSEC:EX <Kelsey.Bridges@gov.bc.ca>

Subject: RE: Signed agreement

s.13; s.17

Thanks, CZ

Christina Zacharuk

President and CEO

Public Sector Employers' Council Secretariat Province of BC

Tel: 778 698-8549 | Cell: 604 839-5699

gov.bc.ca/PSEC

-----Original Message-----

From: Dawson, Ken PSEC:EX

Sent: July 16, 2018 11:28 AM

To: Zacharuk, Christina PSEC:EX

Cc: Rathbone, Chris PSEC:EX; Bridges, Kelsey PSEC:EX

Subject: Signed agreement

Hi Christina,

s.13; s.17

K-12 Presidents Council PFA Ratification

From: Renzo Del Negro <renzod@bcpsea.bc.ca>
To: Christina Zacharuk (Christina.Zacharuk@gov.bc.ca)
<Christina.Zacharuk@gov.bc.ca>s.22 Zacharuk, Christina
PSEC:EX
Cc: PSEC - Kindree Draper (Kindree.Draper@gov.bc.ca)
<Kindree.Draper@gov.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>,
Deborah Stewart <deborahs@bcpsea.bc.ca>, Janet Stewart
<JanetS@bcpsea.bc.ca>, Ken Dawson (Ken.Dawson@gov.bc.ca)
<Ken.Dawson@gov.bc.ca>, Draper, Kindree PSEC:EX, Dawson, Ken
PSEC:EX
Sent: July 18, 2018 12:27:50 PM PDT
Received: July 18, 2018 12:29:16 PM PDT
Attachments: image001.jpg

Hello Alan and Christina,

FYI – CUPE has informed us they will be ratifying the PFA September 25th and will provide a copy of the PFA to their members 1 week before.

Regards,

Renzo Del Negro Chief Executive Officer

.....s.22
D: 604 730 4511 | F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca



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Fwd: K-12 Presidents Council PFA Ratification

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: July 18, 2018 12:30:12 PM PDT
Received: July 18, 2018 12:30:13 PM PDT
Attachments: image001.jpg

Sent from my iPhone

Begin forwarded message:

From: Renzo Del Negro <renzod@bcpsea.bc.ca>
Date: July 18, 2018 at 12:27:50 PM PDT
To: "Christina Zacharuk (Christina.Zacharuk@gov.bc.ca)" <Christina.Zacharuk@gov.bc.ca>, s.22
Cc: "PSEC - Kindree Draper (Kindree.Draper@gov.bc.ca)" <Kindree.Draper@gov.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, "Deborah Stewart" <deborahs@bcpsea.bc.ca>, Janet Stewart <JanetS@bcpsea.bc.ca>, "Ken Dawson (Ken.Dawson@gov.bc.ca)" <Ken.Dawson@gov.bc.ca>
Subject: K-12 Presidents Council PFA Ratification

Hello Alan and Christina,

FYI – CUPE has informed us they will be ratifying the PFA September 25th and will provide a copy of the PFA to their members 1 week before.

Regards,

Renzo Del Negro Chief Executive Officer

.....s.22
D: 604 730 4511 | F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca



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FW: K-12 Presidents Council PFA Ratification

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: July 18, 2018 4:35:52 PM PDT
Received: July 18, 2018 4:35:53 PM PDT
Attachments: image001.jpg

JFYI.

Christina may have comments on this response.

From: Renzo Del Negro [mailto:renzod@bcpsea.bc.ca]
Sent: July 18, 2018 4:27 PM
To: Draper, Kindree PSEC:EX ; Zacharuk, Christina PSEC:EX ; s.22
Cc: Leanne Bowes ; Deborah Stewart ; Janet Stewart ; Dawson, Ken PSEC:EX
Subject: RE: K-12 Presidents Council PFA Ratification

Hello Kindree,

s.13; s.17

Regards,

Renzo Del Negro Chief Executive Officer

D: 604 730 4511 | s.22 F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca



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From: Draper, Kindree PSEC:EX [mailto:Kindree.Draper@gov.bc.ca]
Sent: July-18-18 1:06 PM
To: Renzo Del Negro; Zacharuk, Christina PSEC:EX; s.22
Cc: Leanne Bowes; Deborah Stewart; Janet Stewart, Dawson, Ken PSEC:EX
Subject: RE: K-12 Presidents Council PFA Ratification

s.13; s.17

From: Renzo Del Negro [mailto:renzod@bcpsea.bc.ca]
Sent: July 18, 2018 12:28 PM
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; s.22
Cc: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Janet Stewart <JanetS@bcpsea.bc.ca>; Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Subject: K-12 Presidents Council PFA Ratification
Hello Alan and Christina,

Regards,

Renzo Del Negro Chief Executive Officer

.....
D: 604 730 4511 | C: 604 374 2262 | F: 604 730 0787

300 – 2889 East 12th Avenue Vancouver BC V5M 4T5

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From: Leanne Bowes <leanneb@bcpsea.bc.ca>
To: PSEC - Ken Dawson (Ken.Dawson@gov.bc.ca) <Ken.Dawson@gov.bc.ca>, PSEC - Alisha Olson (Alisha.Olson@gov.bc.ca) <Alisha.Olson@gov.bc.ca>, Dawson, Ken PSEC:EX, Olson, Alisha PSEC:EX
Cc: Renzo Del Negro <renzod@bcpsea.bc.ca>
Sent: July 19, 2018 10:45:12 AM PDT
Received: July 19, 2018 10:45:18 AM PDT
Attachments: s.13; s.17

Hi Ken/Alisha,

s.13; s.17

Thanks,
Leanne.

Leanne Bowes Director, Labour Relations

.....
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
D: 604 730 4509 | s.22 F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca



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Page 315 of 466 to/à Page 319 of 466

Withheld pursuant to/removed as

s.13 ; s.17

Page 320 of 466 to/à Page 327 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

From: Renzo Del Negro <renzod@bcpsea.bc.ca>
To: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Cc: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Sent: July 24, 2018 2:24:43 PM PDT
Received: July 24, 2018 2:26:09 PM PDT
Attachments: s.13; s.17

s.13; s.17

Regards,

Renzo Del Negro Chief Executive Officer

..... s.22
D: 604 730 4511 | F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca



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From: Olson, Alisha PSEC:EX [mailto:Alisha.Olson@gov.bc.ca]
Sent: July-24-18 9:33 AM
To: Renzo Del Negro
Cc: Dawson, Ken PSEC:EX
Subject: s.13; s.17

Hi Renzo:

s.13; s.17

s.22

s.13;
s.17

s.13; s.17

Let me know if you have any concerns about the content, or questions generally.

Thanks!
Alisha

Alisha Olson

Labour Relations Research and Policy Analyst
Province of British Columbia
Tel: 778 698-8526 | Cell: 250 415-7040



Page 329 of 466 to/à Page 331 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Deborah Stewart <deborahs@bcpsea.bc.ca>
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Cc: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Bridges, Kelsey PSEC:EX <Kelsey.Bridges@gov.bc.ca>, Evans, Keith AG:EX <Keith.Evans@gov.bc.ca>, Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>
Sent: August 22, 2018 2:12:48 PM PDT
Received: August 22, 2018 2:12:58 PM PDT
Attachments: s.13; s.17

Hi Kindree. Here are my suggested edits to the note.

Thanks,
Deborah

From: Draper, Kindree PSEC:EX [mailto:Kindree.Draper@gov.bc.ca]
Sent: August-20-18 10:24 AM
To: Deborah Stewart
Cc: Dawson, Ken PSEC:EX; Olson, Alisha PSEC:EX; Bridges, Kelsey PSEC:EX; Evans, Keith AG:EX; Youngs, Kirsten R GCPE:EX
Subject: s.13; s.17

s.13; s.17

Hi Deborah –

s.13; s.17

Thanks!

From: Sorochan, Craig GCPE:EX
Sent: August 17, 2018 2:16 PM
To: Draper, Kindree PSEC:EX ; 'Deborah Stewart'
Cc: Leslie, Sean GCPE:EX ; Filion, Corinna GCPE:EX ; Youngs, Kirsten R GCPE:EX
Subject: s.13; s.17

Hi Kindree,

s.13; s.17

Have great weekend!
Craig

Craig Sorochan
Senior Public Affairs Officer
Government Communications and Public Engagement
Ministry of Education
Tel: 250-208-9130
E-Mail: Craig.Sorochan@gov.bc.ca

Page 333 of 466 to/à Page 337 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: EDUC DM EDUC:EX <DM.Education@gov.bc.ca>
To: wwiliams@cupe15.org, 'wwiliams@cupe15.org'
Cc: renzod@bcpsea.bc.ca, Rathbone, Chris PSEC:EX
<Chris.Rathbone@gov.bc.ca>, 'renzod@bcpsea.bc.ca'
Sent: August 30, 2018 11:21:32 AM PDT
Received: August 30, 2018 11:21:34 AM PDT
Attachments: s.13; s.17

s.13; s.17

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Leanne Bowes <leanneb@bcpsea.bc.ca>
Cc: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Sent: August 30, 2018 11:27:55 AM PDT
Received: August 30, 2018 11:27:56 AM PDT
Attachments: s.13; s.17

Leanne,
s.13; s.17

The BCPSEA letter can go anytime.

Ken

From: Dawson, Ken PSEC:EX
Sent: August 29, 2018 4:47 PM
To: Leanne Bowes
Subject: s.13; s.17

Thanks. Should be fine. I'll keep you posted.

Sent from my iPhone

On Aug 29, 2018, at 4:37 PM, Leanne Bowes <leanneb@bcpsea.bc.ca> wrote:

Hi Ken,
s.13; s.17

Let me know if we need to discuss anything.

Thanks,
Leanne.

Leanne Bowes Director, Labour Relations

.....
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
D: 604 730 4509 | [604 730 4509](tel:6047304509) | F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca

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From: Paul Faoro <pfaoro@cupe.bc.ca>
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: August 30, 2018 1:08:38 PM PDT
Received: August 30, 2018 1:08:46 PM PDT

Thanks for keeping me in the loop. Talk soon.

Paul

From: Rathbone, Chris PSEC:EX [mailto:Chris.Rathbone@gov.bc.ca]

Sent: August-30-18 11:46 AM

To: Paul Faoro

Subject: s.13; s.17

Hi Paul,
s.13; s.17

Chris

From: Leanne Bowes <leanneb@bcpsea.bc.ca>
To: wwilliams@cupe15.org
Cc: Renzo Del Negro <renzod@bcpsea.bc.ca>, PSEC - Chris Rathbone (Chris.Rathbone@gov.bc.ca) <Chris.Rathbone@gov.bc.ca>, tmathieson@cupe.ca, CUPE - Rob Hewitt (rhewitt@cupe.ca) <rhewitt@cupe.ca>, Rathbone, Chris PSEC:EX, CUPE - Rob Hewitt (rhewitt@cupe.ca)
Sent: August 30, 2018 1:17:26 PM PDT
Received: August 30, 2018 1:17:37 PM PDT
Attachments: s.13; s.17

Dear Warren,

s.13; s.17

Kind regards,
Leanne.

Leanne Bowes Director, Labour Relations

.....
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
D: 604 730 4509 | s.22 | F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca



--- IMPORTANT NOTICE ---

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Page 342 of 466 to/à Page 343 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>
Sent: September 18, 2018 1:07:47 PM PDT
Received: September 18, 2018 1:07:48 PM PDT
Attachments: s.13; s.17

Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Province of BC
Tel: 778 698-8549 | Cell: 604 839-5699
gov.bc.ca/PSEC



From: Lisa Nasu [mailto:lisan@bcpsea.bc.ca]
Sent: September 18, 2018 12:45 PM
To: Zacharuk, Christina PSEC:EX
Subject: s.13; s.17

s.13; s.17

Page 345 of 466 to/à Page 367 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>, Dey, Cassandra PSEC:EX <Cassandra.Dey@gov.bc.ca>, Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>
Sent: September 27, 2018 10:54:57 AM PDT
Received: September 27, 2018 10:54:59 AM PDT
Attachments: image001.jpg
That's correct – s.13; s.17
Thanks,
Chris

From: Draper, Kindree PSEC:EX
Sent: September 27, 2018 10:54 AM
To: Lv, Kingslin PSEC:EX ; Dey, Cassandra PSEC:EX ; Jah, Tim PSEC:EX
Cc: Rathbone, Chris PSEC:EX
Subject: s.13; s.17

Hi there.
s.13; s.17

Thanks!

Kindrée Draper
Director, Corporate Relations
Ministry of Finance
T: 250 356-5639 | C: 250 889-4196
gov.bc.ca/PSEC



From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Currie, David GCPE:EX <David.Currie@gov.bc.ca>
Cc: Korinowsky, Alexandra GCPE:EX <Alexandra.Korinowsky@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: September 28, 2018 10:43:44 AM PDT
Received: September 28, 2018 10:43:45 AM PDT
Attachments: s.13; s.17

s.13; s.17

From: Draper, Kindree PSEC:EX
Sent: September 28, 2018 10:42 AM
To: Currie, David GCPE:EX
Cc: Alexandra GCPE:EX Korinowsky (Alexandra.Korinowsky@gov.bc.ca) ; Rathbone, Chris PSEC:EX (Chris.Rathbone@gov.bc.ca)
Subject: s.13; s.17

Hi David

s.13; s.17

Can you share with Rob?
Thanks!

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Withheld pursuant to/removed as

s.13 ; s.17

DRAFT

s.13

— 30 —

RE: CONFIDENTIAL FYI: PSEC Secretariat Bargaining Alert - BCPSEA & K-12 Provincial Bargaining Committee endorse Provincial Framework reached under the Sustainable Services Negotiating Mandate

From: Korinowsky, Alexandra GCPE:EX <Alexandra.Korinowsky@gov.bc.ca>
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Sent: September 28, 2018 3:07:11 PM PDT
Received: September 28, 2018 3:07:12 PM PDT
Attachments: image001.jpg, IB - BCPSEA-K12 PFA - Sept. 28 2018 - FINAL.pdf

Hi Kindree,

Thanks for your help today. Here is the final IB set to go out at 3:30 p.m.

Alex

Alexandra Korinowsky | Senior Public Affairs Officer
Ministry of Finance
Government Communications and Public Engagement
Desk: 250.387.7787 | **Mobile:** 250.886.8452 | **Email:** alexandra.korinowsky@gov.bc.ca

From: Draper, Kindree PSEC:EX
Sent: Friday, September 28, 2018 3:03 PM
To: MacDonald, Scott D EDUC:EX; Zacharuk, Christina PSEC:EX; Wright, Don J. PREM:EX; Gibbs, Robb GCPE:EX; Lloyd, Evan GCPE:EX; Wanamaker, Lori FIN:EX
Cc: Spilker, Robyn FIN:EX; Gillezeau, Rob FIN:EX; Henry, Molly FIN:EX; Harrison, Veronica EDUC:EX; Maartman, William EDUC:EX; Korinowsky, Alexandra GCPE:EX; Zoeller, Sonja GCPE:EX; Bawa, Reg R EDUC:EX; 'Deborah Stewart'; Filion, Corinna GCPE:EX; Wilmer, Brett D EDUC:EX; Godin, Keith EDUC:EX; Horn, Kim EDUC:EX; Janet Stewart (JanetS@bcpsea.bc.ca); Leslie, Sean GCPE:EX; Postings, Shelaina EDUC:EX; Renzo Del Negro (renzod@bcpsea.bc.ca); Sorochan, Craig GCPE:EX; PSEC; Blair Littler; Brian Chutter; Gentil Mateus; Halls, Lori D PSA:EX; Michael McMillan; Renzo Del Negro; Davison, John C PSA:EX; Hughes, Trevor LBR:EX; Wood, Heather FIN:EX; Miller, Amy PREM:EX; Armitage, Mark W HLTH:EX; Currie, David GCPE:EX; Matthias, Lauren FIN:EX
Subject: CONFIDENTIAL FYI: PSEC Secretariat Bargaining Alert - BCPSEA & K-12 Provincial Bargaining Committee endorse Provincial Framework reached under the Sustainable Services Negotiating Mandate

Hello,

The attached Confidential Bargaining Alert provides an update on the Provincial Framework Agreement has been endorsed by the parties to the negotiation - the BC Public Schools Employers' Association (BCPSEA) and the K12 Provincial Bargaining Committee (CUPE locals and other support staff unions).

The Alert provides some of the high level details about endorsed framework and the sector. Communication by BCPSEA and the CUPE K12 Presidents' Council to their respective members will be distributed and posted over the next hour.

If you have any questions, please call Kindrée Draper, Director of Corporate Relations.

Thanks!

Kindrée Draper
Director, Corporate Relations
Ministry of Finance
T: 250 356-5639 | C: 250 889-4196
gov.bc.ca/PSEC



INFORMATION BULLETIN

For Immediate Release
2018FIN0073-001896
Sept. 28, 2018

Ministry of Finance

Provincial framework agreement endorsed by K-12 support staff unions

VICTORIA – K-12 support staff unions have endorsed a provincial framework under government’s Sustainable Services Negotiating Mandate, which focuses on improving services for people and ensuring fair and affordable compensation.

The framework agreement was reached between the BC Public School Employers’ Association (BCPSEA) and the K-12 Provincial Bargaining Committee, which represents the sector’s support staff unions.

Covering about 34,000 support staff working in a variety of positions, including custodians, trades and maintenance workers, education assistants, clerical, accounting and information technology, the framework paves the way for collective agreements to be negotiated between K-12 support staff local unions and the 60 public school district employers throughout B.C. over the next few months.

The Canadian Union of Public Employees (CUPE) K-12 Presidents’ Council, comprised of CUPE local union presidents, along with representatives from the sector’s other support staff unions, voted earlier this week to endorse the framework that forms the basis of the district-level negotiations. The BCPSEA board of directors endorsed the framework today.

The provincial framework is consistent with the Sustainable Service Negotiating Mandate and includes:

- a three-year term of July 1, 2019 to June 30, 2022
- general wage increases of 2% per year
- targeted funding to be negotiated at the local level for support staff that will lead to service enhancements that benefit students
- commitments between the parties to collaborate on procedures that help minimize or eliminate the risk of violence in the workplace in accordance with WorkSafeBC requirements

The Sustainable Services Negotiating Mandate supports government’s commitment to improve the services people count on, make life more affordable and invest in sustainable economic growth. The mandate is consistent with B.C.’s commitment to balanced budgets and sound fiscal management and provides parties with the ability to negotiate conditional and modest funding to drive tangible service improvements for people in B.C.

Currently, there are approximately 91,000 public sector employees covered by tentative or ratified agreements reached under B.C.’s Sustainable Services Negotiating Mandate.

Learn More:

For more information about public sector bargaining in B.C., visit:
www.gov.bc.ca/psecbargaining

Contact:

Sonja Zoeller
Media Relations
Ministry of Finance
250 387-1248

Connect with the Province of B.C. at: news.gov.bc.ca/connect

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Cc: Olson, Alisha PSEC:EX <Alisha.Olson@gov.bc.ca>, Bridges, Kelsey PSEC:EX <Kelsey.Bridges@gov.bc.ca>
Sent: September 28, 2018 3:13:08 PM PDT
Received: September 28, 2018 3:13:09 PM PDT
Attachments: s.13; s.17

Hi there

Here are the finals for today's announcement in case you need them.

Kindrée Draper

Director, Corporate Relations

Ministry of Finance

T: 250 356-5639 | C: 250 889-4196

gov.bc.ca/PSEC



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Withheld pursuant to/removed as

s.13 ; s.17

Page 378 of 466 to/à Page 384 of 466

Withheld pursuant to/removed as

s.13

From: Leanne Bowes <leanneb@bcpsea.bc.ca>
To: PSEC - Chris Rathbone (Chris.Rathbone@gov.bc.ca)
<Chris.Rathbone@gov.bc.ca>, Rathbone, Chris PSEC:EX
Sent: October 5, 2018 10:36:51 AM PDT
Received: October 5, 2018 10:37:03 AM PDT
Attachments: s.13; s.17; s.21

s.13; s.17; s.21

Leanne Bowes Director, Labour Relations

300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
D: 604 730 4509 | s.22 F: 604 730 0787
leanneb@bcpsea.bc.ca | www.bcpsea.bc.ca



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Withheld pursuant to/removed as

s.13 ; s.17

Fwd: CUPE 441 (Saanich)

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
Sent: October 30, 2018 5:21:18 AM PDT
Received: October 30, 2018 5:21:20 AM PDT
s.13; s.17

Sent from my iPhone

Begin forwarded message:

From: Renzo Del Negro <renzod@bcpsea.bc.ca>
Date: October 29, 2018 at 7:10:20 PM PDT
To: "Zacharuk, Christina PSEC:EX" <Christina.Zacharuk@gov.bc.ca>
Cc: "Dawson, Ken PSEC:EX" <Ken.Dawson@gov.bc.ca>, Janet Stewart <JanetS@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, "Rathbone, Chris PSEC:EX" <Chris.Rathbone@gov.bc.ca>
Subject: Re: CUPE 441 (Saanich)

s.13; s.17

We will see how things go.

Regards,

Renzo Del Negro
Chief Executive Officer
British Columbia Public School Employers' Association (BCPSEA)
Sent from my iPhone

On Oct 29, 2018, at 6:59 PM, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca> wrote:

s.13; s.17

Sent from my iPhone

On Oct 29, 2018, at 6:53 PM, Renzo Del Negro <renzod@bcpsea.bc.ca<mailto:renzod@bcpsea.bc.ca>> wrote:

s.13; s.17

Regards,

Renzo Del Negro

Chief Executive Officer

British Columbia Public School Employers' Association (BCPSEA)

Sent from my iPhone

Begin forwarded message:

From: Dean Coates

<dcoates441@hotmail.com<<mailto:dcoates441@hotmail.com>>>

Date: October 29, 2018 at 6:03:44 PM PDT

To: "leanneb@bcpsea.bc.ca<<mailto:leanneb@bcpsea.bc.ca>>"
<leanneb@bcpsea.bc.ca<<mailto:leanneb@bcpsea.bc.ca>>>

Cc: "renzod@bcpsea.bc.ca<<mailto:renzod@bcpsea.bc.ca>>"
<renzod@bcpsea.bc.ca<<mailto:renzod@bcpsea.bc.ca>>>, 'Michael Forrester'

s.22

Warren

Williams <wwilliams@cupe15.org<<mailto:wwilliams@cupe15.org>>>, "'Tracey Mathieson'" <tmathieson@cupe.ca<<mailto:tmathieson@cupe.ca>>>, Loree Wilcox
<lwilcox@cupe.ca<<mailto:lwilcox@cupe.ca>>>, s.13; s.17

Subject: CUPE 441 (Saanich)

Leanne,

Please be aware that CUPE Local 441 (Saanich) has recently disaffiliated with the K-12 Presidents' Council. All future communications from BCPSEA to our local should now come directly to us and not via the Council or the K-12 co-ordinators.

Thank you,

<<http://izquotes.com/author/jack-handey>>

Dean Coates

Vice President

CUPE 441

s.22

&

Jason Edwards

President

CUPE 441

s.22

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Withheld pursuant to/removed as

s.13 ; s.17

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Withheld pursuant to/removed as

s.13 ; s.17 ; s.22

Page 417 of 466 to/à Page 421 of 466

Withheld pursuant to/removed as

s.13 ; s.17

Page 422 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

Page 423 of 466

Withheld pursuant to/removed as

s.13 ; s.14 ; s.17 ; s.22

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Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

Page 439 of 466 to/à Page 441 of 466

Withheld pursuant to/removed as

s.14

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>
Cc: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Sent: August 6, 2019 10:23:08 AM PDT
Received: August 6, 2019 10:23:09 AM PDT
Attachments: s.13; s.17

Hi Keith,

s.13; s.17

Let us know if you need anything further.

Ken

From: Lv, Kingslin PSEC:EX
Sent: August 6, 2019 10:14 AM
To: Dawson, Ken PSEC:EX
Subject: s.13; s.17

Hi Ken,

s.13; s.17

Thanks,

Kingslin Lv
Costing Advisor, Compensation Data and Research
Province of BC
Tel: 778-698-8454 | Cell: 250-812-5915
Web: gov.bc.ca/PSEC

PSEC | Public Sector
Employers' Council
Secretariat

Page 443 of 466 to/à Page 447 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Jah, Tim EDUC:EX <Tim.Jah@gov.bc.ca>
To: Foweraker, Jonathan EDUC:EX
Cc: Lv, Kingslin PSEC:EX
Sent: October 25, 2019 10:29:55 AM PDT
Received: October 25, 2019 10:29:00 AM PDT
Attachments: s.13; s.17

Hi, Folks.
s.13; s.17

If you have any questions or concerns let me know.

You will have received a blank email just a minute ago, sorry that was me hitting the send button by accident before getting the attachment and text in the email. ☹️

Cheers,
Tim

From: Foweraker, Jonathan EDUC:EX
Sent: October 24, 2019 8:14 PM
To: Lv, Kingslin PSEC:EX
Cc: Jah, Tim PSEC:EX
Subject: s.13; s.17

Hi Kingslin,

s.13; s.17

Thanks again,

Jonathan

From: Lv, Kingslin PSEC:EX
Sent: October-24-19 1:55 PM
To: Foweraker, Jonathan EDUC:EX

Cc: Jah, Tim PSEC:EX
Subject: s.13; s.17

s.13; s.17

Thanks,
Kingslin.

From: Foweraker, Jonathan EDUC:EX <Jonathan.Foweraker@gov.bc.ca>
Sent: October 24, 2019 12:30 PM
To: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Cc: Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>
Subject: s.13; s.17

Thanks Kingslin.
s.13; s.17

Thanks,

Jonathan

From: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Sent: October 24, 2019 11:49 AM
To: Foweraker, Jonathan EDUC:EX <Jonathan.Foweraker@gov.bc.ca>
Cc: Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>
Subject: s.13; s.17

Hi Jonathan,
s.13; s.17

Please let me know if you have any question.
Thanks,

Kingslin Lv
Costing Advisor, Compensation Data and Research
Province of BC
Tel: 778-698-8454 | Cell: 250-812-5915
Web: gov.bc.ca/PSEC

Page 450 of 466 to/à Page 451 of 466

Withheld pursuant to/removed as

s.13 ; s.17

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Ranjit Bharaj
Cc: Deborah Stewart
Sent: November 19, 2019 3:27:20 PM PST
Received: November 19, 2019 3:27:22 PM PST

Thanks very much Ranjit. Looks good.

Sent from my iPhone

On Nov 19, 2019, at 3:22 PM, Ranjit Bharaj <Ranjitb@bcpsea.bc.ca> wrote:

Hi Ken.
s.13; s.17

IN THE MATTER OF AN ARBITRATION UNDER
THE *LABOUR RELATIONS CODE*

BETWEEN:

SCHOOL DISTRICT NO. 63 (Saanich)
(the "Union")

AND:

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 441
(the "Employer")
(MSP grievance)

ARBITRATOR:

Michael Fleming

COUNSEL:

David Woolias, for the Employer
Carmela Allevato, for the Union

DATE OF HEARING:

February 5, 6, 2019

DATE OF AWARD:

March 15, 2019

Nature of Issue

On April 30, 2019, the Union filed a policy grievance alleging the Employer had violated Article 28.07 of the Collective Agreement by its alleged unilateral dispensation of Medical Services Plan ("MSP") benefit premiums, contrary to that provision.

The Union's grievance raises two issues. First, was there a reduction of premiums as contemplated under Article 28.07 of the Collective Agreement? That issue involves the interpretation and application of the Collective Agreement. Second, if there was a reduction, how should its dispensation occur?

This decision deals only with the first issue.

Background

Effective January 01, 2018, the provincial government amended the *Medical and Health Services Regulation* (the "Regulation") to reduce MSP premiums paid by B.C. residents by 50% until January 01, 2020 when monthly MSP premiums are to be eliminated.

Under Article 28.03 of the Collective Agreement, the Employer is obliged to pay 100% of MSP premiums on behalf of all eligible members of the Union. Effective January 01, 2019, the Employer is required to begin paying an Employer Health Tax (the "EHT") in a phased manner.

Article 28.07 of the Collective Agreement reads as follows:

28.07 Legislation

If during the life of the agreement, the premium paid by the employer for employee benefits under the benefit plans is reduced as a result of any legislation, the dispensation of such reduction shall be discussed by the parties, and, failing settlement within thirty (30) days or such longer time as may be agreed upon by the parties, shall be resolved pursuant to the arbitration procedure.

History

In March 1967, the provincial government introduced the *Medical Services Act* (the "Act"). That legislation in part established the Medical Services Commission of B.C. (the Commission) which was responsible for the administration and operation of a voluntary medical care insurance plan. Under that scheme, the Commission was to designate entities to carry out specified responsibilities in connection with medical care insurance.

The Act authorized Cabinet to make regulations including to empower the Commission to fix premium rates for a medical insurance plan (Section 9 (1) (d)). The Act provided an integrated medical insurance scheme.

The 1968 Collective Agreement, executed in May of 1968, provided that a medical services plan was to be maintained by the Employer and its premiums shared equally between the Employer and employees.

There is no real dispute the parties at that time were aware the provincial government intended to take over medical insurance from private companies.

In July 1968, B.C. and Saskatchewan entered the federal Medicare program. They were the first Canadian provinces to do so.

On July 4, 1968, the Employer and Union agreed to a legislative change provision in a Letter of Understanding (the "LOU") to be attached to the Collective Agreement which read as follows:

If during the life of the agreement the premium paid by the employers for employee benefits under C.U & C Medical Plan is reduced as a result of any legislation, the dispensation of such reduction shall be discussed by the parties and failing settlement within thirty (30) days, or such longer time as may be agreed upon by the parties, it shall be resolved pursuant to the grievance procedure.

At that time, employee benefits under the Collective Agreement were limited to superannuation (pension) and medical insurance.

Following the provincial government taking responsibility for medical care insurance in 1968, private carriers such as C.U. & C and the Medical Services Association ("MSA"), the latter established by the B. C. Medical Association, continued to act as licensed carriers for medical care insurance. Those private carriers were eventually excluded from that role by legislation.

The 1971-73 Collective Agreement incorporated the language of the LOU into the Collective Agreement.

Between 1973 and 1992, the parties added a number of employee benefits with the Employer agreeing to assume a progressively increasing share of benefit premiums. More specifically, the parties agreed to add Group Life Insurance as a benefit in the 1975-77 Collective Agreement with its premiums being equally shared between the Employer and employees. The 1977 Collective Agreement added a continuation of benefits during a work stoppage provision to the benefit package.

The next improvements occurred in the 1987-89 Collective Agreement in which it was agreed the Employer's contribution to Group Life Insurance premiums would be increased to 65% and the Collective Agreement provisions would be extended to term and temporary employees. The parties also agreed to a provision dealing with the termination of existing carriers by the Employer which read as follows:

28.10 Welfare Benefits

The Board agrees to terminate the existing carriers upon enrolment in any other mutually agreed upon plan which offers equivalent or superior coverage. Any savings as a result of changing plans and/or carriers shall be shared equally by the Board and the employees.

The parties at that time also agreed the Employer's share of the medical care insurance premium would increase to 65%.

In the 1990-92 Collective Agreement, the parties agreed to add a dental plan to the benefit package with the Employer being required to pay 60% of those premiums.

The legislative change provision remained unaltered and limited to the C.U.&C plan between 1968 and 1992.

In the 1992-94 Collective Agreement the parties added an extended health benefit plan (the "EHB") with the Employer being responsible to pay 75% of those premiums. The parties agreed to increase the Employer's share of the other benefit plan premiums to 75% and also agreed to the current legislative change language in Article 28.07.

In 1997, C.U.&C and MSA merged to create Pacific Blue Cross and in 2002 the Public Education Benefit Trust (the "PEBT") was created as a jointly trustee board made up of representatives of the B.C. Public School Employers' Association and the Union. The PEBT provided group health and welfare benefits to eligible Union members. The PEBT is not responsible for medical insurance coverage.

Following the 50% reduction in MSP premiums effective January 1, 2018, the Employer met with the Union, in part, to discuss some of the implications of that reduction. At that time the Employer expressed the view the reduction in MSP premiums was not captured by Article 28.07 as the premium costs for other benefit plans borne by the Employer had increased and the Employer was now required to pay the EHT.

At the hearing, Diana Oxendale, the Manager of Finance and Payroll for School District No. 63 testified that the MSP premiums are set by regulation and the parties agreed the Employer would pay 100% of the MSP premiums. Ms. Oxendale explained the premiums of the other benefits plans- EHB, Group Life and Dental- which both increase and decrease, are determined by the PEBT based on usage by CUPE members. In her evidence, Ms. Oxendale reviewed a number of documents showing a decrease in Group Life premiums and a significant increase in the EHB and Dental Plan premiums between 2014 and 2018.

Ms. Oxendale went on to say the EHT commenced January 1, 2019 and will result in an additional cost to the Employer of an estimated \$264, 626.00. Ms. Oxendale testified that even with the reduction in MSP premiums, the Employer's overall costs for benefit premiums increased significantly in 2018 which will continue during 2019.

Ms. Oxendale reviewed government press releases and the 2018 Final Report of the government appointed MSP Task Force indicating that MSP premiums are being replaced by the EHT.

Ms. Oxendale acknowledged the costs of the EHB and Dental Plans would have increased in 2018 even if the MSP premiums had not been reduced and the Employer would have been required to pay those increases. She also agreed it was possible for the Employer's budget to be amended to add unanticipated costs.

The Union did not call any *viva voce* evidence.

Positions of the Parties

The Union

The Union submits while there is common ground between the parties regarding the established arbitral approach to collective agreement interpretation, not all the rules of interpretation are rigidly binding. The Union argues it is important that common sense and the special circumstances of a case be properly considered: *Providence Health Care Society v Hospital Employees' Union* (2016) CanLII 6207 (Hall); *Health Employers Association of B.C. v Hospital Employees' Union* (1998) B.C.C.A.A. No. 15 (Gordon).

The Union goes on to submit that, as a starting point to the interpretative exercise, in this case the preamble of the Collective Agreement, which expresses the parties' commitment to a harmonious relationship and the value of mutual discussion and negotiations on all matters of mutual concern, provides a lens through which the Collective Agreement should be approached.

The Union says the parties' intention in the Collective Agreement language they have chosen can be gleaned by bearing in mind the problems the parties were seeking to address through that language. In that regard, the original legislative change provision dealing with medical insurance coverage, was negotiated in the context of the creation of the Commission in 1968.

The Union says the purpose of Article 28.07 is to ensure if there is a repetition of the circumstances of 1968 and legislative action results in a reduction in a benefit premium, that reduction is to be discussed between the parties. The Union goes on to submit the interpretation of Article 28.07 advanced by the Employer would constitute a significant benefit to the Employer because the MSP premium cost to the Employer is reduced by 50% in 2018-19 and eliminated in 2020. The Union says the EHT is not a relevant factor for determining if there has been a reduction or its dispensation because the EHT is a tax, not a premium as contemplated under the *Insurance Act* of B.C. That Act defines "premium" as "*the single or periodic payment under a contract for insurance and includes dues, assessments and other considerations*"; see also *National Home Warranty Program v Wylie Crump Ltd.* 2012 BCSC 1436.

The Union says the MSP premiums paid by the Employer have been reduced effective January 1, 2018. That reduction is ongoing and is not limited by the EHT.

The Union submits that, in addition, if the MSP premium had not been reduced by legislation, the Employer would have been obliged to continue paying MSP premiums as well as increased premiums for the other benefit plans.

The Union argues the issue of the potential impact of the EHT and the possibility of offsetting that cost from the MSP premium reductions is one to be dealt with by negotiation, not the unilateral decision of the Employer.

The Union notes that the only benefit plan that has been subject to legislative change over the past 50 years is the MSP.

The Union submits that in 1992, when the parties agreed to the singular "*the premium*" in Article 28.07, they intended the Employer would have an obligation to pay separate premiums for each separate benefit plan. They also intended the provision would be triggered by a reduction of any of the benefit premiums paid by the Employer. The Union argues that, if the parties had intended that Article 28.07 would only be triggered by a net reduction of all the benefit premiums

paid by the Employer, given the important nature of such a promise, they would have said that in clear, express terms.

The Union also says the difference in the language used in Article 28.07 and 28.10 is instructive. In that regard in Article 28.10 the parties used the term “*savings*” while in Article 28.07 they used the term “*reduction*”. The Union submits the Employer essentially seeks to have the term “*reduction*” read as “*savings in total premiums by the Employer*”. However, had the parties meant “*savings*” in Article 28.07, they would have said so.

The Union says the fact the parties did not pre-determine how a “*reduction*” was to be allocated in Article 28.07 as they did for “*savings*” in Article 28.10, means they intended for the parties to negotiate the allocation of any “*reduction*” resulting from legislative change. While that could include agreeing to offset increased costs in other benefit premiums, under Article 28.07, that is to be the subject of negotiations, or failing agreement, resolved by arbitration.

The Union argues that on the interpretation advanced by the Employer, Article 28.07 would never be triggered as the costs of other benefit premiums are increasing, therefore there would never be a net reduction in the premium package. That, it is said, would essentially render Article 28.07 meaningless, which cannot have been the parties’ intention.

Finally, the Union submits it seeks a declaration the reduction of MSP premiums began January 1, 2018, is ongoing and is not limited by the EHT.

The Employer

The Employer acknowledges there is no real difference between the parties regarding the established arbitral approach to collective agreement interpretation.

The Employer submits that the plain meaning of Article 28.07 is clear. To begin with, it is part of Article 28 which is entitled “Employee Benefits” and contains four benefit plans, the scope of the benefits and their costs. In addition, Article 28.07 refers to “benefit plans” not a single plan, which is different than the pre-1992 iteration.

The Employer argues more specifically that the provision does not say, for example, if “any” premium is reduced or “if one or more of the premiums” is reduced or if “a” premium is reduced.

The Employer says the provision refers to the premium being paid “under the benefit plans”, plural. “*The premium*” is the subject and “*the premium plans*” collectively is the object of the phrase. That can only reasonably be interpreted as referring to the benefit plans as a group.

The Employer goes on to note Article 28.07 refers to “*the premium paid*” by the Employer. That must mean the actual premium paid; i.e. the amount actually paid by the Employer for benefit premiums. If that amount is reduced by legislative action, then Article 28.07 is triggered.

The Employer submits the parties used the term “*dispensation*” in Article 28.07. If the legislative change does not result in a reduction in premiums and the creation of an excess, there is nothing to dispense. If the reduction simply offsets increases to “the premium”; i.e. the group of Article 28 premiums, there is no windfall and consequently Article 28.07 is not triggered.

The Employer notes that following the introduction of the original legislative change provision in 1968, which was limited to MSP premiums, the parties added a number of other benefits over

the years, none of which were captured by Article 28.07. The Employer goes on to say at least some of them may be impacted by legislation. For example, in 2002, the provincial government changed MSP to exclude a number of services such as physiotherapy, massage therapy, chiropractic treatment, naturopathy and podiatry services, which resulted in a significant increase in the cost of EHB benefit premiums: see for example *Richmond (City) v International Association of Firefighters, Local 1286* (2002) B.C.C.A.A. No. 341 (Kelleher) para 15.

The Employer argues it is conceivable the government could expand MSP coverage to include benefits such as dental or vision for example, which would reduce the premiums for those benefits, or the government could impose a cap on any benefit premiums. That illustrates benefits other than MSP may be impacted by legislative change.

The Employer says in the 1990-91 Collective Agreement the parties agreed to increase the Employer's share of the Dental Plan premiums but left the language of Article 28.07 unchanged.

The Employer submits in 1992, the parties negotiated further improvements to employee benefits. In that context they agreed to extend the scope of Article 28.07 beyond MSP to include the benefit plans collectively. The Employer submits that if the parties had intended MSP premiums to be considered in isolation from the other benefit plan premiums, they would have simply left the language of Article 28.07 as it was. Similarly, had the parties intended that a reduction in any of the other benefit plan premiums was to be considered in isolation, they could have easily said so, but they did not.

The Employer says the pre-1992 language meant MSP premiums were to be considered in isolation and the parties agreed to change that language. The Employer argues the Union seeks to have Article 28.07 read as meaning the MSP premiums are to be considered in isolation from the other Article 28 benefits, which would render the language meaningless.

The Employer accepts the purpose of Article 28.07 is to prevent a mid-contract "windfall" to the Employer as a result of legislative change. However, the Employer says there is no windfall in this case because, while the amount of one premium has decreased, others have increased and the MSP premium has been replaced by the EHT. The overall "premium" paid by the Employer is not reduced, but in fact has actually increased.

The Employer goes on to submit the Union has not lost an opportunity to have the reduction in MSP premium costs applied elsewhere in the wage package. In any event, the Employer is paying more than was originally bargained by the parties for the benefit package and there has been no windfall.

The Employer argues that the Union's interpretation would mean the Employer would be required not only to pay more for benefit premiums than the parties negotiated, but would also be required to dispense the savings in MSP premiums in accordance with the Union's wishes or have the issue determined through arbitration.

The Employer says in the alternative that, if Article 28.07 is found to mean a reduction of the MSP premium is to be considered in isolation from the total benefit premium paid by the Employer, there has not been an actual reduction. That is because the reduction of the MSP premium is temporary. It is being replaced by the EHT, which will actually be a higher cost to the Employer than the MSP premiums.

The Employer submits where an increase or decrease in premiums is transitory, clear language is required to reasonably conclude a legislative change provision such as this one, is triggered: *Canadian Union of Public Employees v Public Service Alliance of Canada* (2005) C.L.A.D. No. 430 (Chapman) ("CUPE") at para 42-43; *P.S.A.C. v Alliance Employees' Union* (2002) O.L.A.A. No. 953 (Devlin) ("PSAC").

The Employer argues the legislative change that has occurred in this case is analogous to a contribution holiday, which by its nature is transitory. While the Employer has had a brief period during which the cost of MSP premiums has been reduced, the Employer is required to pay both MSP premiums (albeit reduced) and the new EHT as of January 1, 2019. The Employer says clear, express language is required for Article 28.07 to be reasonably interpreted as being triggered for such a transitional, temporary reduction.

The Employer goes on to say that while the Union relies on some reports of the possibility of the provincial government providing some relief to offset the costs of the new EHT that is speculative at this point. The Employer says that, in any event, the EHT is simply a direct replacement of the MSP premium.

The Employer submits that in 1990, the Ontario government introduced a similar employer health tax to replace the Ontario Health Insurance Plan (OHIP) premiums. In those circumstances, in *Daily Racing Form of Canada Ltd. v Toronto Typographical Union* (1991) 22 C.L.A.S. 127 (Fisher) ("Daily Racing Form"), the arbitrator found an employer was responsible to pay the complete cost of OHIP through the EHT and the employer was only required to "revert" those premiums where it was no longer required, as a result of legislation, to pay OHIP premiums.

The Employer goes on to say in B.C., the introduction of the EHT, which replaces MSP premiums, means the Employer has not experienced a windfall through a reduction of the MSP premiums: *Re Bell Canada v Communications & Electrical Workers of Canada* (1993) C.L.A.D. No. 1202 (Picher) para 27-28 ("Bell Canada").

Finally, the Employer submits it is reasonable to assume the parties intended that if the amount of the benefit package the Employer was obliged to pay fell below the negotiated package, the parties would have discussions. The EHT must be taken into consideration in determining if there has been a reduction for the purposes of Article 28.07. If it is, the grievance must be denied as there has been no reduction.

Analysis and Decision

Overview

The well-established arbitral approach to collective agreement interpretation is described in some detail in *Canadian Labour Arbitration- Brown and Beatty ("Brown and Beatty")*: 4:2100-2300. It can be briefly highlighted as follows. The primary purpose of the interpretative exercise is to discern the parties' intentions based on the actual words chosen, given their plain and ordinary meaning. That language is to be read in the context of the entire collective agreement and harmoniously within the scheme of the collective agreement and its purposes.

It will be presumed that parties intended that all words used will have meaning, intended what the language actually says and did not intend for there to be a conflict. It is also presumed the

parties would not have intended or agreed to a meaning that creates an absurdity or anomaly. A helpful and often quoted summary of the applicable principles is set out in *Pacific Press v Graphic Communication International Union, Local 25-C* (1995) B.C.C.A.A.A. No. 637 (Bird) at para 27:

1. The object of interpretation is to discover the mutual intention of the parties.
2. The primary resource for an interpretation is the collective agreement.
3. Extrinsic evidence (evidence outside the official records of agreement, being the written collective agreement itself is only helpful when it reveals the mutual intention of the parties.
4. Extrinsic evidence may clarify but it cannot contradict a collective agreement.
5. A very important promise is likely to be clearly and unequivocally expressed.
6. In construing two provisions of a collective agreement, a harmonious interpretation is to be preferred over one which places them in conflict.
7. All clauses and words in a collective agreement should be given meaning if possible.
8. Where an agreement uses different words, it is presumed the parties intended the words to have different meanings.
9. Ordinary words in a collective agreement should be given their plain meaning.
10. Parties are presumed to know about relevant jurisprudence.

It is axiomatic that an arbitrator lacks authority to revise, amend or alter the terms of a collective agreement. Rather, the parties' intentions will be determinative, even if conditions may have changed or another meaning may seem more suitable to changed circumstances.

An arbitrator's sense of fairness or equity does not inform the interpretative exercise.

Application to the Circumstances of This Case

The language of Article 28.07 is not a model of clarity and I accept the interpretations advanced by both parties are linguistically possible. In that context, what is required is, with the assistance of the applicable interpretative principles, to glean the most likely intention of the parties in choosing the language they did.

In 1992, the parties replaced the words "*under CU & C Medical Plan*" with "*under the benefit plans*". The issue is whether they likely intended each benefit plan to be captured, as the CU&C plan had been, or that the benefit plans are to be treated as a group so that only a net reduction of all of the benefit premiums paid by the Employer would trigger Article 28.07.

There is common ground the general purpose of a provision such as the one in issue in this case, is to ensure an employer does not experience a windfall as a result of legislative change during the life of a collective agreement whereby a union would otherwise lose the opportunity to have any reduction in the costs borne by an employer that have been bargained, applied elsewhere in the monetary package: see for example *PSAC* at para 49; *Re United Rubber Workers, Local 232 v Goodyear Tire & Rubber Co. Ltd.* (1970) O.L.A.A. No. 15 (Weiler) (“United Rubber Workers”) at para 9, 26.

Such provisions are typically intended to prevent a windfall for either an employer or employees as a result of legislative action: see for example *Daily Racing Form* at para 12.

Parties typically bargain a wage package that includes monetary costs (including benefits). Legislative change provisions are typically intended to ensure a reduction in negotiated monetary costs as a result of mid-contract legislative action can be applied elsewhere in the cost package, at least until the parties can address the issue in bargaining: see for example *United Rubber Workers* at para 9,26.

There is no real dispute, and in any event I am satisfied in this case, the original legislative change language negotiated in 1968 was in reaction to anticipated government action in respect to medical care insurance. I also accept it was intended to restrict the Employer’s right to unilaterally determine how a reduction in MSP premiums was to be allocated by giving the Union a right be consulted and, failing a negotiated settlement, to have the disposition issue determined by arbitration, which is a substantive right: see for example *ICBC v COPE, Local 378* 2016 CanLII 62594 (McConchie); *B.C. Transit v CAW, Local 333* 2010 CanLII 86722 (Ready).

That provision also reflects the parties’ recognition of the importance of, and commitment to, consultation and negotiation in furtherance of developing harmonious labour relations as is reflected in the Collective Agreement preamble, for example.

It is apparent there were improvements to employee benefits in the 1992-94 Collective Agreement. It was open to the parties to have chosen language such as that suggested by the Employer which would have clearly established that Article 28.07 would apply if the premiums of any of the benefit plans was reduced as a result of legislative action.

It is worth noting that each benefit plan has its own Collective Agreement provision, is separate and distinct, with each premium calculated individually without regard to the other benefit premiums.

While other benefits were added to the Collective Agreement over the years, Article 28.07 remained unchanged for about 25 years. A reasonably drawn inference would be the parties saw MSP as the likely focus of potential legislative action, which has been borne out by the fact it is the only benefit plan that has been the subject of legislative action several times over the past 50 years. In that context, the pre-1992 language restricted the Employer’s ability to unilaterally determine the allocation of any reduction of MSP premiums.

The interpretation advanced by the Employer would require concluding the parties intended to limit the longstanding substantive protection previously afforded to a reduction of MSP premiums, which was the genesis of the provision, by agreeing such a reduction would only trigger Article 28.07 if there was a net reduction of all of the benefit premiums. That would

provide the Employer with an unfettered discretion to determine the allocation of any reduction in the premiums of an individual benefit plan, including MSP, absent a net reduction in the premiums of all of the benefit plans.

In my view, it would be reasonable to expect such a result to be reflected in much clearer and express terms than the language of Article 28.07.

I find when the parties replaced “*under CU&C Medical Plan*” with “*the benefit plans*” it is more likely they intended to add the other benefit plans and have the provision apply to them as it did previously to the CU&C plan.

Turning to the alternative argument advanced by the Employer to the effect there has not been an actual reduction for the purposes of Article 28.07, I begin by noting the Union acknowledges that if Article 28.07 is triggered, the overall cost to the Employer of the Article 28 benefit plans would be a relevant subject for discussions regarding any potential dispensation. However, the Union says the EHT is not a relevant factor primarily because it is a tax, not a premium as contemplated under Article 28.07.

Nature of EHT

In 1990, the Ontario government introduced an employer health tax to replace OHIP premiums. In those circumstances, arbitrators found that tax was enacted to fund the OHIP which met the employers' obligation to fund 100% of health care costs under the collective agreements in issue: see for example *Bell Canada; Daily Racing Form*.

In terms of B.C. situation, a review of Hansard and government documents provide some indication of the legislative intent and purpose of the EHT. In that regard, in the first reading of Bill 44, Minister of Finance Carol James stated the government was moving to eliminate MSP premiums and replace the lost revenue through the introduction of the EHT, as all other Canadian jurisdictions have done: see *Hansard* October 16, 2018 p. 5.

Government press releases regarding the EHT also clearly indicate its intended purpose as being to replace MSP premiums; see February 20, 2018 p. 2; July 4, 2018 p.1; October 16, 2018 p. 3. That intended purpose is also referenced in the Final Report of the MSP Task Force: *MSP Task Force “Tax Reform Proposals”* March 2018 p. 1.

Prior to the enactment of the *Regulation*, the previous system involved funding health care through the collection of individual premiums, the rates of which were set by the Commission or Cabinet. Article 28.03 of the Collective Agreement requires the Employer to maintain a “....*medical services plan contract for all employees...*” and to pay 100% of its premiums.

In my view, when that provision was negotiated, it is unlikely the parties were concerned with whether the MSP premium and its collection would be premium-like or tax-like.

The introduction of the *Regulation* relieved the Employer of the obligation to pay MSP premiums on behalf of eligible CUPE members.

I find the EHT is intended to replace MSP premiums. MSP continues to be provided, funded 100% by the Employer, on behalf of eligible CUPE members. Effective January 1, 2019, the Employer is obliged to pay both MSP premiums and the EHT.

The focus of Article 28.07 is on a potential windfall. I am satisfied the government introduced the EHT, a payroll tax of 1.95% of total remuneration paid by the Employer, to replace the lost MSP premium revenue and to fund the MSP. As part of the new scheme, MSP premiums were reduced by 50% in 2018 and 2019 and will be eliminated effective December 31, 2019. On the other hand, the EHT is to be paid at a 50% rate in 2019 and 100% effective January 1, 2020. The EHT replaces MSP premium payment entirely effective January 1, 2020.

While the medical services contract payments contemplated under Article 28.03 are no longer in the form of premiums, MSP is now funded by contributions by the Employer through the EHT. There can be little doubt or controversy those contributions are employee-related and made in respect to eligible CUPE members. I find the purpose of the EHT is to fund the MSP and the Employer in this case continues to be required to pay the cost of MSP, albeit now through the EHT.

On the evidence before me, beyond the circumstances for 2018 where the MSP premiums were reduced by 50% and the EHT was not yet in place, it is not entirely clear if, effective January 1, 2019, the EHT contributions will be precisely the same, more or less than the previous MSP contributions; however that is immaterial for the purposes of this decision.

While the Union argues there are public reports the EHT costs may be at least partially offset through some government assistance that is only speculative at this point and is not therefore a relevant consideration for the purposes of this decision.

Article 28.07 does not direct that any reduction of MSP premiums will result in the permanent increase in other Article 28 benefit plans. Rather, the provision only contemplates the parties will discuss the dispensation of any reduction.

Turning to the Employer's contention the reduction of MSP premiums is akin to a contribution holiday therefore does not create the windfall necessary to trigger Article 28.07 as was found in *PSAC* for example, I find the circumstances of this case to be distinguishable. The issue in *PSAC* was whether a contribution holiday in the payment of pension premiums was captured by a legislative change provision in that collective agreement, which directed that a premium reduction was to be used to permanently increase other benefits. The arbitrator found the contribution holiday was not the result of legislative action, was temporary but of unknown duration and in those circumstances, the legislative change provision was not intended to result in a permanent increase in other benefits.

As I understand it, contribution holidays generally occur where a benefit plan has a surplus which renders additional premium payments at least temporarily unnecessary. They are not typically the result of legislative action.

While in this case there were contribution holidays for EHB and Dental Plan premiums between 2014 and 2018, they were not the result of legislative action.

In this case, unlike the circumstances in *PSAC* for example, the MSP premium reduction occurred as the result of legislative action, as contemplated under Article 28.07. Article 28.07 refers only to a reduction and there is no temporal limitation on the reduction. Having said that, the provision does not direct the permanent increase in other Article 28 benefits but rather only that the parties are to discuss the dispensation of the reduction. Unlike the circumstances in *PSAC* for example, in this case the duration of the reduction in MSP premiums and their replacement by the EHT is temporary, but is known.

I find the EST to be a relevant factor in determining if there has been a reduction and, if so, its nature and amount, for the purposes of Article 28.07.

In summary, I find Article 28.07 of the Collective Agreement is engaged in the circumstances of this case. I also find the EHT to be a relevant factor in the determination of the extent and nature of the reduction of MSP premiums and in any potential discussions between the parties regarding dispensation.

Conclusion

For the reasons provided, I find the Union's grievance should be granted in part in respect to the immediate issue before me. I leave the issue of the actual reduction of the MSP premiums or its possible dispensation to the parties to discuss and resolve.

I retain jurisdiction to deal with any issues arising from this decision.

Dated in the City of Vancouver, this 15th day of March, 2019.

"MICHAEL FLEMING"
Arbitrator