
From: Ranjit Bharaj <Ranjitb@bcpsea.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Cc: Stephanie Loo <Stephaniel@bcpsea.bc.ca>
Sent: March 11, 2019 4:13:22 PM PDT
Received: March 11, 2019 4:13:14 PM PDT
Attachments: image001.jpg, s.13; s.17

Hi Ken.
s.13; s.17

Many thanks. Ranjit.

Ranjit Bharaj, CPHR Senior Labour Relations Advisor

D: 604 730 4519 | s.22 F: 604 730 0787
300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
www.bcpsea.bc.ca



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From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Ranjit Bharaj <Ranjitb@bcpsea.bc.ca>, Stephanie Loo
<StephanieL@bcpsea.bc.ca>, Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Sent: March 11, 2019 7:06:52 PM PDT
Received: March 11, 2019 7:06:54 PM PDT
Attachments: image002.png, image001.jpg, s.13; s.17
Hi Ranjit,

s.13; s.17

Thanks again,
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: Ranjit Bharaj <Ranjitb@bcpsea.bc.ca>
Sent: March 11, 2019 4:13 PM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>; Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Cc: Stephanie Loo <StephanieL@bcpsea.bc.ca>
Subject: s.13; s.17

Hi Ken.
s.13; s.17

Many thanks. Ranjit.

Ranjit Bharaj, CPHR Senior Labour Relations Advisor

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300 – 2889 East 12th Avenue Vancouver BC V5M 4T5
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s.13 ; s.17

From: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Sent: May 13, 2019 4:42:30 PM PDT
Received: May 13, 2019 4:42:32 PM PDT
Attachments: image002.jpg, image003.png, image001.png
Thanks Ken;

s.13; s.17

From: Dawson, Ken PSEC:EX
Sent: May 13, 2019 4:35 PM
To: Lv, Kingslin PSEC:EX
Subject: s.13; s.17

FYI.

From: Dawson, Ken PSEC:EX
Sent: May 13, 2019 4:35 PM
To: 'Leanne Bowes' <leanneb@bcpsea.bc.ca>
Cc: Maureen Carradice <Maureenc@bcpsea.bc.ca>
Subject: RE: s.13; s.17

Hi Leanne,
Thanks for the reminder. s.13; s.17

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: Leanne Bowes <leanneb@bcpsea.bc.ca>
Sent: May 13, 2019 3:59 PM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Maureen Carradice <Maureenc@bcpsea.bc.ca>
Subject: RE: s.13; s.17

Hi Ken,

Have you had a chance to look at this – 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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From: Leanne Bowes
Sent: April 27, 2019 1:40 PM
To: PSEC - Ken Dawson (<Ken.Dawson@gov.bc.ca>)
Cc: Maureen Carradice
Subject: s.13; s.17

Hi Ken,

s.13; s.17

Happy to discuss further if needed.

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
leanne@bcpsea.bc.ca | www.bcpsea.bc.ca



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From: Jason Reid [<mailto:jreid@saanichschools.ca>]
Sent: April-26-19 9:15 AM
To: Leanne Bowes
Cc: Maureen Carradice
Subject: s.13; s.17

Hello Leanne,

s.13; s.17

Let me know if you need anything else.

Regards,

Jason



JASON REID

Secretary Treasurer, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7304 s.22

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

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Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

From: Ranjit Bharaj <Ranjitb@bcpsea.bc.ca>
To: Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Sent: June 18, 2019 9:02:03 AM PDT
Received: June 18, 2019 9:02:09 AM PDT
Attachments: image001.png, image002.jpg, image003.png

Thanks Tim. I appreciate your feedback. I will advise the district. Ranjit.

From: Jah, Tim PSEC:EX [mailto:Tim.Jah@gov.bc.ca]
Sent: June 18, 2019 9:00 AM
To: Ranjit Bharaj; Dawson, Ken PSEC:EX
Cc: Lv, Kingslin PSEC:EX
Subject: s.13; s.17

Hi Ranjit,
s.13; s.17

Cheers,
Tim Jah
Director, Compensation Data and Research
Province of BC
Tel: 778-698-8538 | email: Tim.Jah@gov.bc.ca
Web: gov.bc.ca/PSEC

PSEC | Public Sector
Employers' Council
Secretariat

From: Ranjit Bharaj
Sent: June 18, 2019 8:53 AM
To: Jah, Tim PSEC:EX ; Lv, Kingslin PSEC:EX
Cc: Dawson, Ken PSEC:EX
Subject: s.13; s.17

Hi Tim.
s.13; s.17

Many thanks. Ranjit.

Ranjit Bharaj, CPHR, SHRM-SCP Senior Labour Relations Advisor

..... s.22
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From: Jason Reid [<mailto:jreid@saanichschools.ca>]
Sent: June 18, 2019 8:00 AM
To: Ranjit Bharaj; Kathryn Farr
Subject: s.13; s.17

Hi Ranjit,

I have a question. s.13; s.17
s.13; s.17

Regards,

Jason



JASON REID

Secretary Treasurer, Saanich Schools
2125 Keating Cross Road, Saanichton, BC V8M 2A5
(W) 250.652.7304 s.22

From: Ranjit Bharaj <Ranjitb@bcpsea.bc.ca>
Sent: June 5, 2019 12:04 PM
To: Jason Reid <jreid@saanichschools.ca>; Kathryn Farr <kfarr@saanichschools.ca>
Subject: s.13; s.17

Hi Jason.
s.13; s.17

Hope this makes sense. Thanks. Ranjit.

Ranjit Bharaj, CPHR, SHRM-SCP Senior Labour Relations Advisor

..... s.22
D: 604 730 4519

.....
F: 604 730 0787



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Please consider the environment before printing this email.

From: Jason Reid [<mailto:jreid@saanichschools.ca>]
Sent: June 5, 2019 10:39 AM
To: Ranjit Bharaj; Kathrynn Farr
Subject: s.13; s.17

Hi Ranjit,

s.13; s.17

Question

s.13; s.17

Regards,

Jason



JASON REID

Secretary Treasurer, Saanich Schools
2125 Keating Cross Road, Saanichton, BC V8M 2A5
(W) 250.652.7304 s.22

From: Ranjit Bharaj <Ranjitb@bcpsea.bc.ca>
Sent: June 5, 2019 8:11 AM
To: Kathryn Farr <kfarr@saanichschools.ca>; Jason Reid <jreid@saanichschools.ca>
Subject: s.13; s.17

Hi Jason.

s.13; s.17

s.13; s.17

Sorry for the confusion, it was a super nutty day yesterday. Ranjit.

Saanich CUPE

From: Rathbone, Chris PSEC:EX
s.15
To: Dawson, Ken PSEC:EX
Sent: July 15, 2019 2:52:45 PM PDT
Received: July 15, 2019 2:52:47 PM PDT
Attachments: speakingnotes.pdf

Saanich CUPE message to members... the attached "speaking notes" are quite something.

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FW: Saanich CUPE

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
To: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>, Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>
Sent: July 15, 2019 4:56:52 PM PDT
Received: July 15, 2019 4:56:54 PM PDT
Attachments: speakingnotes.pdf

FYI – BCPSEA, PSEC, and SD63 are meeting later in August to try and address some of the issues with this local bargain.

From: Rathbone, Chris PSEC:EX
Sent: July 15, 2019 2:53 PM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Subject: Saanich CUPE

Saanich CUPE message to members... the attached “speaking notes” are quite something.

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From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>
Cc: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Sent: August 12, 2019 11:16:38 AM PDT
Received: August 12, 2019 11:16:40 AM PDT

Hi Keith

s.13; s.17

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

On Aug 12, 2019, at 11:02 AM, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca> wrote:

s.13; s.17

Thanks!

IN THE MATTER OF AN ARBITRATION
UNDER THE LABOUR RELATIONS CODE OF B.C.

BETWEEN:

SCHOOL DISTRICT NO. 63 (SAANICH)
(the "Employer")

AND:

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 441
(the "Union")

(MSP Premium grievance)

ARBITRATOR:	Michael Fleming
COUNSEL:	Carmela Allevato, for the Union David Wollias, for the Employer
DATE OF HEARING:	May 01, 2019
DATE OF CLOSE OF SUBMISSIONS:	May 18, 2019
DATE OF AWARD:	June 06, 2019

Nature of Issue and Procedural Background

On April 30, 2018, the Union filed a policy grievance alleging the Employer had violated Article 28.07 of the Collective Agreement by its purported unilateral dispensation of Medical Services Plan ("MSP") premiums contrary to that provision.

The grievance raised two issues. First, was there a reduction of premiums? Second, if so, how should its dispensation occur?

On March 15, 2019, I issued an award (the "First Award") dealing with the first issue, granting the Union's grievance in part, concluding that Article 28.07 had been engaged. The second issue was left to the parties; however they were unable to resolve the issue and accordingly this decision involves the amount of any reduction of MSP premiums and its dispensation.

The Collective Agreement expires on June 30, 2019. Given the parties are now or will very soon be engaged in bargaining to negotiate a renewal collective agreement, this issue requires an expeditious answer. In that context, while I have carefully considered all the evidence and the parties' submissions, only those necessary for my decision are canvassed below.

Factual Background

The factual and historical background to this issue is extensively reviewed in the First Award and will not be repeated here. Only the facts necessary for this decision are set out below

Effective January 01, 2018 the provincial government amended the *Medical and Health Services 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 required to pay 100% of medical insurance premiums on behalf of all eligible CUPE members.

MSP premiums paid by B.C. employers are to be replaced by an Employer Health Tax (the "EHT"). Effective January 01, 2019 the Employer began paying the EHT in a phased manner. In 2019, the Employer is required to pay 50% of MSP premiums and 50% of the EHT. The EHT will replace MSP premiums in 2020, and the Employer will be required to pay 100% of the EHT at that time.

The First Award found both that the intended purpose of the EHT was to replace MSP premiums (para 83) and effective January 01, 2019, the Employer was required to pay both MSP premiums (at 50%) and the EHT (at 50%).

EHT is a payroll tax of 1.95% of total remuneration paid by the Employer to replace lost MSP premium revenue and to fund the MSP (para 88 First Award). MSP premiums are now funded by EHT contributions through the EHT (para 89 First Award).

The First Award also found it was not clear if, as of January 01, 2019, the Employer's EHT contributions would be precisely the same, more or less than the previous MSP premium payments.

Article 28.07 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.

The Evidence

The *viva voce* evidence at the hearing was limited to that provided by Jason Reid, the Secretary Treasurer of School District No. 63. In his evidence, Mr. Reid acknowledged in 2018 the Employer's liability for MSP premiums for CUPE members had decreased by \$ 251, 912.50. He went on to testify that while over the life of the current Collective Agreement (which began in 2014) the cost of MSP premiums had increased in some categories while decreasing in others, there had been an overall increase in the Employer's MSP premium cost between 2014 and 2018. Mr. Reid calculated that, using 2014 as the baseline, if the Employer's increased MSP premium costs for CUPE members were considered, the actual "savings" for the Employer over that period was \$ 6, 048.96.

Mr. Reid acknowledged the provincial government had agreed to provide funding through a grant to offset the Employer's EHT cost. However, he said that funding did not cover the entire EHT cost to the Employer.

Mr. Reid testified the Employer's total MSP premium cost for all of its employees for the 2016/ 2017 fiscal year was approximately one million dollars and the combined MSP and EHT cost for the 2018/ 2019 fiscal year was estimated to be \$ 1.22 million, or \$220,000.00 more than the Employer's 2017 MSP liability. He said the estimated Employer's EHT cost for CUPE members for the first six months of 2019 was \$159,500.00. He went on to testify the grant of \$ 177,761.00 provided by the provincial government to the Employer was for all employees, not only CUPE members, for the first six months of 2019 and was intended to partially offset the EHT cost. Mr. Reid testified the government grant only funded the difference between the Employer's MSP premium costs in 2017 and the combined cost of MSP premiums and the EHT in the first six months of 2019 (the "Incremental Amount").

Mr. Reid also noted that a Ministry official had advised B.C. School District Secretary Treasurers in a meeting that the government grants would not likely fund the entire Incremental Amount as a result of the savings in MSP premiums by School Districts in 2018 flowing from the 50% premium reduction that year.

Positions of the Parties

The Union

The Union submits this is an interest arbitration and, in that regard, the relevant applicable principles are succinctly reviewed in *Thompson Rivers University v Thompson Rivers University Open Learning Faculty Association* 2012 CarswellBC 1430 (Hall). The Union says the first principle is that interest arbitrators replicate the result that would have occurred had the parties concluded collective bargaining, analyzing objective data and not on a subjective or speculative basis: *Beacon Hill Lodges of Canada and H.E.U.* (1985) 19 L.A.C. (3d) 288 (Hope) ("Beacon Hill"). The Union goes on to say interest arbitration decisions are based on evidence of patterns in comparable circumstances.

The Union submits the second relevant principle involves having regard to what is fair and reasonable, based on a reasonable range of comparators, even if one of the parties could have imposed more extreme terms.

Third, interest arbitration is a conservative process which is intended to supplement and assist the bargaining relationship. In that context, interest arbitrators follow bargaining trends and do not set them.

Finally, as a result of that reluctance to innovate, interest arbitrators generally rely on historical patterns of negotiated settlements.

The Union notes that in his evidence Mr. Reid referred to "savings" over the life of this Collective Agreement; however, Article 28.07 uses the term "reduction", not "savings". The Union says that while Mr. Reid and the tables compiled and relied upon by the Employer are based on 2014 as providing the baseline, the only "reduction" to MSP premiums occurred in 2018 as a result of legislative action.

The Union submits that Mr. Reid agreed the government grant is intended to offset the cost of the EHT to the Employer

The Union says the actual reduction in 2018 MSP premium costs to the Employer was \$251,912.50 and that is the amount for dispensation in respect to 2018.

The Union submits the Employer has or will receive a grant of \$584,971.00 as of March 2019 from the provincial government to offset the cost of the EHT in 2019, which means the cost of the EHT is not being paid by the Employer.

The Union goes to say for the first six months of 2019, the calculation for the amount for dispensation is straightforward. It is one-half of the 2018 premium reduction; i.e. \$125,956.25. That means the total figure for dispensation during this Collective Agreement is \$ 377,868.75.

The Union submits that, based on the Employer's documents, the Employer has received considerable additional government funding, has an operating surplus of over \$ 4 million and clearly has the ability to pay the dispensation.

The Union argues that in applying the relevant interest arbitration principles, the parties would not have agreed to dispense the reduction on the basis now advocated by the Employer. The

Union says the Employer's calculation of the reduction is not within the reasonable range of comparators and there are no bargaining trends reflecting this Collective Agreement language. Consequently, the amount of the dispensation should be that advocated by the Union. The Union goes on to say those monies should be paid directly to the Union which intends to submit the method of dispensation to a vote by CUPE members.

Finally, while acknowledging this Collective Agreement expires June 30, 2019, the Union says the MSP premium reduction is ongoing beyond that date. Consequently, the Union seeks a declaration that CUPE members are entitled to recover MSP premium reductions from January 01, 2018 and continuing beyond the expiry of the current Collective Agreement.

The Employer

The Employer submits Article 28.07 refers to a "reduction". The amount of a reduction as a result of changes to MSP premiums, is a matter of collective agreement interpretation. The Employer goes on to argue the issue of the dispensation of the reduction is a matter of interest arbitration.

Amount of Reduction

The Employer submits the applicable arbitral interpretive principles are well-established: see for example *Pacific Press v Graphic Communications International Union, Local 25-C* (1995) B.C.C.A.A.A. No. 637 (Bird) at para 27.

The Employer goes on to say several additional interpretive principles are also well-established and uncontroversial. First, parties are presumed not to intend anomalous and unreasonable results. Interpretation of the language of a collective agreement is to be rational and within the parameters of reasonable expectations: see for example *TBC Teletheatre British Columbia v Office and Professional Employees' International Union, Local 378* (2002) B.C.C.A.A.A. No. 68 (Foley) at para 25; *Health Employers' Association of B.C. (Beacon Hill Lodge) v Hospital Employees' Union* (1998) B.C.C.A.A.A. No. 15 (Gordon) at para 36.

Second, parties to a collective agreement are presumed to only provide for significant obligations or benefits through clear language: *C.H. Cates and Sons Ltd. v Office and Technical Employees' Union, Local 15* (1994) B.C.C.A.A.A. No. 157 (Germaine) at para 30; *Lake District Maintenance Ltd (LDM) v B.C. Government and Service Employees' Union* (2012) B.C.C.A.A.A. No. 91 (Keras) at para 36-40.

The Employer submits that based on the express findings in the First Award, including that the EHT is intended to replace MSP premium, it is a relevant factor in determining both whether there has been an actual reduction and its nature, (paras 87 and 98) as well as that the purpose of Article 28.07 is to prevent a "windfall" as a result of legislative change, the first issue to be determined in this case is whether or not there has been a "reduction" requiring dispensation for the purposes of Article 28.07. That in turn requires a determination of the period over which the reduction is to be measured; i.e. is the reduction to be measured only having regard to MSP premiums payable on December 31, 2017 or having regard to the premiums at the time of the commencement of the Collective Agreement (i.e. 2014)?

The Employer's position is that, based on the language of Article 28.07, the reduction is to be measured having regard to the premiums existing at the commencement of this Collective Agreement. The Employer submits the trigger for the operation of Article 28.07 is whether,

during the life of the Collective Agreement, the premium is reduced. The Employer says that necessarily invites a comparison between rates during the life of the Collective Agreement to determine if legislative change has resulted in an actual reduction.

The Employer argues that if the premiums increase over the life of the Collective Agreement, as they have, the Employer will not have enjoyed a windfall by a reduction because at the time of the legislative action the Employer was paying more for premiums than was originally bargained in 2014.

The Employer submits the parties did not intend for MSP premium increases to be ignored during the life of the Collective Agreement because each increase would become the new "floor". That would not be consistent with the express language of Article 28.07 that the reduction is to be considered *...during the life of the agreement....*

The Employer posits several hypothetical examples to illustrate its position. In that regard it says it is possible MSP premiums could be increased then subsequently decreased somewhat as a result of legislative action. The Employer says on the Union's analysis, the decrease would constitute a "reduction" even though the MSP premium rates had actually been increased.

The Employer poses another hypothetical example where MSP premiums are increased for a period of time, then decreased resulting in the Employer paying the same rate during the life of the Collective Agreement. The Employer goes on to say that on the Union's analysis, the latter decrease would constitute a "reduction" for dispensation.

The Employer argues the amount of the reduction must, based on the language of Article 28.07, reflect the MSP premiums paid during the life of the Collective Agreement and not at a particular point in time during the Collective Agreement. The Employer says that view is supported by the practical reality that the Employer's MSP premium costs vary depending on factors such as changes in the number of employees or in categories of coverage (for example changes from individual to family).

The Employer says, on the evidence, the MSP premiums in 2015, 2016 and 2017 were all higher than at the commencement of the Collective Agreement in 2014. As well, the combined MSP premium and EHT costs for the first six months of 2019 were higher than the MSP premium costs in 2014. The only year the MSP premium costs were lower than 2014 was in 2018.

The Employer argues, if the MSP premiums paid during the Collective Agreement are considered, as it says the Collective Agreement contemplates, the actual reduction the Employer will enjoy will be \$ 6,408.96, which is the proper amount for dispensation for 2018.

The Employer acknowledges the provincial government has provided a grant to offset the cost of the EHT to the Employer. However, the Employer submits the figure of \$584,971.00 relied upon by the Union is for the 2019/2020 fiscal year. It therefore relates to the period after the expiry of the Collective Agreement and has no bearing on this arbitration. The Employer also notes that figure is in respect to all employees and not only CUPE members.

The Employer says that the EHT government grant began in 2019 and only partially funds the Incremental Amount. More specifically, the EHT cost to the Employer for 2018/2019 will be about \$ 720,000.00 for all employees. The Employer says its EHT cost for CUPE members for the first six months of 2019 is \$159,500. The government grant for the first six months of 2019

to offset the EHT is \$ 177, 761.00 for the entire workforce; however CUPE members are a minority of the total workforce which illustrates the grant is only intended to partially offset the Incremental Amount.

The Employer submits that, in the alternative, if the incremental funding of the EHT is considered relevant to the calculation of the amount of the reduction for 2019, at most that amount would be \$69,107.00. Taken together with the \$ 6,408.96, the maximum possible amount for dispensation would be \$75,515.96, not the \$ 377,868.75 asserted by the Union.

The Employer says the Union essentially seeks to have the Employer's EHT liability ignored; however, it clearly remains an additional liability for the Employer. The Employer goes on to say The Union's position is also contrary to the finding in the First Award to the effect the EHT is a relevant factor in determining if there has been a reduction, and if so, its amount. The Employer says the EHT is simply the MSP premium by another name. It is an obligation borne by the Employer to contribute money to the government to fund health care.

The Employer submits my remedial authority does not extend beyond the term of the current Collective Agreement (June 30, 2019) to consider the issue of savings or reduction beyond that time. The Employer says Article 28.07 expressly contemplates unanticipated legislative change during the life of the Collective Agreement. At the end of this Collective Agreement, the parties will have an opportunity to address the legislative change and negotiate what should happen as a result.

Finally, the Employer says arbitral jurisdiction arises from this Collective Agreement and any potential reductions that might occur in future are outside that jurisdiction. In any event, the issue of future reductions and dispensation would be entirely speculative.

Dispensation

The Employer argues the manner of dispensation is a matter of interest arbitration which is guided by four well-known basic principles. First, an arbitrator is to replicate what the parties themselves would have likely negotiated had they been able: *Beacon Hill*; *Western Canadian Coal Corp v Construction Allied Workers' Union, Local 68* (2010) B.C.C.A.A.A. No. 127 (Ready) at para 8 ("Western Canadian Coal"); *Nelson (City) v Nelson Professional Fire Fighters Association* (2010) B.C.C.A.A.A. No. 174 (McPhillips) ("Nelson").

Second the interest arbitration process must be done on the basis of objective evidence: *Beacon Hill* at p. 304.

Third, interest arbitration is a conservative exercise where historical patterns of negotiated settlements carry considerable weight. Breakthroughs are to be avoided: *Nelson* at para 8; *Ontario v Ontario Public Service Employees' Union, Correctional Services Bargaining Unit* (2016) O.L.A.A. No. 337 (Burkett) at para 22.

Fourth, an arbitrator's sense of social justice or fairness is not to be substituted for market and economic realities: *Surrey (City) v Surrey Fire Fighters Assn.* (2011) B.C.C.A.A.A. No. 50 (McPhillips) at para 15; *Board of School Trustees, School District No. 1 (Fernie) v Fernie Teachers' Association* (1983) 8 L.A.C. (3d) 157 (Dorsey); *Okanagan Mainline Municipal Labour Relations Association and International Assn. of Firefighters, Locals 953, 1399, 1746* (1989) 6 L.A.C. (4th) 323 (Hope) at p. 331.

The Employer submits in determining the outcome parties would have reached, arbitrators consider relevant objective factors such as the economic climate in which bargaining occurs, comparable collective agreements in the same industry, comparable collective agreements in the same geographic region, the financial circumstances and viability of the employer: see *Western Canadian Coal* at para 12.

The Employer submits that while interest arbitration principles are usually applied as an alternative to collective bargaining, they can also apply where parties agree to have a particular issue determined by arbitration where the parties are unable to reach an agreement themselves: *B.C. Public School Employers' Assn. v B.C. Teachers Federation* (2005) B.C.C.A.A. No. 199 (Kinzie) at para 33-34.

The Employer says, as is reflected in the arbitral jurisprudence, there are two primary types of dispensations of reductions in premiums during the life of a collective agreement. The most common is for the reduction to be applied to increase other collective agreement benefits: *P.S.A.C. and Alliance Employees' Union, Units I, II, & X (Re)*, (2002) O.L.A.A. No. 953 (Devlin); *Canadian Union of Labour Employees v Public Service Alliance of Canada* (2005) C.L.A.D. No. 430 (Chapman); *Alberta and Northwest Territories (District McKenzie) Regional Council of Carpenters and Allied Workers, Local 2010 v Atco Structures & Logistics Ltd.* (2015) A.G.A.A. No. 19 (Wallace); *Bell Canada v Communications & Electrical Workers of Canada (Re)* (1993) C.L.A.D. No. 1202 (Picher). The Employer also points to several collective agreement examples in the B.C. education sector: 2014-2019 Collective Agreement between School District No. 59 (Peace River South) and B.C. Government and Service Employees Union, Local 710; 2014-2019 Collective Agreement between School District No. 81 (Fort Nelson) and B.C. Government and Service Employees Union, Local 710.

The Employer submits the second primary method of dispensation is for monies arising from a reduction in premiums to be made directly to the employees: *Re Borough of York Hydro Union, Canadian Union of Public Employees, Local 208 and Borough of York* (1970) O.L.A.A. No. 18 (Weiler); *Daily Racing Form of Canada Ltd. v Toronto Typographical Union* (1991) 22 C.L.A.S. 127 (Fisher); *University of Calgary v University of Calgary Faculty Assn.* (2010) A.G.A.A. No. 40 (Tettensor); *United Nurses of Alberta, Locals 32, 33, 62, 85, 196 and 301 v Capital Health Authority* (2004) A.G.A.A. No. 64 (Tettensor).

The Employer also points to a number of examples of this method in the following education sector collective agreements: 2014-2019 Collective Agreement between School District No. 35 (Langley) and Canadian Union of Public Employees, Local 1260; 2014-2019 Collective Agreement between School District No. 35 (Langley) and Canadian Union of Public Employees, Local 1851.

The Employer says it is unaware, and the Union has not pointed to, any examples of payments relating to premium reductions being made directly to a union. The Employer goes on to say the pattern is that monies arising from premium reductions are used to either increase other collective agreement benefits or are paid directly to employees.

The Employer submits that in this case, neither party sought to have any reduction applied to other existing benefit plans. The Employer argues that the Union's position that the funds be paid directly to it would constitute a type of breakthrough, which would be inconsistent with interest arbitration principles.

The Employer says under this Collective Agreement, the Employer pays MSP premiums on behalf of employees and not on behalf of the Union. The Employer submits that, but for Article 28.03, employees would be responsible to pay MSP premiums out of their own pockets. That obligation has nothing to do with the Union.

Finally, the Employer submits that a proper application of the interest arbitration principles must result in the dispensation of any reduction being made directly to employees employed as of the date of this award.

Analysis and Decision

The First Award reached the following conclusions at paragraphs 86-91 which provide guidance to the issue at hand in this case:

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

87 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.

88 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.....

89 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.

90 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.

91 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.

The First Award concluded Article 28.07 was engaged and the EHT was a relevant factor in determining the extent and nature of the reduction of MSP premiums.

The remaining issue involves determining the amount of the reduction and its proper dispensation. The issue raised in that regard relates to the meaning of the language of Article

28.07. More specifically, in agreeing to the language of Article 28.07 and in particular the phrase “during the life of the agreement”, did the parties intend for any reduction of benefit premiums, in this case medical insurance premiums, to be considered or calculated over the life of the Collective Agreement, at least up to the time of legislative change, as asserted by the Employer? I find the issue of the amount of the reduction involves the interpretation and application of the Collective Agreement.

The well-known applicable principles of collective agreement interpretation were reviewed in the First Award (para 63-66) and will not be repeated here.

It is useful to bear in mind the context within which the language was originally negotiated. As noted in the First Award, the original language was agreed to in anticipation of possible government action in respect to medical care insurance. What was unknown was the timing and precise nature of potential legislative action. The purpose of the provision is to prevent a windfall to the Employer by providing a measure of protection against a possible reduction of medical insurance premiums occurring during the life of the collective agreement as a result of legislative action, which would mean the parties would be unable to deal with the issue through collective bargaining.

The interpretation advocated by the Employer based on the phrase “during the life of the agreement” would mean concluding the parties intended for the reduction in premiums resulting from legislative action be calculated over the life of the Collective Agreement, using 2014 as the base line.

Article 28.03 provides the Employer is responsible for paying medical insurance premiums on behalf of all employees. It says nothing about a cap or limitation on the Employer's liability in that regard. It therefore contemplates the obligation exists irrespective of increases in premium costs.

Article 28.07 deals with possible reductions in premiums as a result of legislative change. It is reasonable to assume that when the language was negotiated the parties would have been aware that premium costs may increase or decrease over the life of the Collective Agreement. In fact, during the life of this Collective Agreement there have been changes (including decreases) to premiums in different MSP categories; however, there was an overall increase in MSP premiums between 2014 and 2018.

Article 28.07 provides the Union with a right to be consulted about the dispensation of a premium reduction and if the dispensation cannot be agreed upon, to have that issue resolved through arbitration. There is no express language providing how any reduction is to be calculated, and certainly no language indicating the date of the execution of the Collective Agreement is to provide a base line in that regard.

In my view, the position advanced by the Employer would constitute an important promise or limitation which it would be reasonable to assume would have been express if that had been the parties' actual intention.

In addition, the fact Article 28.07 only contemplates discussion and arbitration in respect to a dispensation is indicative of the parties' understanding that the fact of a reduction of premiums would likely be self-evident, with the resulting focus of the provision being on the process for its dispensation.

Under all the circumstances, I find the parties' most likely intention to have been that the provision is to provide protection against a premium reduction as a result of legislative change at any point during the life of the Collective Agreement. In the context of Article 28.03, which at least inferentially contemplates premiums may increase or decrease, I find Article 28.07 to be triggered by legislative action and that the parties most likely intended the matter of whether or not there has been a reduction is to be determined based on the relatively straightforward basis of the premiums being paid at that time.

I find the intended timeframe for the application of Article 28.07 to be when the MSP premiums were reduced by 50% by legislative action; i.e. 2018. I find the amount of the reduction to be \$ 251,912.50 for 2018. I note early in the process, the Employer indicated that amount should be reduced by \$7,000.00. However, the basis for that amount is not clear.

2019

In the 2019-2020 fiscal year, the Employer is required to pay 50% of MSP premiums and 50% of the EHT, which is calculated at a rate of 1.95% of the Employer's total payroll. In 2020, the EHT will replace MSP premiums entirely.

Turning to the issue of the amount of any reduction for the first six months of 2019, while the Union asserts the reduction for the purposes of Article 28.07 is simply one-half of the MSP premiums that the Employer would have otherwise been obliged to pay, that does not reflect the fact the EHT is replacing the MSP.

I accept the Employer's total cost for MSP premiums for the 2016/ 2017 fiscal year was approximately one million dollars for all employees. I also accept the projected combined cost for MSP premiums and the EHT in the 2018/ 2019 fiscal year for all employees will be 1.22 million dollars, an increase of \$ 220,000. The total cost for MSP premiums for all employees will be approximately \$ 500,000.00 and about \$ 720,000.00 for the EHT.

I find the reduction in the MSP premium cost to the Employer for CUPE members in 2018 as a result of legislative action was \$ 251,912.50. The reduction of MSP premiums for the first half of 2019 would be one-half of that amount. However, the EHT replaces the MSP premiums and the combined total of the two of them is more than the Employer's MSP liability at the time of the legislative action. There is therefore no reduction. However, the government provided a temporary grant to the Employer to offset the cost of the EHT. While the Union contends the government grant will be \$584,971.00 for all employees, that amount is for the 2019/2020 fiscal year. The estimated grant for the first half of 2019 for all employees is \$177,761.00. The amount attributable to CUPE members is a portion of that amount.

On the evidence available, I find the government grant, at least for the first half of 2019 is not intended to cover the entire cost of the EHT to the Employer. Rather, it is only intended to cover the difference between the amount the Employer would have been obliged to pay for MSP premiums and the combined amount of the MSP premiums and EHT for the first six months of 2019.

The amount of the reduction for the purposes of Article 28.07 could only be at most, the amount the grant reduces the combined MSP premiums and EHT for the first half of 2019 below what the Employer would have otherwise paid as MSP premiums for CUPE members during that

period. The amount of any such reduction is not entirely clear on the evidence and the parties are best situated to determine its amount (if any).

Turning to the issue of the dispensation of the reduction, while this is not a typical interest arbitration, I find the interest arbitration principles provide some guidance in the circumstances of this case.

Neither party advocates that any reduction is to be applied to increase other Collective Agreement benefits.

I accept a common method for dispensation of reductions of premium payments in collective agreements, including in comparable collective agreements, is they are made directly to employees.

In this case, but for Article 28.03, every eligible CUPE member would pay their own MSP premiums. That is a liability personal to each employee. Under Article 28.03, the Employer assumes that liability on behalf of each eligible CUPE member. The Union has no role in that other than to negotiate and administer the provision.

In my view, absent a cogent, compelling basis to do otherwise, which I do not find here, I find the most appropriate course is that the reduction be paid directly to each CUPE member.

Bearing in mind all the circumstances, the applicable arbitration principles as well as efficiency and certainty considerations, I find the reduction should be paid directly to CUPE members employed as of the date of this award.

Finally, turning to the Union's position there should be a declaration regarding a reduction beyond the term of this Collective Agreement, I begin by noting that arbitration is the mechanism to resolve disputes during the life of a collective agreement. It is axiomatic an arbitrator's jurisdiction flows from a particular collective agreement. That is reflected in Section 82 (1) of the B.C. Labour Relations Code (the "Code"), which says the purpose of arbitration is to provide a mechanism for resolving disputes under the terms of a collective agreement.

Section 82 (2) of the *Code* provides arbitrators are to have regard to the real issue in dispute and Section 89 provides arbitrators have the authority necessary to resolve disputes arising under a collective agreement.

I have provided an answer to the issues relating to the interpretation and application of Article 28.07 of this Collective Agreement. That agreement ends on June 30, 2019 and the parties will negotiate a renewal agreement. They are aware of the elimination of MSP premiums and the introduction of the EHT and will be able to deal with any potential ramifications of that in bargaining.

To the extent to which I may arguably have jurisdiction to make a finding beyond the end of this Collective Agreement, I decline to do so as I find the issue is properly a matter for collective bargaining.

Conclusion

For the reasons provided, I find the MSP premiums paid by the Employer on behalf of CUPE members were reduced by \$ 251,912.50 for 2018 as a result of legislative change. That is the amount for dispensation in respect to 2018.

For the first six months of 2019, the dispensation is the amount the government grant paid to the Employer to offset the cost of the EHT reduces the combined cost of MSP premiums and the EHT below the cost the Employer would have otherwise paid for MSP premiums (based on the 2017 figure). On the evidence I am not certain what that amount may be and the parties are best situated to determine the amount of the reduction (if any).

For the reasons provided, I find the dispensation should be paid directly to CUPE members employed as of the date of this award.

Finally, for the reasons provided, to the extent to which I arguably have jurisdiction to make a finding regarding a premium reduction beyond the end of this Collective Agreement, I decline to do so as that is properly a matter for collective bargaining, which if it has not already begun, will commence shortly.

Dated in the City of Burnaby, this 6th day of June, 2019.

"MICHAEL FLEMING"
Arbitrator

s.13; s.17

From: Lv, Kingslin PSEC:EX^{s.15}
s.15
-Lv, Kingslin FIN:>
To: Dawson, Ken PSEC:EX, Jah, Tim PSEC:EX
Sent: August 20, 2019 2:52:09 PM PDT
Received: August 20, 2019 2:52:00 PM PDT

s.13; s.15; s.17

Thanks,
Kingslin~

From: Lv, Kingslin PSEC:EX
Sent: August 19, 2019 4:12 PM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>; Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>
Subject: RE: s.13; s.17

s.13; s.17

Thanks,
Kingslin

From: Dawson, Ken PSEC:EX
Sent: August 19, 2019 3:00 PM
To: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>; Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>
Subject: FW: s.13; s.17

As discussed.

From: Renzo Del Negro <renzod@bcpsea.bc.ca>
Sent: August 8, 2019 12:00 PM
To: Alan Chell s.22 Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Ranjit Bharaj <Ranjitb@bcpsea.bc.ca>; Maureen Carradice <Maureenc@bcpsea.bc.ca>; Rosalie Cress <RosalieC@bcpsea.bc.ca>; Janet Stewart <JanetS@bcpsea.bc.ca>
Subject: Fwd: s.13; s.17

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: Jason Reid <jreid@saanichschools.ca>
Date: August 8, 2019 at 11:52:15 AM PDT
To: Renzo Del Negro <renzod@bcpsea.bc.ca>
Cc: Dave Eberwein <deberwein@saanichschools.ca>
Subject: s.13; s.17

Hi Renzo,

s.13; s.17

Page 071 of 454

Withheld pursuant to/removed as

s.13 ; s.17

Regards,

Jason



JASON REID
Secretary Treasurer, Saanich Schools
2125 Keating Cross Road, Saanichton, BC V8M 2A5
(W) 250.652.7304 s.22

RE: Thank you

From: Renzo Del Negro <renzod@bcpsea.bc.ca>
To: Victoria Martin <vmartin@saanichschools.ca>, ken.Dawson@gov.bc.ca, Kingslin.Lv@gov.bc.ca, s.22 | F: 604 730 0787
PSEC:EX
Cc: Alicia Holman <aholman@saanichschools.ca>, Robyn Reid <rreid@saanichschools.ca>, Jason Reid <jreid@saanichschools.ca>, Kathryn Farr <kfarr@saanichschools.ca>, Dave Eberwein <deberwein@saanichschools.ca>
Sent: August 27, 2019 4:05:32 PM PDT
Received: August 27, 2019 4:05:40 PM PDT
Attachments: image001.jpg, image002.png

Thank you Victoria. Your comments are much appreciated. I am hopeful there is a resolution that can be found soon that addresses everyone's concerns including those of CUPE.

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: Victoria Martin [mailto:vmartin@saanichschools.ca]
Sent: August 27, 2019 1:11 PM
To: Renzo Del Negro; ken.Dawson@gov.bc.ca; Kingslin.Lv@gov.bc.ca; s.22
Cc: Alicia Holman; Robyn Reid; Jason Reid; Kathryn Farr; Dave Eberwein
Subject: Thank you

Dear Renzo, Ken, Alan and Kingslin,

Thank you all so much for taking the time to meet with us in Saanich last Tuesday.

Your willingness to acknowledge the issue and its attendant complications, as well as your participation in problem solving was greatly appreciated by all of us. We are hopeful of a successful resolution to the current impasse based on our discussions.

I will be sharing the general tenor of our meeting with the Board. I'm sure trustees will be grateful, as were those of us in the meeting, for your engagement.

Victoria Martin
Chair
Board of Education
SD63 (Saanich)

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
To: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Sent: August 29, 2019 9:02:13 AM PDT
Received: August 29, 2019 9:02:15 AM PDT
Attachments: image001.png
FYI for you KL!

From: Draper, Kindree PSEC:EX
Sent: August 29, 2019 9:01 AM
To: Aaron, Sage PREM:EX ; Dinicol, Sam GCPE:EX ; Farrance, Melissa EDUC:EX ; Fillion, Corinna GCPE:EX ; Harrison, Veronica EDUC:EX ; Lawson, Liam FIN:EX ; Smith, George PREM:EX ; Smith, Jimmy GCPE:EX ; Spilker, Robyn FIN:EX ; Yano, Brady FIN:EX
Cc: Robb, Katie GCPE:EX ; Youngs, Kirsten R GCPE:EX ; 'Deborah Stewart' ; Tackaberry, Emily GCPE:EX ; Leslie, Sean GCPE:EX
Subject: s.13; s.17

Release is out now:

Date: August 29, 2019 at 8:43:10 AM PDT
Subject: News release: CUPE K-12 Local takes strike vote in Saanich

Sisters and Brothers,

For your information and distribution. To view this [news release](https://www.cupe.bc.ca/cupe_k_12_local_takes_strike_vote_in_saanich) visit,
https://www.cupe.bc.ca/cupe_k_12_local_takes_strike_vote_in_saanich.

In solidarity,

Jodi Andre
Support Staff – Communications Department
CUPE BC Regional Office
cope491

CUPE K-12 Local takes strike vote in Saanich

-30-

Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

From: Draper, Kindree PSEC:EX

Sent: August 29, 2019 8:32 AM

To: Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>; Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>; Farrance, Melissa EDUC:EX <Melissa.Farrance@gov.bc.ca>; Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>; Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>; Lawson, Liam FIN:EX <Liam.Lawson@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>; Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>

Cc: Robb, Katie GCPE:EX <Katie.Robb@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; 'Deborah Stewart' <deborahs@bcpsea.bc.ca>; Tackaberry, Emily GCPE:EX <Emily.Tackaberry@gov.bc.ca>; Leslie, Sean GCPE:EX <Sean.Leslie@gov.bc.ca>

Subject: s.13; s.17

Hello

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

PSEC

Public Sector
Employers' Council
Secretariat

From: Lv, Kingslin PSEC:EX^{s.15}
s.15
To: Draper, Kindree PSEC:EX
Sent: August 29, 2019 9:57:36 AM PDT
Received: August 29, 2019 9:57:00 AM PDT
Attachments: image002.png

s.13; s.17

From: Draper, Kindree PSEC:EX
Sent: August 29, 2019 9:02 AM
To: Lv, Kingslin PSEC:EX
Subject: FW: Heads-up: SD63 CUPE Local 441 -- Positive Strike Vote NR

FYI for you KL!

From: Draper, Kindree PSEC:EX
Sent: August 29, 2019 9:01 AM
To: Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>; Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>; Farrance, Melissa EDUC:EX <Melissa.Farrance@gov.bc.ca>; Filion, Corinna GCPE:EX <Corinna.Filion@gov.bc.ca>; Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>; Lawson, Liam FIN:EX <Liam.Lawson@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>; Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>
Cc: Robb, Katie GCPE:EX <Katie.Robb@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; 'Deborah Stewart' <deborahs@bcpsea.bc.ca>; Tackaberry, Emily GCPE:EX <Emily.Tackaberry@gov.bc.ca>; Leslie, Sean GCPE:EX <Sean.Leslie@gov.bc.ca>
Subject: s.13; s.17

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In solidarity,

Jodi Andre
Support Staff – Communications Department
CUPE BC Regional Office
cope491

CUPE K-12 Local takes strike vote in Saanich

Copyright

-30-

Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

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Sent: August 29, 2019 8:32 AM

To: Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>; Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>; Farrance, Melissa EDUC:EX <Melissa.Farrance@gov.bc.ca>; Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>; Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>; Lawson, Liam FIN:EX <Liam.Lawson@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>; Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>

Cc: Robb, Katie GCPE:EX <Katie.Robb@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; 'Deborah Stewart' <deborahs@bcpsea.bc.ca>; Tackaberry, Emily GCPE:EX <Emily.Tackaberry@gov.bc.ca>; Leslie, Sean GCPE:EX <Sean.Leslie@gov.bc.ca>

Subject: s.13; s.17

Hello

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
PSEC | Public Sector
Employers' Council
Secretariat

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
 To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>
 Cc: Hughes, Summer PSEC:EX <Summer.Hughes@gov.bc.ca>, Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>, Neilson, Kirsten PSEC:EX <Kirsten.Neilson@gov.bc.ca>
 Sent: August 29, 2019 12:31:03 PM PDT
 Received: August 29, 2019 12:31:04 PM PDT
 Attachments: s.22

Hi Chris,
 s.13; s.17

I hanks!

~~~~~INCOMING~~~~~

From: s.22

Sent: Wednesday, July 10, 2019 8:34 PM

To: Fleming.MLA, Rob <Rob.Fleming.MLA@leg.bc.ca>

Subject: School District 63 CUPE Pay Equity

Hello Mr. Fleming,

I just wanted to take a moment to let you know that there is a grave injustice in the province when it comes to CUPE school district pay equity. For decades CUPE 441 of School District 63 has suffered from lower wages compared to neighbouring districts and we have been promised low wage redress over and over again. We are aware of other jurisdictions that have received pay increases to bring them up to par and we ask nothing more than that. How can it be fair that the Victoria and Sooke school district employees are worth up to 30% more for their work depending on the job? This inequity has serious consequences both for those of us who stay and for the quality of education we can provide when we cannot retain or recruit qualified workers. People are leaving and it is difficult to hire and retain skilled workers in our district.

I hope you will help us to redress this injustice and direct the Public Sector Employers' Council Secretariat (PSEC) and the BC Public School Employers' Association (BCPSEA) to stop blocking our request for Low Wage Redress. It is the right thing to do for an NDP government and it shocks me that the 2 organizations named above have been instructed by an NDP government to continue this injustice.

I could go on about working people having to choose between paying rent or buying food, having to couch surf because they are unable to pay the very high rents in our area. But the bottom line is we voted for you thinking you would not treat us as the Liberals did and you are letting us down.

We are such a small district that this wouldn't cost very much, but it would make a huge difference to our quality of life and the quality of education we can provide. It would also make you guys look like real human beings who care about working people.

Sincerely,

s.22

+++++

Dear Mr. Fleming:

I am a s.22 with SD 63, and I am very concerned that our local may go on strike this fall.

We are told that there is absolutely no money to bring our local anywhere near to a fair market wage, and that there is no chance we might be part of some kind of agreement to help us attract and retain staff.

We are one of the worst paid districts in the province, and we live in one of the places with the highest cost of living.

Is there really nothing you can do to help us? Things are dire here: we have people going to food banks and working 3 jobs to get by.

Is that the way to show that the education of children is a priority?

Sincerely,

s.22

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Mr Horgan, Mr Fleming and Ms James,

I am writing to you today, as an s.22 in the Saanich School district, and a member of CUPE local 441. It is my understanding that recently, CUPE 441 and our employer, have reached an impasse at the local bargaining table because you are preventing PSEC and BCPSEA from negotiating anything to do with our Low Wage redress. WHY are you doing that?! As

citizens living in an area with one of the highest costs of living,<sup>s.22</sup> in Saanich are among the lowest paid in British Columbia. Did you realize, for example, that in Sooke or Victoria,<sup>s.22</sup> make 20% more in wages for doing exactly the same type of work?!

That wage discrepancy is inconceivable is it not!

I know first hand that the skilled and dedicated support we<sup>s.22</sup> give to students is critical to their success and completion of K-12 in our school district. As you know, the Saanich School district boasts one of the highest graduation rates in BC yet a Saanich ~~is~~<sup>s.22</sup> wage is classified as near or at the bottom of the provincial scale.

My call out to you is to get back to the bargaining table and do so respectfully and with understanding of what is actually happening to front line workers, such as myself, who are working hard but not earning a livable wage, relying on the food banks for food, having to work two jobs to make ends meet, and some are even living in their cars because they can not afford housing.

I admire and respect my students and coworkers but if there is no meaningful movement with our wage parity issue I will have no choice but to disrupt the system and support a strike in Saanich Schools this fall. I honestly don't want to see it come to that. Please do what you can to respectfully address and resolve the issue of wage disparity among<sup>s.22</sup> in Saanich District #63.

Thank you for your consideration!

Sincerely,  
<sup>s.22</sup>



August 28, 2019

Our Ref 383728

*Sent via email*

s.22

Thank you for your email to the Honourable Rob Fleming, Minister of Education, describing the issue of wage competitiveness for support staff members in the Saanich School District 63 in comparison to neighbouring school districts. Your letter has been sent to the Public Sector Employers' Council Secretariat for response as the central agency responsible for facilitating the Province's Sustainable Services Negotiating Mandate.

I understand how significant this issue is to you and I understand that a positive strike vote has been returned by the members of CUPE Local 441.

As you know negotiations are ongoing and I am hopeful that the parties will find solutions and reach a deal that works for all support staff in the district.

Government is focused on putting families, students, teachers, and all the people working in our schools at the center of everything we do.

Thank you again for taking the time to write.

Sincerely,

Chris Rathbone  
Assistant Deputy Minister  
Public Sector Employers' Council Secretariat

pc: Honourable Carole James, Minister of Finance and Deputy Premier  
Honourable Rob Fleming, Minister of Education

|                            |                                              |                                                                      |                                                                                  |
|----------------------------|----------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <b>Ministry of Finance</b> | Public Sector Employers' Council Secretariat | Mailing Address:<br>PO Box 9400 Stn Prov Govt<br>Victoria BC V8W 9V1 | Location Address:<br>210 – 880 Douglas St<br>Victoria BC V8W 2B7<br>778.698.8549 |
|----------------------------|----------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------------------|

## Re: SD63 Saanich / CUPE

---

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: September 5, 2019 7:53:19 AM PDT  
Received: September 5, 2019 7:53:20 AM PDT

Excellent.

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

From: "Dawson, Ken PSEC:EX"

Date: 2019-09-05 7:52 a.m. (GMT-08:00)

To: "Hughes, Trevor LBR:EX"

Subject: SD63 Saanich / CUPE

FYI Trevor- the parties have agreed to resume negotiations and have set dates for Sept 13 and Sept 17.

Ken

Sent from my iPhone

## Reminder: request review: reply on SD63 incoming emails

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Hughes, Summer PSEC:EX <Summer.Hughes@gov.bc.ca>, Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>, Neilson, Kirsten PSEC:EX <Kirsten.Neilson@gov.bc.ca>  
Sent: September 6, 2019 9:04:51 AM PDT  
Received: September 6, 2019 9:04:53 AM PDT  
Attachments: s.22

Hi Chris

Reminder that I need to get this draft reviewed by you and moved to the MO. We will be putting a tracking system into place so we can make this process easier, but till we figure that out, please have a quick look as you are the signatory on this one.

Thanks!

---

**From:** Draper, Kindree PSEC:EX  
**Sent:** August 29, 2019 12:31 PM  
**To:** Rathbone, Chris PSEC:EX  
**Cc:** Hughes, Summer PSEC:EX ; Bergthorson, Sheena PSEC:EX ; Neilson, Kirsten PSEC:EX  
**Subject:** request review: reply on SD63 incoming emails

Hi Chris,

s.13; s.17

Thanks!

~~~~~INCOMING~~~~~

From: s.22
Sent: Wednesday, July 10, 2019 8:34 PM
To: Fleming.MLA, Rob <Rob.Fleming.MLA@leg.bc.ca>
Subject: School District 63 CUPE Pay Equity

Hello Mr. Fleming,

I just wanted to take a moment to let you know that there is a grave injustice in the province when it comes to CUPE school district pay equity. For decades CUPE 441 of School District 63 has suffered from lower wages compared to neighbouring districts and we have been promised low wage redress over and over again. We are aware of other jurisdictions that have received pay increases to bring them up to par and we ask nothing more than that. How can it be fair that the Victoria and Sooke school district employees are worth up to 30% more for their work depending on the job? This inequity has serious consequences both for those of us who stay and for the quality of education we can provide when we cannot retain or recruit qualified workers. People are leaving and it is difficult to hire and retain skilled workers in our district.

I hope you will help us to redress this injustice and direct the Public Sector Employers' Council Secretariat (PSEC) and the BC Public School Employers' Association (BCPSEA) to stop blocking our request for Low Wage Redress. It is the right thing to do for an NDP government and it shocks me that the 2 organizations named above have been instructed by an NDP government to continue this injustice.

I could go on about working people having to choose between paying rent or buying food, having to couch surf because they are unable to pay the very high rents in our area. But the bottom line is we voted for you thinking you would not treat us as the Liberals did and you are letting us down.

We are such a small district that this wouldn't cost very much, but it would make a huge difference to our quality of life and the quality of education we can provide. It would also make you guys look like real human beings who care about working people.

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We are told that there is absolutely no money to bring our local anywhere near to a fair market wage, and that there is no chance we might be part of some kind of agreement to help us attract and retain staff.

We are one of the worst paid districts in the province, and we live in one of the places with the highest cost of living.

Is there really nothing you can do to help us? Things are dire here: we have people going to food banks and working 3 jobs to get by.

Is that the way to show that the education of children is a priority?

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That wage discrepancy is inconceivable is it not!

I know first hand that the skilled and dedicated support we s.22 s give to students is critical to their success and completion of K-12 in our school district. As you know, the Saanich School district boasts one of the highest graduation rates in BC yet a Saanich s.22 wage is classified as near or at the bottom of the provincial scale.

My call out to you is to get back to the bargaining table and do so respectfully and with understanding of what is actually happening to front line workers, such as myself, who are working hard but not earning a livable wage, relying on the food banks for food, having to work two jobs to make ends meet, and some are even living in their cars because they can not afford housing.

I admire and respect my students and coworkers but if there is no meaningful movement with our wage parity issue I will have no choice but to disrupt the system and support a strike in Saanich Schools this fall. I honestly don't want to see it come to that. Please do what you can to respectfully address and resolve the issue of wage disparity among s.22 in Saanich District #63.

Thank you for your consideration!

Sincerely,

s.22



September 9, 2019

Our Ref 383728

Sent via email

s.22

Thank you for your email to the Honourable Rob Fleming, Minister of Education, describing the issue of wage competitiveness for support staff members in the Saanich School District 63 in comparison to neighbouring school districts. Your letter has been sent to the Public Sector Employers' Council Secretariat for response as the central agency responsible for facilitating the Province's Sustainable Services Negotiating Mandate.

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Thank you again for taking the time to write.

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Assistant Deputy Minister
Public Sector Employers' Council Secretariat

pc: Honourable Carole James, Minister of Finance and Deputy Premier
Honourable Rob Fleming, Minister of Education

| | | | |
|----------------------------|--|--|--|
| Ministry of Finance | Public Sector Employers' Council Secretariat | Mailing Address:
PO Box 9400 Stn Prov Govt
Victoria BC V8W 9V1 | Location Address:
210 – 880 Douglas St
Victoria BC V8W 2B7
778.698.8549 |
|----------------------------|--|--|--|

Re: Reminder: request review: reply on SD63 incoming emails

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Cc: Hughes, Summer PSEC:EX <Summer.Hughes@gov.bc.ca>, Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>, Neilson, Kirsten PSEC:EX <Kirsten.Neilson@gov.bc.ca>
Sent: September 6, 2019 11:02:59 AM PDT
Received: September 6, 2019 11:02:59 AM PDT
Attachments: s.22

Thanks Kindree, a few edits in the attached – happy to discuss.
Chris

From: Kindree Draper
Date: Friday, September 6, 2019 at 9:04 AM
To: "Rathbone, Chris PSEC:EX"
Cc: Summer Hughes , "Bergthorson, Sheena PSEC:EX" , "Neilson, Kirsten PSEC:EX"
Subject: Reminder: request review: reply on SD63 incoming emails
Hi Chris

s.13; s.17

Thanks!

From: Draper, Kindree PSEC:EX
Sent: August 29, 2019 12:31 PM
To: Rathbone, Chris PSEC:EX
Cc: Hughes, Summer PSEC:EX ; Bergthorson, Sheena PSEC:EX ; Neilson, Kirsten PSEC:EX
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s.13; s.17

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~~~~~s.22~~~~~INCOMING~~~~~

**From:**  
**Sent:** Wednesday, July 10, 2019 8:34 PM  
**To:** Fleming.MLA, Rob <[Rob.Fleming.MLA@leg.bc.ca](mailto:Rob.Fleming.MLA@leg.bc.ca)>  
**Subject:** School District 63 CUPE Pay Equity  
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s.22



September 9, 2019

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*Sent via email*

s.22

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s.13

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Assistant Deputy Minister  
Public Sector Employers' Council Secretariat

pc: Honourable Carole James, Minister of Finance and Deputy Premier  
Honourable Rob Fleming, Minister of Education

|                            |                                              |                                                                      |                                                                                  |
|----------------------------|----------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <b>Ministry of Finance</b> | Public Sector Employers' Council Secretariat | Mailing Address:<br>PO Box 9400 Stn Prov Govt<br>Victoria BC V8W 9V1 | Location Address:<br>210 – 880 Douglas St<br>Victoria BC V8W 2B7<br>778.698.8549 |
|----------------------------|----------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------------------|

Page 089 of 454

Withheld pursuant to/removed as

s.13 ; s.17 ; s.22

Page 090 of 454 to/à Page 091 of 454

Withheld pursuant to/removed as

s.13 ; s.17

---

From: Leanne Bowes <leanneb@bcpsea.bc.ca>  
To: Ken Dawson <ken.dawson@gov.bc.ca>, PSEC - Tim Jah  
<Tim.Jah@gov.bc.ca>, Dawson, Ken PSEC:EX, Jah, Tim PSEC:EX  
Sent: September 9, 2019 9:18:44 PM PDT  
Received: September 9, 2019 9:18:50 PM PDT  
Attachments: s.13; s.17

Hi Ken & Tim,  
s.13; s.17

Leanne Bowes  
s.22

BC Public School Employers' Association

Begin forwarded message:

**From:** Jason Reid <jreid@saanichschools.ca>  
**Date:** September 9, 2019 at 5:28:34 PM PDT  
**To:** Leanne Bowes <leanneb@bcpsea.bc.ca>  
**Cc:** Robyn Reid <rreid@saanichschools.ca>, Kathryn Farr <kfarr@saanichschools.ca>  
**Subject:** s.13; s.17

Hi Leanne,  
s.13; s.17

Thank you,

Jason

Page 094 of 454 to/à Page 096 of 454

Withheld pursuant to/removed as

s.13 ; s.17



JASON REID

Secretary Treasurer, Saanich Schools  
2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7304 ( s.22

Page 098 of 454 to/à Page 099 of 454

Withheld pursuant to/removed as

s.13 ; s.17

---

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
To: Leanne Bowes <leanneb@bcpsea.bc.ca>  
Cc: Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>, Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>  
Sent: September 10, 2019 9:33:41 AM PDT  
Received: September 10, 2019 9:33:44 AM PDT  
Attachments: s.13; s.17

s.13; s.17

Ken

Sent from my iPhone

Begin forwarded message:

**From:** Leanne Bowes <leanneb@bcpsea.bc.ca>  
**Date:** September 9, 2019 at 9:18:44 PM PDT  
**To:** Ken Dawson <ken.dawson@gov.bc.ca>, PSEC - Tim Jah <Tim.Jah@gov.bc.ca>  
**Subject:** s.13; s.17

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s.13; s.17

Leanne Bowes  
s.22

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**Subject:** s.13; s.17

Hi Leanne,

s.13; s.17

Thank you,

Jason

JASON REID

Secretary Treasurer, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

s.22

(W) 250.652.7304

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: September 12, 2019 11:59:12 AM PDT  
Received: September 12, 2019 11:59:14 AM PDT  
Attachments: FW: Meeting

Hi there,

s.13; s.17

Thanks!

---

**From:** Neilson, Kirsten PSEC:EX  
**Sent:** September 12, 2019 11:57 AM  
**To:** Draper, Kindree PSEC:EX ; Bergthorson, Sheena PSEC:EX ; Hughes, Summer PSEC:EX  
**Subject:** s.13; s.17  
Attached.

---

**From:** Draper, Kindree PSEC:EX  
**Sent:** September 12, 2019 11:56 AM  
**To:** Neilson, Kirsten PSEC:EX <Kirsten.Neilson@gov.bc.ca>; Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>; Hughes, Summer PSEC:EX <Summer.Hughes@gov.bc.ca>  
**Subject:** s.13; s.17  
Can I see the incoming please?

---

**From:** Neilson, Kirsten PSEC:EX  
**Sent:** September 12, 2019 11:45 AM  
**To:** Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>; Hughes, Summer PSEC:EX <Summer.Hughes@gov.bc.ca>; Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
**Subject:** RE: Reply Direct CLIFF ID 384301

Hi,

s.13; s.17

K  
**From:** Marika Anderson <FINOffice@gov.bc.ca>  
**Sent:** September 12, 2019 11:36 AM  
**To:** Hughes, Summer PSEC:EX <Summer.Hughes@gov.bc.ca>  
**Cc:** Neilson, Kirsten PSEC:EX <Kirsten.Neilson@gov.bc.ca>; Bergthorson, Sheena PSEC:EX <Sheena.Bergthorson@gov.bc.ca>; Hughes, Summer PSEC:EX <Summer.Hughes@gov.bc.ca>  
**Subject:** s.13; s.17

MO- s.13; s.17

Minister

s Office

s.13; s.17

2019/09/12

Page 104 of 454

Withheld pursuant to/removed as

s.13 ; s.17

## FW: Meeting

---

**From:** James.MLA, Carole <Carole.James.MLA@leg.bc.ca>, James.MLA, Carole A LASS:EX <Carole.James.MLA@leg.bc.ca>  
**To:** Minister, FIN I FIN:EX <FIN.Minister@gov.bc.ca>, Minister, FIN FIN:EX  
**Sent:** July 18, 2019 10:04:11 AM PDT  
**Received:** July 18, 2019 10:04:17 AM PDT

---

**From:** Dean Coates [mailto:dcoates441@hotmail.com]

**Sent:** Wednesday, July 17, 2019 10:37 PM

**To:** Fleming.MLA, Rob

**Cc:** James.MLA, Carole

**Subject:** Meeting

Rob

You may or may not recall that we met briefly at the CUPE BC in May. Myself and a couple other executive members

mentioned to you then that we believed that the support staff Union in Saanich School District #63 CUPE 441 was on a collision course with a long and bitter strike this coming fall. That prediction is fast becoming a reality. We have reached impasse at local bargaining and are currently planing a strike vote to take place in August. I certainly am not asking you to intervene in anyway and respect that in your position you can't. However, I do offer you the chance to meet with me and and other member of our team to hear first hand what the issues are. Please give us a date and time and we will be happy to make it work.

Dean Coates

President

CUPE 441

*Our office is located on unceded territory of the W̱SÁNEĆ people who's land we work, learn and live on.*



---

**From:** Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
**To:** Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
**Sent:** September 12, 2019 12:39:00 PM PDT  
**Received:** September 12, 2019 12:39:00 PM PDT

s.13; s.17

---

**From:** Kindree Draper  
**Date:** Thursday, September 12, 2019 at 11:59 AM  
**To:** Ken Dawson , "Rathbone, Chris PSEC:EX"  
**Subject:** Flagging: SD63

Hi there,

s.13; s.17

Thanks!

---

**From:** Neilson, Kirsten PSEC:EX  
**Sent:** September 12, 2019 11:57 AM  
**To:** Draper, Kindree PSEC:EX ; Bergthorson, Sheena PSEC:EX ; Hughes, Summer PSEC:EX  
**Subject:** s.13; s.17

Attached.

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**Sent:** September 12, 2019 11:56 AM  
**To:** Neilson, Kirsten PSEC:EX <[Kirsten.Neilson@gov.bc.ca](mailto:Kirsten.Neilson@gov.bc.ca)>; Bergthorson, Sheena PSEC:EX <[Sheena.Bergthorson@gov.bc.ca](mailto:Sheena.Bergthorson@gov.bc.ca)>; Hughes, Summer PSEC:EX <[Summer.Hughes@gov.bc.ca](mailto:Summer.Hughes@gov.bc.ca)>  
**Subject:** RE: Reply Direct CLIFF ID 384301  
Can I see the incoming please?

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**From:** Neilson, Kirsten PSEC:EX  
**Sent:** September 12, 2019 11:45 AM  
**To:** Bergthorson, Sheena PSEC:EX <[Sheena.Bergthorson@gov.bc.ca](mailto:Sheena.Bergthorson@gov.bc.ca)>; Hughes, Summer PSEC:EX <[Summer.Hughes@gov.bc.ca](mailto:Summer.Hughes@gov.bc.ca)>; Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Subject:** s.13; s.17

Hi,

s.13; s.17

K

**From:** Marika Anderson <[FINOffice@gov.bc.ca](mailto:FINOffice@gov.bc.ca)>  
**Sent:** September 12, 2019 11:36 AM  
**To:** Hughes, Summer PSEC:EX <[Summer.Hughes@gov.bc.ca](mailto:Summer.Hughes@gov.bc.ca)>  
**Cc:** Neilson, Kirsten PSEC:EX <[Kirsten.Neilson@gov.bc.ca](mailto:Kirsten.Neilson@gov.bc.ca)>; Bergthorson, Sheena PSEC:EX <[Sheena.Bergthorson@gov.bc.ca](mailto:Sheena.Bergthorson@gov.bc.ca)>; Hughes, Summer PSEC:EX <[Summer.Hughes@gov.bc.ca](mailto:Summer.Hughes@gov.bc.ca)>  
**Subject:** s.13; s.17

MO-  
Minister' s.13; s.17

2019/09/12

s.13; s.17

Page 107 of 454

Withheld pursuant to/removed as

s.13 ; s.17

## FYI K12 Media List: SD 63: News Releases: CUPE and School District

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: September 16, 2019 10:07:01 AM PDT  
Received: September 16, 2019 10:07:03 AM PDT  
Attachments: image002.jpg, News Release FINAL - School District Agrees to Mediation - 2019 09 16.docx

Hello  
s.13; s.17

district's news release.  
Thanks!

. The attached is the

---

**From:** Deborah Stewart  
**Sent:** September 16, 2019 9:52 AM  
**To:** Draper, Kindree PSEC:EX  
**Subject:** SD 63: News Releases: CUPE and School District  
**Importance:** High  
FYI, below is the CUPE news release and attached is the district's.

CUPE K-12 local applies for mediation in Saanich schools dispute



---

NEWS PROVIDED BY  
Canadian Union of Public Employees (CUPE)  
Sep 16, 2019, 12:04 ET

Copyright



SCHOOL DISTRICT 63 (SAANICH)

2125 Keating Cross Road, Saanichton, BC Canada V8M 2A5  
Phone: (250) 652-7300 Fax: (250) 652-6421 www.sd63.bc.ca

## **News Release**

**For Immediate Release**

**Sept 16, 2019**

### **Saanich School district and CUPE agree to mediation**

Copyright

For more information, please contact:

Dave Eberwein, Superintendent of Schools  
School District No. 63 (Saanich)  
Office: 250-652-7332

Elsie McMurphy, Vice-Chair  
Saanich Board of Education  
Office: 250-652-7332

## **FYI K12 Media List: SD 63: News Releases: CUPE and School District**

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: September 16, 2019 10:07:01 AM PDT  
Received: September 16, 2019 10:07:03 AM PDT  
Attachments: image002.jpg, News Release FINAL - School District Agrees to Mediation - 2019 09 16.docx

Hello

s.13; s.17

district's news release.

The attached is the

Thanks!

---

**From:** Deborah Stewart <deborahs@bcpsea.bc.ca>  
**Sent:** September 16, 2019 9:52 AM  
**To:** Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
**Subject:** SD 63: News Releases: CUPE and School District  
**Importance:** High

FYI, below is the CUPE news release and attached is the district's.

---

CUPE K-12 local applies for mediation in Saanich schools dispute



---

NEWS PROVIDED BY  
**Canadian Union of Public Employees (CUPE)**  
Sep 16, 2019, 12:04 ET

Copyright

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: September 18, 2019 10:14:00 AM PDT  
Received: September 18, 2019 10:14:02 AM PDT

FYI on this KD

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

Begin forwarded message:

**From:** "Tackaberry, Emily GCPE:EX" <Emily.Tackaberry@gov.bc.ca>  
**Date:** September 18, 2019 at 10:11:10 AM PDT  
**To:** "Draper, Kindree PSEC:EX" <Kindree.Draper@gov.bc.ca>  
**Subject:** s.13; s.17

Sounds good, will do! Thanks

---

**From:** Draper, Kindree PSEC:EX  
**Sent:** September 18, 2019 10:11 AM  
**To:** Tackaberry, Emily GCPE:EX <Emily.Tackaberry@gov.bc.ca>  
**Subject:** Re: for input/review - Support Staff Bargaining IN  
**Sensitivity:** Confidential

s.13; s.17

Hey! I will look at this but I'm in this two day meeting in van.  
s.13; s.17

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

On Sep 18, 2019, at 10:07 AM, Tackaberry, Emily GCPE:EX <Emily.Tackaberry@gov.bc.ca> wrote:

Hey Kindree!  
s.13; s.17

This is not urgent – would like to have updated by end of this week if possible.

Thank you so much!  
E

**Emily Tackaberry**  
(250) 880-0998  
Public Affairs Officer - Ministry of Education  
Government Communications and Public Engagement

---

**From:** Beddouche, Linda EDUC:EX  
**Sent:** September 17, 2019 9:53 PM  
**To:** Tackaberry, Emily GCPE:EX <[Emily.Tackaberry@gov.bc.ca](mailto:Emily.Tackaberry@gov.bc.ca)>  
**Subject:** FW: Request for Support  
**Sensitivity:** Confidential

Hi Emily,

Here is the update we have received from Ken.

Linda

---

**From:** Beddouche, Linda EDUC:EX  
**Sent:** September 17, 2019 4:26 PM  
**To:** Dawson, Ken PSEC:EX <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>  
**Cc:** Godin, Keith EDUC:EX <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>; Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>; Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Subject:** RE: Request for Support  
**Sensitivity:** Confidential

Thank you, that is very helpful.

---

**From:** Dawson, Ken PSEC:EX  
**Sent:** September 17, 2019 3:12 PM  
**To:** Beddouche, Linda EDUC:EX <[Linda.Beddouche@gov.bc.ca](mailto:Linda.Beddouche@gov.bc.ca)>  
**Cc:** Godin, Keith EDUC:EX <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>; Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>; Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Subject:** RE: Request for Support  
**Sensitivity:** Confidential

Hi Linda,  
s.13; s.17

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](mailto:Ken.Dawson@gov.bc.ca)

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Thank you.

---

**From:** Beddouche, Linda EDUC:EX  
**Sent:** September 17, 2019 3:02 PM  
**To:** Dawson, Ken PSEC:EX <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>  
**Cc:** Godin, Keith EDUC:EX <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>; Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>; Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Subject:** RE: Request for Support  
**Sensitivity:** Confidential

Hello Ken,

s.13; s.17

Thanks again,

Linda

---

**From:** Dawson, Ken PSEC:EX  
**Sent:** September 12, 2019 1:08 PM  
**To:** Godin, Keith EDUC:EX <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>; Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Cc:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Beddouche, Linda EDUC:EX <[Linda.Beddouche@gov.bc.ca](mailto:Linda.Beddouche@gov.bc.ca)>; Lv, Kingslin PSEC:EX <[Kingslin.Lv@gov.bc.ca](mailto:Kingslin.Lv@gov.bc.ca)>  
**Subject:** RE: Request for Support  
**Sensitivity:** Confidential

Hi Keith,

Attached is the updated table of K12 Support Staff tables.



Ken

---

**From:** Godin, Keith EDUC:EX  
**Sent:** September 12, 2019 10:52 AM  
**To:** Dawson, Ken PSEC:EX <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>; Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Cc:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Beddouche, Linda EDUC:EX <[Linda.Beddouche@gov.bc.ca](mailto:Linda.Beddouche@gov.bc.ca)>  
**Subject:** RE: Request for Support  
**Sensitivity:** Confidential

Thank you Ken.

Can you please send list of school districts and status (same as table sent previously)

---

**From:** Dawson, Ken PSEC:EX  
**Sent:** September 12, 2019 10:48 AM  
**To:** Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Cc:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Godin, Keith EDUC:EX <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>; Beddouche, Linda EDUC:EX <[Linda.Beddouche@gov.bc.ca](mailto:Linda.Beddouche@gov.bc.ca)>  
**Subject:** RE: Request for Support  
**Sensitivity:** Confidential

Hi Shelaina,

The updated K12 Support Staff bargaining info is as follows:

BCPSEA Board has ratified 37 local support staff agreements. There are 32 agreements outstanding.

s.13; s.17

s.13, s.14, s.17

Let me know if you need anything further.

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](mailto:Ken.Dawson@gov.bc.ca)

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Thank you.

---

**From:** Dawson, Ken PSEC:EX  
**Sent:** September 11, 2019 4:04 PM  
**To:** Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Cc:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Godin, Keith EDUC:EX <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>; Beddouch, Linda EDUC:EX <[Linda.Beddouch@gov.bc.ca](mailto:Linda.Beddouch@gov.bc.ca)>  
**Subject:** Re: Request for Support  
**Sensitivity:** Confidential

Hi Shelaina,  
I'll get the updated Support Staff info for you on Thurs morning.

Ken  
Sent from my iPhone

On Sep 11, 2019, at 12:53 PM, Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)> wrote:

Hi Ken and Kindree –

I hope this note finds you well. We are working on some Q&As to support some work in the Ministry and I am hoping we can get support from you and/or your team members. Can you please provide an update on the support staff situation for Sooke, Saanich and North Vancouver.

Also, the last note you provided to me indicated that as of August 16, 2019, there were 27 support staff local agreements that had been fully ratified in alignment with the framework. (Fully ratification is considered by 3 parties – BCPSEA, local unions and local school districts). There were 20 (out of 69) agreements that haven't been reached tentative yet. 13 of pending agreements are with CUPE.

Are there any changes/updates to this?

Thanks,  
Shelaina

Shelaina Postings  
Executive Director  
Governance and Analytics Division  
Ministry of Education  
C: 778-679-8531

## FW: CUPE Email Campaign

---

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>  
Sent: October 9, 2019 8:52:51 AM PDT  
Received: October 9, 2019 8:52:52 AM PDT  
Attachments: image002.png, image003.png

s.13; s.17

---

**From:** Dawson, Ken PSEC:EX  
**Sent:** October 9, 2019 8:49 AM  
**To:** 'Jason Reid' <jreid@saanichschools.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>  
**Cc:** Robyn Reid <rreid@saanichschools.ca>  
**Subject:** RE: CUPE Email Campaign

Hi Jason,

Thanks for the heads up on this.

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](mailto:Ken.Dawson@gov.bc.ca)



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Thank you.

---

**From:** Jason Reid <jreid@saanichschools.ca>  
**Sent:** October 9, 2019 8:21 AM  
**To:** Leanne Bowes <leanneb@bcpsea.bc.ca>; Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
**Cc:** Robyn Reid <rreid@saanichschools.ca>  
**Subject:** CUPE Email Campaign

Good morning Leanne and Ken,

The communication below was just sent by the union to members.

Regards,

Jason



**JASON REID**

Secretary Treasurer, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7304 **s.22**

Copyright

[rob.fleming.mla@leg.bc.ca](mailto:rob.fleming.mla@leg.bc.ca)

cc to:

[Carole.James.mla@leg.bc.ca](mailto:Carole.James.mla@leg.bc.ca)

[premier@gov.bc.ca](mailto:premier@gov.bc.ca)

[sonia.furstenau.MLA@leg.bc.ca](mailto:sonia.furstenau.MLA@leg.bc.ca)

s.22



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You are receiving this email because you opted in at CUPE Local 441 website.

**Our mailing address is:**

CUPE Local 441  
PO Box 100  
Brentwood Bay, British Columbia V8M 1R3  
Canada

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Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).



---

From: Lv. Kingslin PSEC:EX<sup>s.15</sup>  
s.15

To: Zacharuk, Christina PSEC:EX

Cc: Draper, Kindree PSEC:EX, Dawson, Ken PSEC:EX

Sent: October 18, 2019 9:17:25 AM PDT

Received: October 18, 2019 9:17:00 AM PDT

Attachments: s.13; s.17

Hi Christina,

s.13; s.17

Please let me know if you have any question.

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

**PSEC** | Public Sector  
Employers' Council  
Secretariat

Page 121 of 454 to/à Page 122 of 454

Withheld pursuant to/removed as

s.13 ; s.17



## SD63 - CUPE - Job action

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@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: MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Robyn  
Spilker <Robyn.Spilker@gov.bc.ca>, Spilker, Robyn FIN:EX  
Sent: October 22, 2019 6:33:52 PM PDT  
Received: October 22, 2019 6:33:51 PM PDT  
Attachments: image001.png

Hi Don and Geoff,

School District 63 (Saanich) and CUPE 441 were not successful in mediation today, and the union has verbally indicated they will be issuing formal 72 hour strike notice tomorrow, with job action beginning Monday.<sup>s.13; s.17</sup>

s.13; s.17

**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](http://gov.bc.ca/PSEC)

**PSEC**

Public Sector  
Employers' Council  
Secretariat

## FW: SD63 - CUPE - Job action

---

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>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>  
Cc: Pauliszyn, Robert PSEC:EX <Robert.Pauliszyn@gov.bc.ca>, Coburn, Lindsay PSEC:EX <Lindsay.Coburn@gov.bc.ca>, Atcheson, Kevin PSEC:EX <Kevin.Atcheson@gov.bc.ca>  
Sent: October 22, 2019 6:35:20 PM PDT  
Received: October 22, 2019 6:35:19 PM PDT  
Attachments: image001.png

FYI. Copying many for broad awareness, as this one could cause some noise!

---

**From:** "Rathbone, Chris PSEC:EX"  
**Date:** Tuesday, October 22, 2019 at 6:33 PM  
**To:** "Wright, Don J. PREM:EX" , "Meggs, Geoff PREM:EX"  
**Cc:** "MacDonald, Scott D EDUC:EX" , Robyn Spilker  
**Subject:** SD63 - CUPE - Job action

Hi Don and Geoff,

School District 63 (Saanich) and CUPE 441 were not successful in mediation today, and the union has verbally indicated they will be issuing formal 72 hour strike notice tomorrow, with job action beginning Monday.<sup>s.13; s.17</sup>

s.13; s.17

**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](http://gov.bc.ca/PSEC)

**PSEC** | Public Sector  
Employers' Council  
Secretariat

**VICTORIA AREA OFFICE**

#110 – 3550 Saanich Road, Victoria, BC V8X 1X2

Tel.: (250) 384-8048 Fax: (250) 386-5341 / cupe.ca / scfp.ca



**HAND DELIVERED**

October 23, 2019

Mr. Dave Eberwein  
Superintendent of Schools  
School District No. 63 (Saanich)  
2125 Keating Cross Road  
Saanichton, British Columbia  
V8M 2A5

Dear Mr. Eberwein:

**Re: CUPE Local 441 and the School District No. 63 (Saanich)  
Strike Notice**

---

This is to advise that CUPE Local 441 is serving 72 Hours Strike Notice pursuant to Section 60 of the Labour Relations Code of British Columbia.

Effective as of Monday, October 28, 2019, at 5:45 am there will be a full withdrawal of services.

Yours truly,

A handwritten signature in black ink, appearing to be "Micha Pesta".

Micha Pesta  
National Representative  
Victoria Area Office

MP/lc/cope 491

cc: Associate Chair — Mediation Division, Labour Relations Board of British Columbia

MARK HANCOCK  
National President/Président national

CHARLES FLEURY  
National Secretary-Treasurer/Secrétaire-trésorier national

DENIS BOLDUC, PAUL FAORO, FRED HAHN, JUDY HENLEY, SHERRY HILLIER  
General Vice-Presidents/Vice-présidences générales

## **Fwd: Follow up: News Release re Strike Notice**

---

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
To: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>  
Sent: October 23, 2019 12:57:50 PM PDT  
Received: October 23, 2019 12:57:52 PM PDT  
Attachments: image005.png, image005.png, image005.png, News Release Oct2019.pdf, ATT00005.htm, ATT00006.htm, image006.jpg, ATT00004.htm, ATT00003.htm, image002.png, ATT00001.htm, ATT00002.htm

Sent from my iPhone

Begin forwarded message:

**From:** Jason Reid <jreid@saanichschools.ca>  
**Date:** October 23, 2019 at 12:42:57 PM PDT  
**To:** Deborah Stewart <deborahs@bcpsea.bc.ca>  
**Cc:** "PSEC - Ken Dawson (Ken.Dawson@gov.bc.ca)" <Ken.Dawson@gov.bc.ca>, "Leanne Bowes" <leanneb@bcpsea.bc.ca>, Robyn Reid <rreid@saanichschools.ca>  
**Subject: RE: Follow up: News Release re Strike Notice**

Hi Deborah,

Final version is attached.

Thank you,

Jason

**News Release  
For Immediate Release**

October 23, 2019

**Saanich School District Receives 72-hour Strike Notice from CUPE**

Copyright

Dave Eberwein, Superintendent of Schools  
School District No. 63 (Saanich)  
Office: 250-652-7332

Elsie McMurphy  
Vice-Chair  
Board of Education  
Office: 250-652-7332

JASON REID

Secretary Treasurer, Saanich Schools  
2125 Keating Cross Road, Saanichton, BC V8M 2A5

s.22  
(W) 250.652.7304

---

**From:** Dawson, Ken PSEC:EX <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>  
**Sent:** October 23, 2019 12:03 PM  
**To:** Jason Reid <[jreid@saanichschools.ca](mailto:jreid@saanichschools.ca)>; Leanne Bowes <[leanneb@bcpsea.bc.ca](mailto:leanneb@bcpsea.bc.ca)>  
**Cc:** Robyn Reid <[rreid@saanichschools.ca](mailto:rreid@saanichschools.ca)>  
**Subject:** RE: Strike Notice

Thanks Jason.

Could you please forward your draft communication to us and to BCPSEA in advance of sending please.

Ken

---

**From:** Jason Reid <[jreid@saanichschools.ca](mailto:jreid@saanichschools.ca)>  
**Sent:** October 23, 2019 11:53 AM  
**To:** Leanne Bowes <[leanneb@bcpsea.bc.ca](mailto:leanneb@bcpsea.bc.ca)>; Dawson, Ken PSEC:EX <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>  
**Cc:** Robyn Reid <[rreid@saanichschools.ca](mailto:rreid@saanichschools.ca)>  
**Subject:** Strike Notice

Hello Leanne and Ken,

We just received the attached strike notice, and were advised that CUPE will be issuing a press release shortly.

We are finalizing communications as well, including a media release

Regards,

Jason

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---

**From:** Jason Reid [<mailto:jreid@saanichschools.ca>]

**Sent:** October-23-19 12:15 PM

**To:** Dawson, Ken PSEC:EX; Leanne Bowes

**Cc:** Robyn Reid

**Subject:** RE: Strike Notice

Hi Leanne and Ken,

Attached is the media release. We are planning to send this out before 1pm - so if you have comments please provide them in the next 30 minutes.

Thank you,

Jason



JASON REID

Secretary Treasurer, Saanich Schools  
2125 Keating Cross Road, Saanichton, BC V8M 2A5

s.22

(W) 250.652.7304

---

**From:** Deborah Stewart <[deborahs@bcpsea.bc.ca](mailto:deborahs@bcpsea.bc.ca)>  
**Sent:** October 23, 2019 12:36 PM  
**To:** Jason Reid <[jreid@saanichschools.ca](mailto:jreid@saanichschools.ca)>  
**Cc:** PSEC - Ken Dawson ([Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)) <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>;  
Leanne Bowes <[leanneb@bcpsea.bc.ca](mailto:leanneb@bcpsea.bc.ca)>; Robyn Reid <[rreid@saanichschools.ca](mailto:rreid@saanichschools.ca)>  
**Subject:** RE: Follow up: News Release re Strike Notice

Thanks Jason. Can you please send me the final version?

---

**From:** Jason Reid [<mailto:jreid@saanichschools.ca>]  
**Sent:** October-23-19 12:36 PM  
**To:** Deborah Stewart  
**Cc:** PSEC - Ken Dawson ([Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)); Leanne Bowes; Robyn Reid  
**Subject:** RE: Follow up: News Release re Strike Notice

Thank you. We are releasing it now with the correction.

Jason

JASON REID

Secretary Treasurer, Saanich Schools  
2125 Keating Cross Road, Saanichton, BC V8M 2A5

s.22

(W) 250.652.7304

---

**From:** Deborah Stewart <[deborahs@bcpsea.bc.ca](mailto:deborahs@bcpsea.bc.ca)>  
**Sent:** October 23, 2019 12:33 PM  
**To:** Jason Reid <[jreid@saanichschools.ca](mailto:jreid@saanichschools.ca)>  
**Cc:** PSEC - Ken Dawson ([Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)) <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>;  
Leanne Bowes <[leanneb@bcpsea.bc.ca](mailto:leanneb@bcpsea.bc.ca)>; Robyn Reid <[rreid@saanichschools.ca](mailto:rreid@saanichschools.ca)>  
**Subject:** Follow up: News Release re Strike Notice  
**Importance:** High

Hi Jason,

We have reviewed the draft news release and it's fine with the exception of the typo in paragraph two: "The parties met on October 22, 2019 with the assistance of Labour Relations Board mediator Grant McArthur, and were not unsuccessful in reaching a mediated settlement." This should read, "were not successful" or "were unsuccessful".

---

**From:** Leanne Bowes  
**Sent:** October-23-19 12:15 PM  
**To:** Deborah Stewart  
**Subject:** FW: Strike Notice  
**Importance:** High

**Leanne Bowes Director, Labour Relations**

---

300 – 2889 East 12<sup>th</sup> Avenue Vancouver BC V5M 4T5

D: 604 730 4509 | s.22 | F: 604 730 0787  
[leanneb@bcpsea.bc.ca](mailto:leanneb@bcpsea.bc.ca) | [www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)

## **Fwd: CUPE 441 Serves Strike Notice to Saanich School District**

---

From: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX s.15  
To: Robyn.Spilker@gov.bc.ca, Kindree.Draper@gov.bc.ca, Ken PSEC:EX Dawson <Ken.Dawson@gov.bc.ca>, Christina PSEC:EX Zacharuk <Christina.Zacharuk@gov.bc.ca>, Spilker, Robyn FIN:EX, Draper, Kindree PSEC:EX, Dawson, Ken PSEC:EX, Zacharuk, Christina PSEC:EX  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 23, 2019 1:29:30 PM PDT  
Received: October 23, 2019 1:29:30 PM PDT

message to parents has gone out now.

**From:** Henschel, Cody  
**Sent:** October 23, 2019 1:18 PM  
**To:** chenschel@saanichschools.ca  
**Subject:** CUPE 441 Serves Strike Notice to Saanich School District

Dear Parents/Guardians,

The union representing support staff members in Saanich school district (CUPE) has served strike notice to the school district. The union has indicated that it intends to begin a full strike beginning Monday, Oct 28th @ 5:45 am. We regret the disruption that job action will cause for you, your children, and their educational programs, but we want to assure you that the Board is determined to continue to work towards a resolution to this dispute, to provide our valued support staff with a fair settlement within the required provincial mandate.

We know that you are concerned about the current labour situation and its effects on the education of your children. We share those concerns and will work to provide updated information as it becomes available. I know you will want as much information as possible, and we will endeavour to meet your needs. Regular updates will be posted to our district website ([www.sd63.bc.ca](http://www.sd63.bc.ca)) in an effort to keep you apprised of any changes.

At all schools, only school administrators will be in attendance as it is expected that teachers will likely honour any CUPE picket lines. Given that this will result in limited supervision capabilities, there will be a concern for adequate supervision of students in our schools. Our goal as a district during this job action will be to ensure that safety remains paramount. As such, parents are advised not to bring their children to school and to make alternate arrangements for their care.

Parents of children who attend child care programs that are located within our schools should contact their child care providers directly for any information about the impact on their program.

Thank you for your continued patience and understanding.

Sincerely,

Dave Eberwein  
Superintendent of Schools

## RE: Follow up: News Release re Strike Notice

---

From: Jason Reid <jreid@saanichschools.ca>  
To: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>  
Sent: October 23, 2019 1:42:13 PM PDT  
Received: October 23, 2019 1:42:18 PM PDT  
Attachments: image002.png

Hi Kingslin,

I will.

Thank you,

Jason



### JASON REID

Secretary Treasurer, Saanich Schools  
2125 Keating Cross Road, Saanichton, BC V8M 2A5  
(W) 250.652.7304 s.22

---

**From:** Lv, Kingslin PSEC:EX  
**Sent:** October 23, 2019 1:37 PM  
**To:** Jason Reid  
**Subject:** RE: Follow up: News Release re Strike Notice

Hi Jason,

s.22

Thanks for sending this along to our office.

s.22 Can you please keep me in the loop and so everything can be addressed at the first place?

Thank you so much!  
Kingslin.

---

**From:** Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
**Sent:** October 23, 2019 12:58 PM  
**To:** Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>  
**Subject:** Fwd: Follow up: News Release re Strike Notice

Sent from my iPhone

Begin forwarded message:

**From:** Jason Reid <jreid@saanichschools.ca>  
**Date:** October 23, 2019 at 12:42:57 PM PDT  
**To:** Deborah Stewart <deborahs@bcpsea.bc.ca>  
**Cc:** "PSEC - Ken Dawson (Ken.Dawson@gov.bc.ca)" <Ken.Dawson@gov.bc.ca>, "Leanne Bowes" <leanneb@bcpsea.bc.ca>, Robyn Reid <rreid@saanichschools.ca>  
**Subject:** RE: Follow up: News Release re Strike Notice

Hi Deborah,

Final version is attached.

Thank you,

Jason

|

## **Fwd: CHEK: Saanich support workers serve strike notice**

---

From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
To: Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>  
Sent: October 23, 2019 2:41:24 PM PDT  
Received: October 23, 2019 2:41:26 PM PDT  
Attachments: image001.png, image003.jpg, image002.jpg

Sent from my iPhone

Begin forwarded message:

**From:** Deborah Stewart <[deborahs@bcpsea.bc.ca](mailto:deborahs@bcpsea.bc.ca)>  
**Date:** October 23, 2019 at 2:39:17 PM PDT  
**To:** Renzo Del Negro <[renzod@bcpsea.bc.ca](mailto:renzod@bcpsea.bc.ca)>, Janet Stewart <[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)>, Leanne Bowes <[leanneb@bcpsea.bc.ca](mailto:leanneb@bcpsea.bc.ca)>, 'Alan Chell' <sup>s.22</sup>  
**Cc:** "PSEC - Ken Dawson ([Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca))" <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>, "PSEC - Kindree Draper ([Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca))" <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Subject:** CHEK: Saanich support workers serve strike notice

### Saanich schools prepare as support workers serve strike notice for Monday

CHEK

Eberwein said during a strike, only school administrators will be attendance at all schools as it is expected that teachers will likely honour any CUPE ...



[Flag as irrelevant](#)

**Deborah Stewart Executive Director, Corporate Services and Communications**

.....  
D: 604 730 4506 | C: 604 764 2901 | F: 604 730 0787  
300 – 2889 East 12<sup>th</sup> Avenue Vancouver BC V5M 4T5  
[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)



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## **FYI: Coates - support staff strike notice**

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Deborah Stewart <deborahs@bcpsea.bc.ca>, Renzo Del Negro  
<renzod@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, 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>, Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>  
Sent: October 23, 2019 6:48:55 PM PDT  
Received: October 23, 2019 6:48:56 PM PDT  
CBU (CBC Vancouver)

23-Oct-2019 16:30

Copyright



## Re: SD63 - CUPE - Job action

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>, Wright, Don J. PREM:EX <Don.J.Wright@gov.bc.ca>, Meggs, Geoff PREM:EX <Geoff.Meggs@gov.bc.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>  
Cc: Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>  
Sent: October 26, 2019 1:09:10 PM PDT  
Received: October 26, 2019 1:09:09 PM PDT  
Attachments: image001.png, image002.png

Hi all,

The special meeting held by CUPE 441 this morning has just now concluded, and the attendees of the meeting have voted by a slim margin to proceed with the strike. Schools will be closed as of Monday morning.

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](http://gov.bc.ca/PSEC)



---

**From:** "Rathbone, Chris PSEC:EX"

**Date:** Tuesday, October 22, 2019 at 6:33 PM

**To:** "Wright, Don J. PREM:EX" , "Meggs, Geoff PREM:EX"

**Cc:** "MacDonald, Scott D EDUC:EX" , Robyn Spilker

**Subject:** SD63 - CUPE - Job action

Hi Don and Geoff,

School District 63 (Saanich) and CUPE 441 were not successful in mediation today, and the union has verbally indicated they will be issuing formal 72 hour strike notice tomorrow, with job action beginning Monday. s.13; s.17

s.13; s.17

**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](http://gov.bc.ca/PSEC)



## Re: Connecting - PSEC and SD 63

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Jason Reid <jreid@saanichschools.ca>  
Sent: October 26, 2019 1:10:48 PM PDT  
Received: October 26, 2019 1:10:48 PM PDT  
Attachments: image001.png, image002.png

Hi Jason, I understand the CUPE special meeting has now concluded and they will be proceeding with the strike on Monday. If you'd like to connect to discuss anything or compare notes, let me know. I'll be in transit from about 2-4 today, but otherwise free.

Thanks,  
Chris

---

**From:** Ken Dawson

**Date:** Tuesday, October 22, 2019 at 2:24 PM

**To:** 'Jason Reid' , "Rathbone, Chris PSEC:EX"

**Subject:** Connecting - PSEC and SD 63

Thanks for the discussion today Jason – appreciate the update.

ADM Chris Rathbone is aware of the situation in SD63<sup>s.22</sup>

I've copied both contact coordinates below.



**JASON REID**

Secretary Treasurer, Saanich Schools  
2125 Keating Cross Road, Saanichton, BC V8M 2A5  
(W) 250.652.7304<sup>s.22</sup>

**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](http://gov.bc.ca/PSEC)



Public Sector  
Employers' Council  
Secretariat

## SD 63 call - times

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Renzo Del Negro (renzod@bcpsea.bc.ca) <renzod@bcpsea.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, 'Renzo Del Negro (renzod@bcpsea.bc.ca) '  
Sent: October 26, 2019 5:15:45 PM PDT  
Received: October 26, 2019 5:15:45 PM PDT  
Attachments: image001.png

Hi all – hoping to schedule a call for tomorrow morning to discuss SD63 – would 9am work for everyone? If not, please let me know ASAP... I'll send an invite later this evening if I don't hear any concerns.

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](http://gov.bc.ca/PSEC)

**PSEC** | Public Sector  
Employers' Council  
Secretariat

## SD63 Proposal highlights

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>  
Sent: October 27, 2019 8:18:00 PM PDT  
Received: October 27, 2019 8:17:59 PM PDT  
Attachments: image001.png

Hi Christina, here's the four main highlights of the ER proposal at SD63.

s.13; s.17

**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](http://gov.bc.ca/PSEC)

**PSEC**

Public Sector  
Employers' Council  
Secretariat

## Conf call setup

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Neilson, Kirsten PSEC:EX <Kirsten.Neilson@gov.bc.ca>, Smith, Breana PSEC:EX <Breana.Smith@gov.bc.ca>  
Cc: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: October 27, 2019 8:28:46 PM PDT  
Received: October 27, 2019 8:28:45 PM PDT  
Attachments: image001.png

Hi Breana and Kirsten, could you please coordinate to set up to the two recurring phone calls below? The should both be in everyone's calendar daily until the end of next week.

s.13; s.17

**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](http://gov.bc.ca/PSEC)

**PSEC** | Public Sector  
Employers' Council  
Secretariat

## SD63 info

---

From: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX  
s.15  
To: Robyn.Spilker@gov.bc.ca, Spilker, Robyn FIN:EX  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 27, 2019 9:31:40 PM PDT  
Received: October 27, 2019 9:31:41 PM PDT

Hi Robyn,

As discussed earlier, here's the link to the detailed QA from the district.

<https://www.sd63.bc.ca/news/2019-10/support-staff-bargaining-questions-answers-oct-24-2019>

Also, here's an article just posted that includes an interview with the superintendent. The specific wage increases are mentioned as well.

[https://vancouversun.com/news/local-news/support-workers-set-to-strike-monday-closing-18-schools-in-saanich?utm\\_medium=Social&utm\\_source=Facebook#Echobox=1572215465](https://vancouversun.com/news/local-news/support-workers-set-to-strike-monday-closing-18-schools-in-saanich?utm_medium=Social&utm_source=Facebook#Echobox=1572215465)

Chris

## Fwd: SD63 info

---

From: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX  
s.15  
To: Kindree.Draper@gov.bc.ca, Christina Zacharuk  
<Christina.Zacharuk@gov.bc.ca>, Draper, Kindree PSEC:EX, Zacharuk,  
Christina PSEC:EX  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 27, 2019 9:32:26 PM PDT  
Received: October 27, 2019 9:32:27 PM PDT  
FYI.

Begin forwarded message:

**From:** "Rathbone, Chris PSEC:EX"  
**Date:** October 27, 2019 at 9:31:41 PM PDT  
**To:** "Spilker, Robyn FIN:EX"  
**Subject:** SD63 info

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 28, 2019 7:16:20 AM PDT  
Received: October 28, 2019 7:16:21 AM PDT

Morning Chris,  
s.13; s.17

**Coates - Saanich school strike**  
CFAX  
Monday, October 28, 2019, 06:00  
By CFXA-1

Copyright

[Link to Story](#)



## Re: SD63

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
Sent: October 28, 2019 7:40:50 AM PDT  
Received: October 28, 2019 7:40:49 AM PDT

Morning,  
OK, I will be there.

s.13; s.17

So both are correct.

---

**From:** Robyn Spilker  
**Date:** Monday, October 28, 2019 at 7:16 AM  
**To:** "Rathbone, Chris PSEC:EX"  
**Subject:** SD63  
Morning Chris,

s.13; s.17

### Coates - Saanich school strike

CFOX

Monday, October 28, 2019, 06:00

By CFOX-1

Copyright

[Link to Story](#)

## RE: SD63

---

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 28, 2019 8:23:40 AM PDT  
Received: October 28, 2019 8:23:41 AM PDT

Thanks!

s.13; s.17

---

**From:** Rathbone, Chris PSEC:EX  
**Sent:** October 28, 2019 7:41 AM  
**To:** Spilker, Robyn FIN:EX  
**Subject:** Re: SD63

Morning,

OK, I will be there.

s.13; s.17

So both are correct.

---

**From:** Robyn Spilker <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
**Date:** Monday, October 28, 2019 at 7:16 AM  
**To:** "Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Subject:** SD63

Morning Chris,

Thanks for the links. Looks like the wage offer is quite public and can be discussed.

Noticed some clips, including the one below, have the superintendent saying they are stuck at 6% due to the PFA/mandate. Was that a mistake?

Also with the current strike, we'd be happy to have you come to the beginning of the BCTF meeting this morning, if it's helpful.

**Coates - Saanich school strike**

CFOX

Monday, October 28, 2019, 06:00

By CFOX-1

Copyright

[Link to Story](#)

## Fwd: SD63

---

From: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX  
s.15  
To: Kindree.Draper@gov.bc.ca, Draper, Kindree PSEC:EX  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 28, 2019 8:31:51 AM PDT  
Received: October 28, 2019 8:31:52 AM PDT

Can you confirm?

Begin forwarded message:

**From:** "Spilker, Robyn FIN:EX"  
**Date:** October 28, 2019 at 8:23:41 AM PDT  
**To:** "Rathbone, Chris PSEC:EX"  
**Subject:** RE: SD63

Thanks!  
s.13; s.17

**From:** Rathbone, Chris PSEC:EX  
**Sent:** October 28, 2019 7:41 AM  
**To:** Spilker, Robyn FIN:EX  
**Subject:** Re: SD63  
Morning,  
OK, I will be there.  
s.13; s.17

So both are correct.

---

**From:** Robyn Spilker <Robyn.Spilker@gov.bc.ca>  
**Date:** Monday, October 28, 2019 at 7:16 AM  
**To:** "Rathbone, Chris PSEC:EX" <Chris.Rathbone@gov.bc.ca>  
**Subject:** SD63  
Morning Chris,  
s.13; s.17

**Coates - Saanich school strike**  
CFAX  
Monday, October 28, 2019, 06:00  
By CFAX-1

Copyright

[Link to Story](#)

## Re: SD63

---

From: Chris.Rathbone@gov.bc.ca. Rathbone. Chris PSEC:EX  
s.15  
To: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 28, 2019 8:34:56 AM PDT  
Received: October 28, 2019 8:34:58 AM PDT  
Just checked - all 53 are now ratified.

On Oct 28, 2019, at 8:23 AM, Spilker, Robyn FIN:EX wrote:

Thanks!  
s.13; s.17

s.13; s.17

---

**From:** Rathbone, Chris PSEC:EX  
**Sent:** October 28, 2019 7:41 AM  
**To:** Spilker, Robyn FIN:EX  
**Subject:** Re: SD63  
Morning,  
OK, I will be there.  
s.13; s.17

So both are correct.

---

**From:** Robyn Spilker <Robyn.Spilker@gov.bc.ca>  
**Date:** Monday, October 28, 2019 at 7:16 AM  
**To:** "Rathbone, Chris PSEC:EX" <Chris.Rathbone@gov.bc.ca>  
**Subject:** SD63  
Morning Chris,  
s.13; s.17

**Coates - Saanich school strike**  
CFAX  
Monday, October 28, 2019, 06:00  
By CFX-1

Copyright

[Link to Story](#)

---

**From:** Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>  
**To:** Dey, Cassandra PSEC:EX <Cassandra.Dey@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
**Sent:** October 28, 2019 10:17:23 AM PDT  
**Received:** October 28, 2019 10:17:24 AM PDT  
**Attachments:** s.13; s.17

Hi,  
s.13; s.17

**From:** Dey, Cassandra PSEC:EX  
**Sent:** October 28, 2019 9:14 AM  
**To:** Rathbone, Chris PSEC:EX ; Jah, Tim PSEC:EX ; Dey, Cassandra PSEC:EX  
**Cc:** Zacharuk, Christina PSEC:EX  
s.13; s.17

**Cassie Dey**  
Manager, Compensation Data & Research  
Province of BC  
Tel: 778 698-8537 | Cell: 250 360-6725  
[gov.bc.ca/PSEC](http://gov.bc.ca/PSEC)



Page 154 of 454

Withheld pursuant to/removed as

s.13 ; s.17



---

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>, Harrison, Veronica EDUC:EX  
<Veronica.Harrison@gov.bc.ca>, Zacharuk, Christina PSEC:EX  
<Christina.Zacharuk@gov.bc.ca>, Rathbone, Chris PSEC:EX  
<Chris.Rathbone@gov.bc.ca>  
Cc: Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>, Howlett, Tim GCPE:EX  
<Tim.Howlett@gov.bc.ca>  
Sent: October 28, 2019 10:24:14 AM PDT  
Received: October 28, 2019 10:24:15 AM PDT

Hi all,

s.13; s.17

Robyn Spilker

Senior Ministerial Assistant  
Minister of Finance and Deputy Premier  
778-974-5995

---

From: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX  
s.15  
To: Kindree.Draper@gov.bc.ca, Draper, Kindree PSEC:EX  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 28, 2019 10:27:55 AM PDT  
Received: October 28, 2019 10:27:56 AM PDT

Begin forwarded message:

**From:** "Spilker, Robyn FIN:EX"  
**Date:** October 28, 2019 at 10:24:15 AM PDT  
**To:** "Dinicol, Sam GCPE:EX" , "Harrison, Veronica EDUC:EX" , "Zacharuk, Christina  
PSEC:EX" , "Rathbone, Chris PSEC:EX"  
**Cc:** "Yano, Brady FIN:EX" , "Howlett, Tim GCPE:EX"  
**Subject:** s.13; s.17

Hi all,  
s.13; s.17

**Robyn Spilker**

Senior Ministerial Assistant

Minister of Finance and Deputy Premier

778-974-5995

---

From: Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>  
To: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
Cc: Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>, Zacharuk, Christina PSEC:EX  
<Christina.Zacharuk@gov.bc.ca>, Rathbone, Chris PSEC:EX  
<Chris.Rathbone@gov.bc.ca>, Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>,  
Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>  
Sent: October 28, 2019 10:32:14 AM PDT  
Received: October 28, 2019 10:32:16 AM PDT

s.13; s.17

Sent from my iPhone

On Oct 28, 2019, at 10:24 AM, Spilker, Robyn FIN:EX wrote:

Hi all,

s.13; s.17

**Robyn Spilker**

Senior Ministerial Assistant

Minister of Finance and Deputy Premier

778-974-5995

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: October 28, 2019 10:35:57 AM PDT  
Received: October 28, 2019 10:35:57 AM PDT

---

**From:** "Harrison, Veronica EDUC:EX"

**Date:** Monday, October 28, 2019 at 10:32 AM

**To:** Robyn Spilker

**Cc:** "Dinicol, Sam GCPE:EX" , Christina Zacharuk , "Rathbone, Chris PSEC:EX" , "Yano, Brady FIN:EX" ,  
"Howlett, Tim GCPE:EX"

**Subject** s.13; s.17

s.13; s.17

Sent from my iPhone

On Oct 28, 2019, at 10:24 AM, Spilker, Robyn FIN:EX wrote:

Hi all,

s.13; s.17

**Robyn Spilker**

Senior Ministerial Assistant

Minister of Finance and Deputy Premier

778-974-5995



---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 28, 2019 10:37:57 AM PDT  
Received: October 28, 2019 10:37:59 AM PDT

s.13; s.17

**From:** Rathbone, Chris PSEC:EX  
**Sent:** October 28, 2019 10:28 AM  
**To:** Draper, Kindree PSEC:EX  
**Subject:** s.13; s.17

Begin forwarded message:

**From:** "Spilker, Robyn FIN:EX" <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
**Date:** October 28, 2019 at 10:24:15 AM PDT  
**To:** "Dinicol, Sam GCPE:EX" <[Sam.Dinicol@gov.bc.ca](mailto:Sam.Dinicol@gov.bc.ca)>, "Harrison, Veronica EDUC:EX" <[Veronica.Harrison@gov.bc.ca](mailto:Veronica.Harrison@gov.bc.ca)>, "Zacharuk, Christina PSEC:EX" <[Christina.Zacharuk@gov.bc.ca](mailto:Christina.Zacharuk@gov.bc.ca)>, "Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Cc:** "Yano, Brady FIN:EX" <[Brady.Yano@gov.bc.ca](mailto:Brady.Yano@gov.bc.ca)>, "Howlett, Tim GCPE:EX" <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** s.13; s.17

Hi all,

s.13; s.17

**Robyn Spilker**

Senior Ministerial Assistant

Minister of Finance and Deputy Premier

778-974-5995

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: October 28, 2019 10:38:49 AM PDT  
Received: October 28, 2019 10:38:50 AM PDT

s.13; s.17

---

**From:** Rathbone, Chris PSEC:EX  
**Sent:** October 28, 2019 10:36 AM  
**To:** Draper, Kindree PSEC:EX  
**Subject:** s.13; s.17

---

**From:** "Harrison, Veronica EDUC:EX" <[Veronica.Harrison@gov.bc.ca](mailto:Veronica.Harrison@gov.bc.ca)>  
**Date:** Monday, October 28, 2019 at 10:32 AM  
**To:** Robyn Spilker <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
**Cc:** "Dinicol, Sam GCPE:EX" <[Sam.Dinicol@gov.bc.ca](mailto:Sam.Dinicol@gov.bc.ca)>, Christina Zacharuk <[Christina.Zacharuk@gov.bc.ca](mailto:Christina.Zacharuk@gov.bc.ca)>, "Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>, "Yano, Brady FIN:EX" <[Brady.Yano@gov.bc.ca](mailto:Brady.Yano@gov.bc.ca)>, "Howlett, Tim GCPE:EX" <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** s.13; s.17

s.13; s.17

Sent from my iPhone

On Oct 28, 2019, at 10:24 AM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

Hi all,

s.13; s.17

**Robyn Spilker**  
Senior Ministerial Assistant  
Minister of Finance and Deputy Premier  
778-974-5995

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>, Spilker, Robyn  
FIN:EX <Robyn.Spilker@gov.bc.ca>  
Cc: Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>, Zacharuk, Christina  
PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Yano, Brady FIN:EX  
<Brady.Yano@gov.bc.ca>, Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>,  
Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: October 28, 2019 10:41:29 AM PDT  
Received: October 28, 2019 10:41:29 AM PDT  
Attachments: image001.png

I agree with Veronica,  
s.13; s.17

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](http://gov.bc.ca/PSEC)



Public Sector  
Employers' Council  
Secretariat

---

**From:** "Harrison, Veronica EDUC:EX"  
**Date:** Monday, October 28, 2019 at 10:32 AM  
**To:** Robyn Spilker  
**Cc:** "Dinicol, Sam GCPE:EX" , Christina Zacharuk , "Rathbone, Chris PSEC:EX" , "Yano, Brady FIN:EX" ,  
"Howlett, Tim GCPE:EX"  
**Subject:** s.13; s.17

s.13; s.17

Sent from my iPhone

On Oct 28, 2019, at 10:24 AM, Spilker, Robyn FIN:EX wrote:

Hi all,  
s.13; s.17

**коруу эрикер**

Senior Ministerial Assistant

Minister of Finance and Deputy Premier

778-974-5995

## Re: CBC News : question

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Atcheson, Kevin PSEC:EX <Kevin.Atcheson@gov.bc.ca>  
Sent: October 28, 2019 7:44:41 PM PDT  
Received: October 28, 2019 7:44:41 PM PDT

Hi Both, <sup>s.13; s.17</sup>  
<sup>s.13; s.17</sup>

CHris

---

**From:** Kindree Draper  
**Date:** Monday, October 28, 2019 at 6:10 PM  
**To:** Kevin Atcheson  
**Cc:** "Rathbone, Chris PSEC:EX"  
**Subject:** Re: CBC News : question  
Yes Kevin - <sup>s.13; s.17</sup>  
<sup>s.13; s.17</sup>

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Oct 28, 2019, at 6:08 PM, Atcheson, Kevin PSEC:EX <[Kevin.Atcheson@gov.bc.ca](mailto:Kevin.Atcheson@gov.bc.ca)> wrote:  
<sup>s.13; s.17</sup>

Thx!

Kevin Atcheson  
A/Manager, Labour Relations  
Public Sector Employers' Council Secretariat  
Mobile: 250-213-6382

Begin forwarded message:

<sup>s.22</sup>  
**From:** Terrie Klot: \_\_\_\_\_  
**Date:** October 28, 2019 at 5:50:31 PM PDT  
**To:** "Atcheson, Kevin PSEC:EX" <[Kevin.Atcheson@gov.bc.ca](mailto:Kevin.Atcheson@gov.bc.ca)>  
**Cc:** Geoff Tierney <sup>s.22</sup>, Paul Coronica  
<sup>s.22</sup>  
**Subject:** RE: CBC News : question

Thanks Kevin,  
<sup>s.13; s.17</sup>

Thanks

Terrie

Terrie Klotz MPA, CPHR

Associate Vice President

**Equity, Diversity and Inclusion Capacity Building**

**Human Resources | Royal Roads University**

T 250.391.2600 s.22 | F 250.391.2570

2005 Sooke Road, Victoria, BC Canada V9B 5Y2 | [royalroads.ca](http://royalroads.ca)

**LIFE.CHANGING**

**Traditional lands of the Xwsepsum (Esquimalt) and Lkwungen (Songhees) families.**

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---

**From:** Atcheson, Kevin PSEC:EX <[Kevin.Atcheson@gov.bc.ca](mailto:Kevin.Atcheson@gov.bc.ca)>

**Sent:** October-28-19 4:41 PM

**To:** Terrie Klotz s.22

**Cc:** Geoff Tierney s.22

**Subject:** RE: CBC News : question

Hi Terrie,

s.13; s.17



**Kevin Atcheson | A/Manager, Labour Relations**  
**Public Sector Employers' Council Secretariat**  
Suite 210 – 880 Douglas Street  
Victoria, BC V8W 2B7  
Mobile: 250.213.6382  
Office: 778.698.8532  
Email: [kevin.atcheson@gov.bc.ca](mailto:kevin.atcheson@gov.bc.ca)

**From:** Terrie Klotz s.22

**Sent:** October 28, 2019 4:22 PM

**To:** Atcheson, Kevin PSEC:EX <[Kevin.Atcheson@gov.bc.ca](mailto:Kevin.Atcheson@gov.bc.ca)>

**Cc:** Geoff Tierney s.22

**Subject:** CBC News : question

Hi Kevin s.13; s.17

s.13; s.17

<https://www.cbc.ca/news/canada/british-columbia/saanich-school-support-workers-education-strike-1.5337523>

Terrie Klotz MPA, CPHR

Associate Vice President Human Resources | **Royal Roads University**

**T** [250.391.2600](tel:250.391.2600)s.22 | **F** [250.391.2570](tel:250.391.2570)

[2005 Sooke Road, Victoria, BC Canada V9B 5Y2](https://www.royalroads.ca) | [royalroads.ca](https://www.royalroads.ca)

**LIFE.CHANGING**

**Traditional lands of the Xwsepsum (Esquimalt) and Lkwungen (Songhees) families.**

## Re: CBC News : question

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Atcheson, Kevin PSEC:EX <Kevin.Atcheson@gov.bc.ca>  
Cc: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: October 28, 2019 7:53:55 PM PDT  
Received: October 28, 2019 7:53:55 PM PDT  
Perfect.s.13; s.17

---

**From:** Kevin Atcheson  
**Date:** Monday, October 28, 2019 at 7:50 PM  
**To:** "Rathbone, Chris PSEC:EX"  
**Cc:** Kindree Draper  
**Subject:** Re: CBC News : question  
I'm fine with this approach.

Kevin Atcheson  
A/Manager, Labour Relations  
Public Sector Employers' Council Secretariat  
Mobile: 250-213-6382

On Oct 28, 2019, at 7:44 PM, Rathbone, Chris PSEC:EX wrote:

Hi Both, s.13; s.17  
s.13; s.17

CHris

---

**From:** Kindree Draper  
**Date:** Monday, October 28, 2019 at 6:10 PM  
**To:** Kevin Atcheson  
**Cc:** "Rathbone, Chris PSEC:EX"  
**Subject:** Re: CBC News : question  
Yes Kevin -s.13; s.17  
s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Oct 28, 2019, at 6:08 PM, Atcheson, Kevin PSEC:EX <[Kevin.Atcheson@gov.bc.ca](mailto:Kevin.Atcheson@gov.bc.ca)> wrote:  
s.13; s.17

Kevin Atcheson  
A/Manager, Labour Relations  
Public Sector Employers' Council Secretariat  
Mobile: 250-213-6382

Begin forwarded message:

s.22

**From:** Terrie Klotz

**Date:** October 28, 2019 at 5:50:31 PM PDT

**To:** "Atcheson, Kevin PSEC:EX" <[Kevin.Atcheson@gov.bc.ca](mailto:Kevin.Atcheson@gov.bc.ca)>

**Cc:** Geoff Tierney s.22 Paul Coronica  
s.22

**Subject:** RE: CBC News : question

Thanks Kevin,

s.13; s.17

Thanks

Terrie

Terrie Klotz MPA, CPHR

Associate Vice President

**Equity, Diversity and Inclusion Capacity Building**

**Human Resources | Roval Roads University**

T 250.391.2600 s.22 | F 250.391.2570

2005 Sooke Road, Victoria, BC Canada V9B 5Y2 | [royalroads.ca](http://royalroads.ca)

**LIFE.CHANGING**

**Traditional lands of the Xwsepsum (Esquimalt) and Lkwungen (Songhees) families.**

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This e-mail and any attachments may be confidential, privileged or subject to the provisions of the Freedom of Information and Protection of Privacy Act. If you receive this in error, please contact me immediately and delete all copies of this e-mail and any attachments.

---

**From:** Atcheson, Kevin PSEC:EX <[Kevin.Atcheson@gov.bc.ca](mailto:Kevin.Atcheson@gov.bc.ca)>

**Sent:** October-28-19 4:41 PM

s.22

**To:** Terrie Klotz

**Cc:** Geoff Tierney s.22

**Subject:** RE: CBC News : question

Hi Terrie,

s.13; s.17

**Kevin Atcheson | A/Manager, Labour Relations**

**Public Sector Employers' Council Secretariat**

Suite 210 – 880 Douglas Street

Victoria, BC V8W 2B7

Mobile: 250.213.6382

Office: 778.698.8532

Email: [kevin.atcheson@gov.bc.ca](mailto:kevin.atcheson@gov.bc.ca)

---

**From:** Terrie Klotz s.22

**Sent:** October 28, 2019 4:22 PM

**To:** Atcheson, Kevin PSEC:EX <[Kevin.Aatcheson@gov.bc.ca](mailto:Kevin.Aatcheson@gov.bc.ca)>

**Cc:** Geoff Tierney s.22

**Subject:** CBC News : question

s.13; s.17

<https://www.cbc.ca/news/canada/british-columbia/saanich-school-support-workers-education-strike-1.5337523>

Terrie Klotz MPA, CPHR

Associate Vice President Human Resources | **Royal Roads University**

T [250.391.2600](tel:250.391.2600) s.22 | F [250.391.2570](tel:250.391.2570)

[2005 Sooke Road, Victoria, BC Canada V9B 5Y2](https://2005SookeRoad.com) | [royalroads.ca](http://royalroads.ca)

**LIFE.CHANGING**

**Traditional lands of the Xwsepsum (Esquimalt) and Lkwungen (Songhees) families.**

## Re: Conf call setup

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Neilson, Kirsten PSEC:EX <Kirsten.Neilson@gov.bc.ca>, Smith, Breana PSEC:EX <Breana.Smith@gov.bc.ca>  
Cc: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: October 29, 2019 8:49:16 AM PDT  
Received: October 29, 2019 8:49:16 AM PDT  
Attachments: image001.png

Hi Breana and Kirsten, thanks for setting these up. A couple things –

- Could you please extend the time of the first call from 4:45-5:15, and move the second call to starting at 5:15?
- There was some issue with the second meeting calendar invites. Minister Fleming didn't have it in his calendar, and his MA, Veronica Harrison, didn't receive the invite. Can you connect with his office to make sure they've got the details in the right calendars?

Thanks,  
Chris

---

**From:** "Rathbone, Chris PSEC:EX"  
**Date:** Sunday, October 27, 2019 at 8:28 PM  
**To:** "Neilson, Kirsten PSEC:EX" , "Smith, Breana PSEC:EX"  
**Cc:** Christina Zacharuk , Kindree Draper  
**Subject:** Conf call setup

Hi Breana and Kirsten, s.13; s.17

s.13; s.17

**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](http://gov.bc.ca/PSEC)

**PSEC**

Public Sector  
Employers' Council  
Secretariat

## FYI- CHEK: Coates - SD63 job action

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, deberwein@saanichschools.ca  
Sent: October 30, 2019 6:25:21 AM PDT  
Received: October 30, 2019 6:25:22 AM PDT

Morning all! s.13; s.17  
s.13; s.17

Thanks!

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

CHEK (Victoria)  
CHEK News at Five  
29-Oct-2019 18:36

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Page 177 of 454

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Coates: Thank you.

Perkins: Dean Coates is the president of CUPE 441.



## RE: FYI- CHEK: Coates - SD63 job action

---

From: Dave Eberwein <deberwein@saanichschools.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Sent: October 30, 2019 8:48:30 AM PDT  
Received: October 30, 2019 8:48:35 AM PDT

Thank you, Kindree.  
s.13; s.17

Dave

DAVE EBERWEIN

Superintendent & CEO, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5  
(W) 250.652.7332 s.22  
Twitter: @DaveWEberwein  
Blog: www.thepowerofwhy.ca

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

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: October 30, 2019 6:25 AM  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>; Dave Eberwein <deberwein@saanichschools.ca>  
Subject: FYI- CHEK: Coates - SD63 job action

Morning all!  
s.13; s.17

Thanks!

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

CHEK (Victoria)  
CHEK News at Five  
29-Oct-2019 18:36

Page 180 of 454 to/à Page 181 of 454

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Copyright

Perkins: Dean Coates is the president of CUPE 441.

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Dave Eberwein <deberwein@saanichschools.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Sent: October 30, 2019 8:58:49 AM PDT  
Received: October 30, 2019 8:58:50 AM PDT

Hi Dave,  
s.13; s.17

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

From: Dave Eberwein <deberwein@saanichschools.ca>  
Sent: October 30, 2019 8:49 AM  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Subject: s.13; s.17

Thank you. Kindree.  
s.13; s.17

Dave

DAVE EBERWEIN

Superintendent & CEO, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7332<sup>s.22</sup>

Twitter: @DaveWEberwein

Blog: [www.thepowerofwhy.ca](http://www.thepowerofwhy.ca)

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

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>

Sent: October 30, 2019 6:25 AM

To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>; Dave Eberwein <deberwein@saanichschools.ca>

Subject: <sup>s.13; s.17</sup>

Morning all! <sup>s.13; s.17</sup>

<sup>s.13; s.17</sup>

Thanks!

Kindree Draper

Director, Corporate Relations

PSEC Secretariat

(C) 250 889-4196

Sent from my iPhone

CHEK (Victoria)

CHEK News at Five

29-Oct-2019 18:36

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Page 185 of 454

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Copyright

Coates: Thank you.

Perkins: Dean Coates is the president of CUPE 441.

---

From: Dave Eberwein <deberwein@saanichschools.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Cc: Jason Reid <jreid@saanichschools.ca>, Robyn Reid <rreid@saanichschools.ca>, Dave Eberwein <deberwein@saanichschools.ca>  
Sent: October 30, 2019 9:34:06 AM PDT  
Received: October 30, 2019 9:34:12 AM PDT

Thank you -- s.13; s.17

s.13; s.17

DAVE EBERWEIN

Superintendent & CEO, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7332 s.22

Twitter: @DaveWEberwein

Blog: www.thepowerofwhy.ca

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

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>

Sent: October 30, 2019 8:59 AM

To: Dave Eberwein <deberwein@saanichschools.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>

Subject: s.13; s.17

Hi Dave,

s.13; s.17



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

From: Dave Eberwein <deberwein@saanichschools.ca>

Sent: October 30, 2019 8:49 AM

To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Rathbone, Chris PSEC:EX

<Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart

<deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>;

MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>

Subject s.13; s.17

Thank you, Kindree. s.13; s.17

s.13; s.17

Dave

DAVE EBERWEIN

Superintendent & CEO, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7332 s.22

Twitter: @DaveWEberwein

Blog: www.thepowerofwhy.ca

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

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>

Sent: October 30, 2019 6:25 AM

To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX

<Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes

<leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX

<D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>; Dave Eberwein

<deberwein@saanichschools.ca>

Subject s.13; s.17

Morning all! s.13; s.17

s.13; s.17

Thanks!

Kindree Draper

Director, Corporate Relations

PSEC Secretariat

(C) 250 889-4196

Sent from my iPhone

CHEK (Victoria)  
CHEK News at Five  
29-Oct-2019 18:36

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Copyright

Coates: Thank you.

Perkins: Dean Coates is the president of CUPE 441.

**RE**

---

From: Dave Eberwein <deberwein@saanichschools.ca>  
To: Renzo Del Negro <renzod@bcpsea.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Cc: Jason Reid <jreid@saanichschools.ca>, Robyn Reid <rreid@saanichschools.ca>  
Sent: October 30, 2019 10:06:26 AM PDT  
Received: October 30, 2019 10:06:31 AM PDT

Thank you.

d

DAVE EBERWEIN

Superintendent & CEO, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7332 s.22

Twitter: @DaveWEberwein

Blog: www.thepowerofwhy.ca

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

From: Renzo Del Negro <renzod@bcpsea.bc.ca>  
Sent: October 30, 2019 9:53 AM  
To: Dave Eberwein <deberwein@saanichschools.ca>; Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Cc: Jason Reid <jreid@saanichschools.ca>; Robyn Reid <rreid@saanichschools.ca>  
Subject: s.13; s.17

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

-- IMPORTANT NOTICE --

This e-mail is confidential, may be legally privileged, and is for the intended recipient only. Access, disclosure, copying, distribution, or reliance on any of it by anyone else is prohibited and may be a criminal offence. Please delete if received or obtained in error and e-mail confirmation to the sender. Views and opinions are those of the sender unless

clearly stated as being those of the British Columbia Public School Employers' Association (BCPSEA). BCPSEA cannot assure that the integrity of this communication has been maintained nor that it is free of errors, virus, interception or interference.

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

From: Dave Eberwein <deberwein@saanichschools.ca>

Sent: October-30-19 9:34 AM

To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Cc: Jason Reid <jreid@saanichschools.ca>; Robyn Reid <rreid@saanichschools.ca>; Dave Eberwein <deberwein@saanichschools.ca>  
Subject: s.13; s.17

Thank you -- s.13; s.17

s.13; s.17

DAVE EBERWEIN

Superintendent & CEO, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7332 s.22

Twitter: @DaveWEberwein

Blog: www.thepowerofwhy.ca

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From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>

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To: Dave Eberwein <deberwein@saanichschools.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Subject: s.13; s.17

Hi Dave,

s.13; s.17

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

From: Dave Eberwein <deberwein@saanichschools.ca>

Sent: October 30, 2019 8:49 AM

To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
Subject: s.13; s.17

Thank you, Kindree. s.13; s.17

s.13; s.17

Dave

DAVE EBERWEIN

Superintendent & CEO, Saanich Schools

2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7332 s.22

Twitter: @DaveWEberwein

Blog: www.thepowerofwhy.ca

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

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>

Sent: October 30, 2019 6:25 AM

To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>; Deborah Stewart <deborahs@bcpsea.bc.ca>; Leanne Bowes <leanneb@bcpsea.bc.ca>; Renzo Del Negro <renzod@bcpsea.bc.ca>; MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>; Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>; Dave Eberwein <deberwein@saanichschools.ca>  
Subject: s.13; s.17

Morning all! s.13; s.17

s.13; s.17

Thanks!

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat

(C) 250 889-4196  
Sent from my iPhone

CHEK (Victoria)  
CHEK News at Five  
29-Oct-2019 18:36

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Perkins: Dean Coates is the president of CUPE 441.



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LABOUR DISPUTE IN  
SAANICH SCHOOL DISTRICT

Copyright

## Media on other strikes currently in play

Excerpt from CBC Online -- 30-Oct-2019 14:20 -- Coast Mountain Bus Company strike notice for Friday Nov.1

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From: Leanne Bowes <leanneb@bcpsea.bc.ca>  
To: PSEC - Tim Jah <Tim.Jah@gov.bc.ca>, Chris Rathbone  
<Chris.Rathbone@gov.bc.ca>, Jah, Tim PSEC:EX, Rathbone, Chris PSEC:EX  
Sent: November 4, 2019 10:19:00 PM PST  
Received: November 4, 2019 10:19:09 PM PST  
Attachments: s.13; s.17

Leanne Bowes  
s.22

BC Public School Employers' Association

Begin forwarded message:

**From:** Jason Reid <jreid@saanichschools.ca>  
**Date:** November 4, 2019 at 10:17:35 PM PST  
**To:** Leanne Bowes <leanneb@bcpsea.bc.ca>  
**Subject:** s.13; s.17

Hi Leanne,  
s.13; s.17

Jason



Withheld pursuant to/removed as

s.13 ; s.17

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Withheld pursuant to/removed as

s.13 ; s.17 ; s.22

JASON REID

Secretary Treasurer, Saanich Schools  
2125 Keating Cross Road, Saanichton, BC V8M 2A5

(W) 250.652.7304 s.22

Collective Bargaining between SD No. 63 (Saanich) and CUPE Local 441

**The Employer's Proposal at a Glance (Unsigned Items Only)**

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---

From: Chris.Rathbone@gov.bc.ca. Rathbone, Chris PSEC:EX  
s.15  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>, Yano, Brady FIN:EX  
<Brady.Yano@gov.bc.ca>  
Sent: November 7, 2019 10:33:42 AM PST  
Received: November 7, 2019 10:33:42 AM PST  
Or Robyn are you going to share through the MO?

On Nov 7, 2019, at 10:32 AM, Draper, Kindree PSEC:EX wrote:

Okay thanks! I'll ensure Corinna is aware

---

**From:** Spilker, Robyn FIN:EX  
**Sent:** November 7, 2019 10:30 AM  
**To:** Rathbone, Chris PSEC:EX ; Draper, Kindree PSEC:EX  
**Cc:** Yano, Brady FIN:EX  
**Subject:** s.13; s.17

Hi all,

s.13; s.17

**Robyn Spilker**

Senior Ministerial Assistant

Minister of Finance and Deputy Premier

778-974-5995

## **FYI - CKNW: Baldrey - labour disputes**

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: PSEC <PSECStaff@Victoria1.gov.bc.ca>  
Sent: November 7, 2019 3:38:56 PM PST  
Received: November 7, 2019 3:38:58 PM PST  
CKNW (Vancouver)  
CKNW Simi Sara  
07-Nov-2019 11:06

Copyright



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Copyright

## **FYI: CBCV: Cronk - provincewide labour unrest**

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: PSEC <PSECStaff@Victoria1.gov.bc.ca>  
Sent: November 8, 2019 7:57:25 AM PST  
Received: November 8, 2019 7:57:27 AM PST

CBCV (CBC Victoria)  
CBC All Points West  
07-Nov-2019 16:18

Copyright

Page 234 of 454 to/à Page 235 of 454

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Copyright

## **FYI- CFAF -- Elsie McMurphy -- Saanich SD**

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Dave Eberwein <deberwein@saanichschools.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Jason Reid <jreid@saanichschools.ca>, Robyn Reid <rreid@saanichschools.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>, Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Evans, Keith AG:EX <Keith.Evans@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: November 12, 2019 12:34:46 PM PST  
Received: November 12, 2019 12:34:47 PM PST  
CFAF (Victoria)

12-Nov-2019 12:00

Copyright

## Sd63 letter to Dean

---

From: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX  
s.13; s.17  
To: Robyn.Spilker@gov.bc.ca, Spilker, Robyn FIN:EX  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Kindree.Draper@gov.bc.ca, Ken.Dawson@gov.bc.ca, Draper, Kindree PSEC:EX,  
Dawson, Ken PSEC:EX  
Sent: November 12, 2019 4:49:46 PM PST  
Received: November 12, 2019 4:49:48 PM PST  
Attachments: Letter to CUPE 441 - Nov 12 2019.pdf

fyi - the district just put this up on their site.

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: November 12, 2019 5:07:57 PM PST  
Received: November 12, 2019 5:07:58 PM PST  
Attachments: s.13; s.17

Hi Kindrée and Chris,  
s.13; s.17

Thanks,  
Robyn  
**Robyn Spilker**  
Senior Ministerial Assistant  
Minister of Finance and Deputy Premier  
778-974-5995

Page 239 of 454 to/à Page 240 of 454

Withheld pursuant to/removed as

s.13 ; s.17

## Fwd: Sd63 update

---

From: Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: November 12, 2019 5:54:42 PM PST  
Received: November 12, 2019 5:54:44 PM PST  
Attachments: Letter to CUPE 441 - Nov 12 2019.pdf, ATT00001.htm

Hi Chris. Can we discuss this? Thanks.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

Begin forwarded message:

**From:** "Spilker, Robyn FIN:EX"  
**Date:** November 12, 2019 at 4:57:15 PM PST  
**To:** "Smith, George PREM:EX" , "Harrison, Veronica EDUC:EX" , "Hockin, Amber PREM:EX" , "Andrews, Scott EDUC:EX" , "Farrance, Melissa EDUC:EX" , "Aaron, Sage PREM:EX" , "Dinicol, Sam GCPE:EX" , "Howlett, Tim GCPE:EX"  
**Cc:** "Yano, Brady FIN:EX"  
**Subject:** Sd63 update

FYI - the Saanich School District has posted the attached letter on their website.

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

From: Rathbone, Chris PSEC:EX  
Sent: November 12, 2019 4:50 PM  
To: Spilker, Robyn FIN:EX  
Cc: Draper, Kindree PSEC:EX ; Dawson, Ken PSEC:EX  
Subject: Sd63 letter to Dean

fyi - the district just put this up on their site.





SCHOOL DISTRICT 63 (SAANICH)

2125 Keating Cross Road, Saanichton, BC Canada V8M 2A5  
Phone: (250) 652-7300 Fax: (250) 652-6421 saanichschools.ca

November 12, 2019

Mr. Dean Coates, President  
CUPE Local 441  
PO Box 100  
Brentwood Bay, BC

Dear Mr. Coates,

**RE: Next Steps to Concluding a Negotiated Collective Agreement**

The employer has tabled an offer that applies the maximum funding available for this round of local bargaining, and that reflects our shared priority to address wage disparity to the fullest extent possible under the provincial bargaining mandate. The reality is that the funding allocation for bargaining will not be increased, and the Board will not be granted authority to allocate further funds to bargaining regardless of the source of those funds.

As you know, if a collective agreement is not ratified before **November 30, 2019**, many of the provisions within the Provincial Framework Agreement will no longer be available to the parties in local bargaining. These include, but are not limited to, funding for local bargaining<sup>1</sup>, and the benefits and funding associated with the Provincial Job Evaluation process currently underway.

As we have communicated to you already, when you are ready to bargain within the funding that is available for local bargaining, we are ready and available to negotiate.

Sincerely,

A handwritten signature in black ink, appearing to read "Jason Reid".

Jason Reid  
Secretary Treasurer

JR/klg

---

<sup>1</sup> The employer is proposing to allocate the funding for local bargaining, also referred to as the Service Improvement Allocation, to a Labour Market Adjustment of 1.53% for eight education assistant positions.

## Re: Sd63 update

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>  
Sent: November 12, 2019 5:56:27 PM PST  
Received: November 12, 2019 5:56:27 PM PST

Sure, I'm just on the phone for a few minutes but I can give you a call in 15-20?

---

**From:** "Hockin, Amber PREM:EX"

**Date:** Tuesday, November 12, 2019 at 5:54 PM

**To:** "Rathbone, Chris PSEC:EX"

**Subject:** Fwd: Sd63 update

Hi Chris. Can we discuss this? Thanks.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

Begin forwarded message:

**From:** "Spilker, Robyn FIN:EX"

**Date:** November 12, 2019 at 4:57:15 PM PST

**To:** "Smith, George PREM:EX" , "Harrison, Veronica EDUC:EX" , "Hockin, Amber PREM:EX" , "Andrews, Scott EDUC:EX" , "Farrance, Melissa EDUC:EX" , "Aaron, Sage PREM:EX" , "Dinicol, Sam GCPE:EX" , "Howlett, Tim GCPE:EX"

**Cc:** "Yano, Brady FIN:EX"

**Subject:** Sd63 update

FYI - the Saanich School District has posted the attached letter on their website.

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

From: Rathbone, Chris PSEC:EX

Sent: November 12, 2019 4:50 PM

To: Spilker, Robyn FIN:EX

Cc: Draper, Kindree PSEC:EX ; Dawson, Ken PSEC:EX

Subject: Sd63 letter to Dean

fyi - the district just put this up on their site.

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: November 12, 2019 5:58:49 PM PST  
Received: November 12, 2019 5:58:51 PM PST  
Attachments: s.13; s.17

Here are my thoughts and notes on how I characterized them previously

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Withheld pursuant to/removed as

s.13 ; s.17

## FW: Media request: CUPE strike

---

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>, Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>, Smith, George PREM:EX <George.Smith@gov.bc.ca>, Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>, Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Cc: Godfrey, Sam AGRI:EX <Sam.Godfrey@gov.bc.ca>, Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>, Farrance, Melissa EDUC:EX <Melissa.Farrance@gov.bc.ca>, Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>, Sorochan, Craig GCPE:EX <Craig.Sorochan@gov.bc.ca>, Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>, Fernandes, Jennifer GCPE:EX <Jennifer.Fernandes@gov.bc.ca>, Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>, Andrews, Scott EDUC:EX <Scott.Andrews@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: November 14, 2019 1:21:42 PM PST  
Received: November 14, 2019 1:21:43 PM PST

Hi all,  
s.13; s.17

Thanks,  
Robyn

---

**From:** Godfrey, Sam AGRI:EX  
**Sent:** November 14, 2019 1:15 PM  
**To:** Spilker, Robyn FIN:EX ; Harrison, Veronica EDUC:EX  
**Subject:** Fwd: Media request: CUPE strike

Sent from my iPhone

Begin forwarded message:

**From:** "Leppard, Brianna AGRI:EX" <Brianna.Leppard@gov.bc.ca>  
**Date:** November 14, 2019 at 12:24:59 PM PST  
**To:** "Godfrey, Sam AGRI:EX" <Sam.Godfrey@gov.bc.ca>, "Wieczorek, Chris AGRI:EX" <Chris.Wieczorek@gov.bc.ca>  
**Subject:** FW: Media request: CUPE strike

Hello,  
s.13; s.17

s.13; s.17

. Sophie can be reached at ,s.22

Thank you,  
Brianna

---

**From:** Sophie Heizer <sophie.heizer@saanichnews.com>  
**Sent:** November 14, 2019 12:21 PM  
**To:** Minister, AGRI AGRI:EX <AGR.Minister@gov.bc.ca>  
**Subject:** Media request: CUPE strike  
Good afternoon,

My name is Sophie Heizer and I'm a reporter for Saanich News. I attended a protest in support of continued CUPE Local 441 job action outside Lana Popham's constituency office on Glanford Ave. this morning. Protesters say it will happen from 11 am to 1 pm. I have comment from the protesters, so in the interest of balance I would like to formally invite Ms. Popham to also comment on the situation. Protesters said they had gathered in front of Popham's office because she has yet to comment on the situation, and they believe it's important she's vocal in this issue as it affects people in her riding. My deadline is ASAP, so if someone could please get back to me as soon as possible, that would be wonderful. If the comment is "no comment", that's fine too but I do need to know. My contact information including phone numbers are listed in my email signature.

Thanks and best regards,

**Sophie Heizer**

**Multimedia Journalist**

Saanich News | Black Press Media

T: 250-480-3212 s.22

[sophie.heizer@saanichnews.com](mailto:sophie.heizer@saanichnews.com)

## **FYI- CFAX -- Coates - CUPE 441 strike**

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Dave Eberwein <deberwein@saanichschools.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Jason Reid <jreid@saanichschools.ca>, Robyn Reid <rreid@saanichschools.ca>, MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>, Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>, Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>, Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>, Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>, Renzo Del Negro <renzod@bcpsea.bc.ca>, Deborah Stewart <deborahs@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, Evans, Keith AG:EX <Keith.Evans@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>  
Sent: November 14, 2019 1:28:12 PM PST  
Received: November 14, 2019 1:28:13 PM PST  
CFAX (Victoria)

14-Nov-2019 12:02

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## RE: Media request: CUPE strike

---

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>, Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>, Smith, George PREM:EX <George.Smith@gov.bc.ca>, Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>, Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Cc: Godfrey, Sam AGRI:EX <Sam.Godfrey@gov.bc.ca>, Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>, Farrance, Melissa EDUC:EX <Melissa.Farrance@gov.bc.ca>, Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>, Sorochan, Craig GCPE:EX <Craig.Sorochan@gov.bc.ca>, Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>, Fernandes, Jennifer GCPE:EX <Jennifer.Fernandes@gov.bc.ca>, Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>, Andrews, Scott EDUC:EX <Scott.Andrews@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: November 14, 2019 1:50:05 PM PST  
Received: November 14, 2019 1:50:06 PM PST

Hi again,  
s.13; s.17

Thanks,  
Robyn

---

**From:** Spilker, Robyn FIN:EX  
**Sent:** November 14, 2019 1:22 PM  
**To:** Harrison, Veronica EDUC:EX ; Dinicol, Sam GCPE:EX ; Smith, George PREM:EX ; Aaron, Sage PREM:EX ; Hockin, Amber PREM:EX ; Draper, Kindree PSEC:EX  
**Cc:** Godfrey, Sam AGRI:EX ; Yano, Brady FIN:EX ; Farrance, Melissa EDUC:EX ; Leslie, Lisa GCPE:EX ; Fillion, Corinna GCPE:EX ; Smith, Jimmy GCPE:EX ; Sorochan, Craig GCPE:EX ; Grieve, Chandler GCPE:EX ; Fernandes, Jennifer GCPE:EX ; Youngs, Kirsten R GCPE:EX ; Andrews, Scott EDUC:EX ; Rathbone, Chris PSEC:EX  
**Subject:** FW: Media request: CUPE strike  
**Importance:** High

Hi all,  
s.13; s.17

Ihanks,  
Robyn

---

**From:** Godfrey, Sam AGRI:EX <Sam.Godfrey@gov.bc.ca>  
**Sent:** November 14, 2019 1:15 PM  
**To:** Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>; Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>  
**Subject:** Fwd: Media request: CUPE strike

Sent from my iPhone

Begin forwarded message:

**From:** "Leppard, Brianna AGRI:EX" <Brianna.Leppard@gov.bc.ca>  
**Date:** November 14, 2019 at 12:24:59 PM PST  
**To:** "Godfrey, Sam AGRI:EX" <Sam.Godfrey@gov.bc.ca>, "Wieczorek, Chris AGRI:EX"



<Chris.Wieczorek@gov.bc.ca>

**Subject: FW: Media request: CUPE strike**

Hello,  
s.13; s.17

s.13; s.17

Sophie can be reached at s.22

Thank you,  
Brianna

---

**From:** Sophie Heizer <[sophie.heizer@saanichnews.com](mailto:sophie.heizer@saanichnews.com)>

**Sent:** November 14, 2019 12:21 PM

**To:** Minister, AGRI AGRI:EX <[AGR.Minister@gov.bc.ca](mailto:AGR.Minister@gov.bc.ca)>

**Subject:** Media request: CUPE strike

Good afternoon,

My name is Sophie Heizer and I'm a reporter for Saanich News. I attended a protest in support of continued CUPE Local 441 job action outside Lana Popham's constituency office on Glanford Ave. this morning. Protesters say it will happen from 11 am to 1 pm. I have comment from the protesters, so in the interest of balance I would like to formally invite Ms. Popham to also comment on the situation. Protesters said they had gathered in front of Popham's office because she has yet to comment on the situation, and they believe it's important she's vocal in this issue as it affects people in her riding. My deadline is ASAP, so if someone could please get back to me as soon as possible, that would be wonderful. If the comment is "no comment", that's fine too but I do need to know. My contact information including phone numbers are listed in my email signature.

Thanks and best regards,

**Sophie Heizer**

**Multimedia Journalist**

Saanich News | Black Press Media

T: 250-480-3212 s.22

[sophie.heizer@saanichnews.com](mailto:sophie.heizer@saanichnews.com)

## RE: Media request: CUPE strike

---

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>, Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>, Smith, George PREM:EX <George.Smith@gov.bc.ca>, Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>, Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Cc: Godfrey, Sam AGRI:EX <Sam.Godfrey@gov.bc.ca>, Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>, Farrance, Melissa EDUC:EX <Melissa.Farrance@gov.bc.ca>, Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>, Sorochoan, Craig GCPE:EX <Craig.Sorochoan@gov.bc.ca>, Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>, Fernandes, Jennifer GCPE:EX <Jennifer.Fernandes@gov.bc.ca>, Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>, Andrews, Scott EDUC:EX <Scott.Andrews@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: November 14, 2019 2:17:47 PM PST  
Received: November 14, 2019 2:17:48 PM PST

s.13; s.17

---

**From:** Spilker, Robyn FIN:EX  
**Sent:** November 14, 2019 1:50 PM  
**To:** Harrison, Veronica EDUC:EX ; Dinicol, Sam GCPE:EX ; Smith, George PREM:EX ; Aaron, Sage PREM:EX ; Hockin, Amber PREM:EX ; Draper, Kindree PSEC:EX  
**Cc:** Godfrey, Sam AGRI:EX ; Yano, Brady FIN:EX ; Farrance, Melissa EDUC:EX ; Leslie, Lisa GCPE:EX ; Fillion, Corinna GCPE:EX ; Smith, Jimmy GCPE:EX ; Sorochoan, Craig GCPE:EX ; Grieve, Chandler GCPE:EX ; Fernandes, Jennifer GCPE:EX ; Youngs, Kirsten R GCPE:EX ; Andrews, Scott EDUC:EX ; Rathbone, Chris PSEC:EX  
**Subject:** RE: Media request: CUPE strike

Hi again,

s.13; s.17

Thanks,  
Robyn

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**From:** Spilker, Robyn FIN:EX  
**Sent:** November 14, 2019 1:22 PM  
**To:** Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>; Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>; Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>; Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
**Cc:** Godfrey, Sam AGRI:EX <Sam.Godfrey@gov.bc.ca>; Yano, Brady FIN:EX <Brady.Yano@gov.bc.ca>; Farrance, Melissa EDUC:EX <Melissa.Farrance@gov.bc.ca>; Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; Sorochoan, Craig GCPE:EX <Craig.Sorochoan@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Fernandes, Jennifer GCPE:EX <Jennifer.Fernandes@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>; Andrews, Scott EDUC:EX <Scott.Andrews@gov.bc.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
**Subject:** FW: Media request: CUPE strike  
**Importance:** High

Hi all,

s.13; s.17

Thanks,  
Robyn

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**Sent:** November 14, 2019 1:15 PM

**To:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Harrison, Veronica EDUC:EX <[Veronica.Harrison@gov.bc.ca](mailto:Veronica.Harrison@gov.bc.ca)>

**Subject:** Fwd: Media request: CUPE strike

Sent from my iPhone

Begin forwarded message:

**From:** "Leppard, Brianna AGRI:EX" <[Brianna.Leppard@gov.bc.ca](mailto:Brianna.Leppard@gov.bc.ca)>

**Date:** November 14, 2019 at 12:24:59 PM PST

**To:** "Godfrey, Sam AGRI:EX" <[Sam.Godfrey@gov.bc.ca](mailto:Sam.Godfrey@gov.bc.ca)>, "Wieczorek, Chris AGRI:EX" <[Chris.Wieczorek@gov.bc.ca](mailto:Chris.Wieczorek@gov.bc.ca)>

**Subject:** FW: Media request: CUPE strike

Hello,  
s.13; s.17

s.13; s.17

Sophie can be reached at s.22

Thank you,  
Brianna

---

**From:** Sophie Heizer <[sophie.heizer@saanichnews.com](mailto:sophie.heizer@saanichnews.com)>

**Sent:** November 14, 2019 12:21 PM

**To:** Minister, AGRI AGRI:EX <[AGR.Minister@gov.bc.ca](mailto:AGR.Minister@gov.bc.ca)>

**Subject:** Media request: CUPE strike

Good afternoon,

My name is Sophie Heizer and I'm a reporter for Saanich News. I attended a protest in support of continued CUPE Local 441 job action outside Lana Popham's constituency office on Glanford Ave. this morning. Protesters say it will happen from 11 am to 1 pm. I have comment from the protesters, so in the interest of balance I would like to formally invite Ms. Popham to also comment on the situation. Protesters said they had gathered in front of Popham's office because she has yet to comment on the situation, and they believe it's important she's vocal in this issue as it affects people in her riding. My deadline is ASAP, so if someone could please get back to me as soon as possible, that would be wonderful. If the comment is "no comment", that's fine too but I do need to know. My contact information including phone numbers are listed in my email signature.

Thanks and best regards,

**Sophie Heizer**

**Multimedia Journalist**

Saanich News | Black Press Media

T: 250-480-3212<sup>s.22</sup>

[sophie.heizer@saanichnews.com](mailto:sophie.heizer@saanichnews.com)

## Re: BC Labour Talks Report - Thursday, November 14, 2019

---

From: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX s.15  
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: November 14, 2019 6:30:25 PM PST  
Received: November 14, 2019 6:30:26 PM PST

I am.

On Nov 14, 2019, at 6:11 PM, Dawson, Ken PSEC:EX wrote:

I am.

Sent from my iPhone

On Nov 14, 2019, at 6:10 PM, Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)> wrote:

Are you guys on this list?

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

Begin forwarded message:

**From:** <[jakalene.plan@gov.bc.ca](mailto:jakalene.plan@gov.bc.ca)>  
**Date:** November 14, 2019 at 4:04:47 PM PST  
**To:** <[tno@gov.bc.ca](mailto:tno@gov.bc.ca)>  
**Cc:** <[jakalene.plan@gov.bc.ca](mailto:jakalene.plan@gov.bc.ca)>  
**Subject:** BC Labour Talks Report - Thursday, November 14, 2019

**Today's News Online - BC Labour Talks Report**  
DO NOT FORWARD THIS E-MAIL TO ANYONE

Thursday, November 14, 2019

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Thursday, November 14, 2019

By Bill Cowen

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By CHNL



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CP News

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Vancouver Sun

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## **Transit workers escalate job action as negotiations in Vancouver break off again**



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## **CMBC transit strike**

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Thursday, November 14, 2019

By Unifor Canada

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a typical rush hour route. <https://t.co/Kreg0GZt7t> [maz, tran, translink, lbr] [Link to Story](#)

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## **CMBC transit strike**

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Thursday, November 14, 2019

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## **McGarrigle - CMBC transit strike**

CKNW

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**McGarrigle - CMBC transit strike**

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By CKNW Simi Sara



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### **McGarrigle - CMBC transit strike**

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**McGarrigle - CMBC transit strike**

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CBU

Thursday, November 14, 2019, 13:01

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CKNW

Thursday, November 14, 2019, 13:00

By CKNW



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**McGarrigle/McDaniel - CMBC transit strike**

Global News: BC 1

Thursday, November 14, 2019, 14:00

By Global News: BC 1



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**McGarrigle/McDaniel - CMBC transit strike**

CKNW

Thursday, November 14, 2019, 14:00

By CKNW



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## **McDaniel - CMBC transit strike**

CKNW

Thursday, November 14, 2019, 12:40

By CKNW Simi Sara



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**McDaniel - CMBC transit strike**

CKNW

Thursday, November 14, 2019, 15:01

By CKNW



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**McDaniel - CMBC strike**

CHAN

Thursday, November 14, 2019, 12:35  
By Global BC Noon News



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**Rebelo - SkyTrain negotiations**

CBU

Thursday, November 14, 2019, 06:30

By CBU



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**CMBC transit strike**

CKNW

Thursday, November 14, 2019, 15:31

By CKNW





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**Armstrong - CMBC transit strike**

CKNW

Thursday, November 14, 2019, 06:30

By CKNW



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**SkyTrain normal service**

CKNW

Thursday, November 14, 2019, 06:02

By CKNW



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## **CMBC transit strike**

CBU

Thursday, November 14, 2019, 12:31

By CBU



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## **CMBC transit strike**

CBU

Thursday, November 14, 2019, 12:02

By CBU



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**Sara - CMBC transit strike**

CKNW

Thursday, November 14, 2019, 11:18

By CKNW Simi Sara



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**CMBC drivers refusing overtime**

CKNW

Thursday, November 14, 2019, 11:30

By CKNW



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## **CMBC talks**

Twitter

Thursday, November 14, 2019

By Marcella Bernardo

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## **UBCM negotiations**

Twitter

Thursday, November 14, 2019

By Jordan Armstrong

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[@GlobalBC](#)

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## **Province and teachers' union on collision course, again**

The Province

Thursday, November 14, 2019

Page A08

By Mike Smyth



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## **Students, families on edge as school strike drags on**

Times Colonist (Victoria)

Thursday, November 14, 2019

Page A01

By Jeff Bell



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[jwbell@timescolonist.com](mailto:jwbell@timescolonist.com) - With a file from Andrew Duffy [Link to Story](#)

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**My support for union is waning as Saanich schools strike drags on**

Times Colonist (Victoria)

Thursday, November 14, 2019

Page A10

By J.P. Swanson



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## **Coates - Saanich school strike**

CFOX

Thursday, November 14, 2019, 12:02

By CFOX-1

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## **Wilkinson - Saanich school strike**

CBCV

Thursday, November 14, 2019, 07:12

By CBC On the Island-1

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UNBC Faculty

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## FW: Solidarity with Saanich CUPE workers

---

From: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>, Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
Sent: November 14, 2019 8:05:19 PM PST  
Received: November 14, 2019 8:05:21 PM PST  
Attachments: image001.png

FYI

**From:** s.22  
**Date:** November 8, 2019 at 3:26:30 PM PST  
**To:** s.22  
**Subject:** Solidarity with Saanich CUPE workers  
**Reply-To:** s.22

Dear colleagues,

We know it is incredibly tough to be out on the picket lines as CUPE 441 continues its strike action. We want to assure you that the BC Teachers' Federation and the Saanich Teachers' Association are doing everything we can to support you and help bring this dispute to an end.

The BCTF has sent a grant of \$500,000 to our Saanich local to help you and your members during this difficult time. Other teacher locals across the province also have donations pouring in. The BCTF has also made a donation to CUPE 441 to help their members as well.

Picket line solidarity is a cornerstone of union power and we're so grateful to all of you for respecting CUPE's pickets, just as our CUPE colleagues have done for us several times over the years. In 2006, for example, CUPE 441 supported our 2005 two-week illegal strike. Through that strike and the quick round of bargaining in 2006 that followed, we achieved harmonized pay grids that helped many teachers. In Saanich that meant a \$20 per day increase on top of the 17% wage increase over the five-year contract. Without harmonization, the amount that we would be paid less would be greater than \$20 a day as all our wage increases have been added to since we got harmonization.

Fourteen years later, CUPE 441 is still seeking wage parity with their counterparts in Victoria and Sooke. The employer has taken steps to address pay issues with administration, and the board has even given themselves a pay increase, in the last few years to address the need to attract quality people to the positions. However, they are still trying to hold their support staff down. It's not right.

CUPE's efforts in Saanich also tie into our bargaining goals to achieve salary grid adjustments in this round of bargaining beyond the government's 2%-2%-2% offer. We know that the government mandate allows for flexibility to address things like wage comparability and labour market adjustments. So, the government should stop pretending like they don't have any power and take action to end this strike. Without better wages for CUPE workers in Saanich, the Education Assistant (EA) shortage will only get worse and that will make meeting our students' needs harder than ever.

Thank you for being so strong and committed to public education. We know this job action negatively impacts you, our students, and the whole community. But letting this wage disparity continue will mean more kids lose out in the short and long term.

Thank you again for everything you're doing and we will continue to push hard with government and the employer to end this strike.

In solidarity,

Teri Mooring, President, BCTF

Don Peterson, President, Saanich Teachers' Association

TM/ ch:tfu

Teri Mooring, President  
BC Teachers' Federation  
100-550 West 6th Avenue  
Vancouver, BC V5Z 4P2  
604-871-2159, 1-800-663-9163  
email: s.22



TM/lw:tfu

---

To unsubscribe from the SAANICHTEACHERS list, click the following link:  
<https://communications.bctf.ca/scripts/wa.exe?TICKET=NzM3NDAYIGViZXJ3ZWluMUBTSEFXLkNBIFNBQU5JQ0hURUFDSEVSUXHMckiqVqIM&c=SIGNOFF>

---

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: November 15, 2019 10:05:49 PM PST  
Received: November 15, 2019 10:06:12 PM PST  
Attachments: image002.jpg, image001.jpg, s.13; s.17  
s.13; s.17

**Leanne Bowes Director, Labour Relations**

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



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---

**From:** Leanne Bowes  
**Sent:** November-15-19 10:03 PM s.13; s.17  
**To:** CUPE - Rob Hewitt (rhewitt@cupe.ca);  
**Cc:** 63 - Robyn Reid (rreid@saanichschools.ca); 63 - Jason Reid - SD 63 (Saanich) (jreid@saanichschools.ca)  
**Subject:** s.13; s.17

Good evening,

Please find attached the MOA package for the union's discussion tomorrow morning.

Good luck!

Leanne.

**Leanne Bowes Director, Labour Relations**

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



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s.13 ; s.17

## **Fwd: News release: CUPE 441 and School District 63 reach tentative agreement**

---

From: s.13; s.17  
To: Chris.Rathbone@gov.bc.ca, Kindree PSEC:EX Draper  
<Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX, Draper, Kindree  
PSEC:EX  
Sent: November 16, 2019 12:19:55 PM PST  
Received: November 16, 2019 12:19:59 PM PST

Sent from my iPhone

Begin forwarded message:

**From:** Jodi Andre  
**Date:** November 16, 2019 at 12:10:53 PM PST  
**Subject:** News release: CUPE 441 and School District 63 reach tentative agreement

Sisters and Brothers,  
For your information and distribution. To view this [news release](https://www.cupe.bc.ca/cupe%20441%20and%20school%20district%2063%20reach%20tentative%20agreement) visit,  
[https://www.cupe.bc.ca/cupe 441 and school district 63 reach tentative agreement](https://www.cupe.bc.ca/cupe%20441%20and%20school%20district%2063%20reach%20tentative%20agreement)

.  
In solidarity,  
Jodi Andre  
Support Staff – Communications Department  
CUPE BC Regional Office  
cope491

**CUPE 441 and School District 63 reach tentative agreement**

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Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

## **FW: News release: CUPE 441 and School District 63 reach tentative agreement**

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Robyn Spilker <Robyn.Spilker@gov.bc.ca>, Leslie, Lisa GCPE:EX  
<Lisa.Leslie@gov.bc.ca>, Spilker, Robyn FIN:EX  
Cc: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sent: November 16, 2019 12:42:03 PM PST  
Received: November 16, 2019 12:42:03 PM PST

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre

**Date:** November 16, 2019 at 12:10:53 PM PST

**Subject: News release: CUPE 441 and School District 63 reach tentative agreement**

Sisters and Brothers,

For your information and distribution. To view this [news release](https://www.cupe.bc.ca/cupe%20441%20and%20school%20district%2063%20reach%20tentative%20agreement) visit,

[https://www.cupe.bc.ca/cupe 441 and school district 63 reach tentative agreement](https://www.cupe.bc.ca/cupe%20441%20and%20school%20district%2063%20reach%20tentative%20agreement)

.

In solidarity,

*Jodi Andre*

*Support Staff – Communications Department*

*CUPE BC Regional Office*

*cope491*

**CUPE 441 and School District 63 reach tentative agreement**

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CUPE 441 took job action on October 28 and have been on strike for three weeks.

-30-

Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

## **Re: News release: CUPE 441 and School District 63 reach tentative agreement**

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>, Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>  
Sent: November 16, 2019 12:49:14 PM PST  
Received: November 16, 2019 12:49:16 PM PST

Thanks Chris!

s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 12:42 PM, Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <[jandre@cupe.ca](mailto:jandre@cupe.ca)>

**Date:** November 16, 2019 at 12:10:53 PM PST

**Subject: News release: CUPE 441 and School District 63 reach tentative agreement**

Sisters and Brothers,  
For your information and distribution. To view this **news release** visit,  
[https://www.cupe.bc.ca/cupe\\_441\\_and\\_school\\_district\\_63\\_reach\\_tentative\\_agreement](https://www.cupe.bc.ca/cupe_441_and_school_district_63_reach_tentative_agreement).

In solidarity,  
Jodi Andre  
Support Staff – Communications Department  
CUPE BC Regional Office  
cope491

**CUPE 441 and School District 63 reach tentative agreement**

Copyright

**Contact:**

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

## **RE: News release: CUPE 441 and School District 63 reach tentative agreement**

From: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
Sent: November 16, 2019 12:53:07 PM PST  
Received: November 16, 2019 12:53:09 PM PST

s.13; s.17

Thanks.

---

**From:** Draper, Kindree PSEC:EX  
**Sent:** November 16, 2019 12:49 PM  
**To:** Rathbone, Chris PSEC:EX  
**Cc:** Spilker, Robyn FIN:EX ; Leslie, Lisa GCPE:EX  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Thanks Chris!

s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 12:42 PM, Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <[jandre@cupe.ca](mailto:jandre@cupe.ca)>  
**Date:** November 16, 2019 at 12:10:53 PM PST  
**Subject:** News release: CUPE 441 and School District 63 reach tentative agreement

Sisters and Brothers,  
For your information and distribution. To view this **news release** visit,  
[https://www.cupe.bc.ca/cupe 441 and school district 63 reach tentative agreement](https://www.cupe.bc.ca/cupe%20441%20and%20school%20district%2063%20reach%20tentative%20agreement).  
In solidarity,  
Jodi Andre  
Support Staff – Communications Department  
CUPE BC Regional Office



## **CUPE 441 and School District 63 reach tentative agreement**

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Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

## **Re: News release: CUPE 441 and School District 63 reach tentative agreement**

From: Chris.Rathbone@gov.bc.ca. Rathbone. Chris PSEC:EX  
s.15  
To: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Spilker, Robyn FIN:EX  
<Robyn.Spilker@gov.bc.ca>  
Sent: November 16, 2019 12:53:55 PM PST  
Received: November 16, 2019 12:53:55 PM PST  
Looks good to me!

On Nov 16, 2019, at 12:53 PM, Leslie, Lisa GCPE:EX wrote:

s.13; s.17

Thanks.

---

**From:** Draper, Kindree PSEC:EX  
**Sent:** November 16, 2019 12:49 PM  
**To:** Rathbone, Chris PSEC:EX  
**Cc:** Spilker, Robyn FIN:EX ; Leslie, Lisa GCPE:EX  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
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s.13; s.17

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Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

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<[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <[jandre@cupe.ca](mailto:jandre@cupe.ca)>  
**Date:** November 16, 2019 at 12:10:53 PM PST

**Subject: News release: CUPE 441 and School District 63 reach tentative agreement**

Sisters and Brothers,  
For your information and distribution. To view this **news release** visit,  
[https://www.cupe.bc.ca/cupe\\_441\\_and\\_school\\_district\\_63\\_reach\\_tentative\\_agreement](https://www.cupe.bc.ca/cupe_441_and_school_district_63_reach_tentative_agreement).

In solidarity,  
*Jodi Andre*  
*Support Staff – Communications Department*  
*CUPE BC Regional Office*  
*cope491*

**CUPE 441 and School District 63 reach tentative agreement**

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Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

## **RE: News release: CUPE 441 and School District 63 reach tentative agreement**

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>  
Cc: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: November 16, 2019 1:56:40 PM PST  
Received: November 16, 2019 1:56:41 PM PST

Hi Lisa and all –  
s.13; s.17

Thanks,  
Robyn

---

**From:** Leslie, Lisa GCPE:EX  
**Sent:** November 16, 2019 1:09 PM  
**To:** Spilker, Robyn FIN:EX  
**Cc:** Draper, Kindree PSEC:EX ; Rathbone, Chris PSEC:EX  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Sounds good.

Lisa Leslie  
250 213-7724

On Nov 16, 2019, at 1:02 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

s.13; s.17

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

From: "Leslie, Lisa GCPE:EX" <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
Date: 2019-11-16 12:53 p.m. (GMT-08:00)  
To: "Draper, Kindree PSEC:EX" <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>, "Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
Cc: "Spilker, Robyn FIN:EX" <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
Subject: RE: News release: CUPE 441 and School District 63 reach tentative agreement  
Thank you.<sup>s.13; s.17</sup>

s.13; s.17

Thanks.

---

**From:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Sent:** November 16, 2019 12:49 PM  
**To:** Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Cc:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement

Thanks Chris!

s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

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<[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <[jandre@cupe.ca](mailto:jandre@cupe.ca)>

**Date:** November 16, 2019 at 12:10:53 PM PST

**Subject: News release: CUPE 441 and School District 63 reach tentative agreement**

Sisters and Brothers,

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In solidarity,

*Jodi Andre*

*Support Staff – Communications Department*

*CUPE BC Regional Office*

*cope491*

**CUPE 441 and School District 63 reach tentative agreement**

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Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

## **Re: News release: CUPE 441 and School District 63 reach tentative agreement**

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: November 16, 2019 2:01:25 PM PST  
Received: November 16, 2019 2:01:26 PM PST

I'm free then

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 1:56 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

Hi Lisa and all –  
s.13; s.17

Thanks,  
Robyn

---

**From:** Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Sent:** November 16, 2019 1:09 PM  
**To:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
**Cc:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Sounds good.

Lisa Leslie  
250 213-7724

On Nov 16, 2019, at 1:02 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

s.13; s.17

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

From: "Leslie, Lisa GCPE:EX" <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
Date: 2019-11-16 12:53 p.m. (GMT-08:00)  
To: "Draper, Kindree PSEC:EX" <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>, "Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
Cc: "Spilker, Robyn FIN:EX" <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
Subject: RE: News release: CUPE 441 and School District 63 reach tentative agreement

Thank you<sup>s.13; s.17</sup>  
s.13; s.17

Thanks.

---

**From:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Sent:** November 16, 2019 12:49 PM  
**To:** Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Cc:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Leslie, Lisa GCPE:EX

<Lisa.Leslie@gov.bc.ca>

**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement

Thanks Chris!

s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 12:42 PM, Rathbone, Chris PSEC:EX  
<Chris.Rathbone@gov.bc.ca> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <jandre@cupe.ca>

**Date:** November 16, 2019 at 12:10:53 PM PST

**Subject: News release: CUPE 441 and School District 63 reach tentative agreement**

Sisters and Brothers,

For your information and distribution. To view this **news release** visit,

[https://www.cupe.bc.ca/cupe\\_441\\_and\\_school\\_district\\_63\\_reach\\_tentative\\_agreement](https://www.cupe.bc.ca/cupe_441_and_school_district_63_reach_tentative_agreement).

In solidarity,

Jodi Andre

Support Staff – Communications Department

CUPE BC Regional Office

cope491

**CUPE 441 and School District 63 reach tentative agreement**

Copyright



-30-

Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-7293

## **Re: News release: CUPE 441 and School District 63 reach tentative agreement**

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>  
Sent: November 16, 2019 2:14:54 PM PST  
Received: November 16, 2019 2:14:55 PM PST

Copying Corinna and Veronica as well, as one or both of them may join at 3pm.  
We would use the usual dial-in:  
Dial-in: s.15; s.17

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

From: "Draper, Kindree PSEC:EX"  
Date: 2019-11-16 2:01 p.m. (GMT-08:00)  
To: "Spilker, Robyn FIN:EX"  
Cc: "Leslie, Lisa GCPE:EX", "Rathbone, Chris PSEC:EX"  
Subject: Re: News release: CUPE 441 and School District 63 reach tentative agreement  
I'm free then

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 1:56 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

Hi Lisa and all –  
s.13; s.17

---

Thanks,  
Robyn

---

**From:** Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Sent:** November 16, 2019 1:09 PM  
**To:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
**Cc:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Sounds good.

Lisa Leslie  
250 213-7724

On Nov 16, 2019, at 1:02 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

s.13; s.17

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

From: "Leslie, Lisa GCPE:EX" <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
Date: 2019-11-16 12:53 p.m. (GMT-08:00)

To: "Draper, Kindree PSEC:EX" <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>, "Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
Cc: "Spilker, Robyn FIN:EX" <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
Subject: RE: News release: CUPE 441 and School District 63 reach tentative agreement  
Thank you.<sup>s.13; s.17</sup>

s.13; s.17

Thanks.

---

**From:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Sent:** November 16, 2019 12:49 PM  
**To:** Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Cc:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Thanks Chris!

s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 12:42 PM, Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <[jandre@cupe.ca](mailto:jandre@cupe.ca)>  
**Date:** November 16, 2019 at 12:10:53 PM PST  
**Subject: News release: CUPE 441 and School District 63 reach tentative agreement**

Sisters and Brothers,  
For your information and distribution. To view this **news release** visit,  
[https://www.cupe.bc.ca/cupe\\_441\\_and\\_school\\_district\\_63\\_reach\\_tentative\\_agreement](https://www.cupe.bc.ca/cupe_441_and_school_district_63_reach_tentative_agreement).  
In solidarity,  
Jodi Andre  
Support Staff – Communications Department

**CUPE 441 and School District 63 reach tentative  
agreement**

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Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-  
454-7293

## **RE: News release: CUPE 441 and School District 63 reach tentative agreement**

---

**From:** Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
**To:** Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>, Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>  
**Cc:** Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
**Sent:** November 16, 2019 2:18:43 PM PST  
**Received:** November 16, 2019 2:18:44 PM PST

Hey Robyn  
s.13; s.17

**From:** Spilker, Robyn FIN:EX  
**Sent:** November 16, 2019 1:57 PM  
**To:** Leslie, Lisa GCPE:EX  
**Cc:** Draper, Kindree PSEC:EX ; Rathbone, Chris PSEC:EX  
**Subject:** RE: News release: CUPE 441 and School District 63 reach tentative agreement

Hi Lisa and all –  
s.13; s.17

Thanks,  
Robyn

---

**From:** Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>  
**Sent:** November 16, 2019 1:09 PM  
**To:** Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
**Cc:** Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Sounds good.

Lisa Leslie  
250 213-7724

On Nov 16, 2019, at 1:02 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:  
s.13; s.17

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

From: "Leslie, Lisa GCPE:EX" <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
Date: 2019-11-16 12:53 p.m. (GMT-08:00)  
To: "Draper, Kindree PSEC:EX" <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>, "Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
Cc: "Spilker, Robyn FIN:EX" <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
Subject: RE: News release: CUPE 441 and School District 63 reach tentative agreement  
Thank you. s.13; s.17

s.13; s.17

Thanks.

---

**From:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Sent:** November 16, 2019 12:49 PM  
**To:** Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Cc:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Thanks Chris!

s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 12:42 PM, Rathbone, Chris PSEC:EX  
<[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <[jandre@cupe.ca](mailto:jandre@cupe.ca)>  
**Date:** November 16, 2019 at 12:10:53 PM PST  
**Subject:** News release: CUPE 441 and School District 63 reach tentative agreement

Sisters and Brothers,

For your information and distribution. To view this **news release** visit,  
[https://www.cupe.bc.ca/cupe\\_441\\_and\\_school\\_district\\_63\\_reac  
h\\_tentative\\_agreement](https://www.cupe.bc.ca/cupe_441_and_school_district_63_reach_tentative_agreement).

In solidarity,

*Jodi Andre*

*Support Staff – Communications Department*

*CUPE BC Regional Office*

*cope491*

## **CUPE 441 and School District 63 reach tentative agreement**

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Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-454-  
7293

## **Re: News release: CUPE 441 and School District 63 reach tentative agreement**

From: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX s.15  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>, Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>  
Sent: November 16, 2019 2:27:55 PM PST  
Received: November 16, 2019 2:27:57 PM PST  
Me too.

On Nov 16, 2019, at 2:01 PM, Draper, Kindree PSEC:EX wrote:

I'm free then

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 1:56 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

Hi Lisa and all –  
s.13; s.17

Thanks,  
Robyn

---

**From:** Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Sent:** November 16, 2019 1:09 PM  
**To:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
**Cc:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Sounds good.

Lisa Leslie  
250 213-7724

On Nov 16, 2019, at 1:02 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

s.13; s.17

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

From: "Leslie, Lisa GCPE:EX" <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
Date: 2019-11-16 12:53 p.m. (GMT-08:00)



To: "Draper, Kindree PSEC:EX" <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>,  
"Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
Cc: "Spilker, Robyn FIN:EX" <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
Subject: RE: News release: CUPE 441 and School District 63 reach  
tentative agreement  
Thank you. s.13; s.17

s.13; s.17

I nanks.

---

**From:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Sent:** November 16, 2019 12:49 PM  
**To:** Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Cc:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Leslie, Lisa  
GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach  
tentative agreement  
Thanks Chris!

s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 12:42 PM, Rathbone, Chris PSEC:EX  
<[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <[jandre@cupe.ca](mailto:jandre@cupe.ca)>  
**Date:** November 16, 2019 at 12:10:53 PM PST  
**Subject: News release: CUPE 441 and School  
District 63 reach tentative agreement**

Sisters and Brothers,  
For your information and distribution. To view  
this **news release** visit,  
[https://www.cupe.bc.ca/cupe\\_441\\_and\\_s](https://www.cupe.bc.ca/cupe_441_and_s)

chool district 63 reach tentative agree  
ment.

In solidarity,

*Jodi Andre*

*Support Staff – Communications Department*

*CUPE BC Regional Office*

*cope491*

**CUPE 441 and School District 63 reach  
tentative agreement**

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Contact:

Dean Coates, CUPE 441 President: 778-700-  
0441

Janet Szliske, CUPE Communications  
Representative: 604-454-7293

## **Re: News release: CUPE 441 and School District 63 reach tentative agreement**

From: Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>, Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>, Fillion, Corinna GCPE:EX <Corinna.Fillion@gov.bc.ca>  
Sent: November 16, 2019 2:43:43 PM PST  
Received: November 16, 2019 2:43:45 PM PST

Hi all,

Kindree and Chris have confirmed they are free, so we'll go ahead with the 3pm call for those who can join.

Dial-in: s.15; s.17

R.

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

From: "Spilker, Robyn FIN:EX"  
Date: 2019-11-16 2:14 p.m. (GMT-08:00)  
To: "Draper, Kindree PSEC:EX"  
Cc: "Leslie, Lisa GCPE:EX" , "Rathbone, Chris PSEC:EX" , "Harrison, Veronica EDUC:EX" , "Fillion, Corinna GCPE:EX"  
Subject: Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Copying Corinna and Veronica as well, as one or both of them may join at 3pm.  
We would use the usual dial-in:  
Dial-in: s.15; s.17

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

From: "Draper, Kindree PSEC:EX"  
Date: 2019-11-16 2:01 p.m. (GMT-08:00)  
To: "Spilker, Robyn FIN:EX"  
Cc: "Leslie, Lisa GCPE:EX" , "Rathbone, Chris PSEC:EX"  
Subject: Re: News release: CUPE 441 and School District 63 reach tentative agreement  
I'm free then

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 1:56 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

Hi Lisa and all –  
s.13; s.17

Thanks,  
Robyn

---

**From:** Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Sent:** November 16, 2019 1:09 PM  
**To:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
**Cc:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Sounds good.

Lisa Leslie  
250 213-7724

On Nov 16, 2019, at 1:02 PM, Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)> wrote:

s.13; s.17

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

From: "Leslie, Lisa GCPE:EX" <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
Date: 2019-11-16 12:53 p.m. (GMT-08:00)  
To: "Draper, Kindree PSEC:EX" <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>, "Rathbone, Chris PSEC:EX" <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
Cc: "Spilker, Robyn FIN:EX" <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>  
Subject: RE: News release: CUPE 441 and School District 63 reach tentative agreement  
Thank you.

s.15; s.17

**From:** Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Sent:** November 16, 2019 12:49 PM  
**To:** Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)>  
**Cc:** Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>  
**Subject:** Re: News release: CUPE 441 and School District 63 reach tentative agreement  
Thanks Chris!

s.13; s.17

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 16, 2019, at 12:42 PM, Rathbone, Chris PSEC:EX <[Chris.Rathbone@gov.bc.ca](mailto:Chris.Rathbone@gov.bc.ca)> wrote:

Hi Lisa and Robyn,

s.13; s.17

Happy to discuss,

Chris

**From:** Jodi Andre <[jandre@cupe.ca](mailto:jandre@cupe.ca)>  
**Date:** November 16, 2019 at 12:10:53 PM PST

**Subject: News release: CUPE 441 and School District 63  
reach tentative agreement**

Sisters and Brothers,  
For your information and distribution. To view this **news  
release** visit,  
[https://www.cupe.bc.ca/cupe\\_441\\_and\\_school\\_district\\_63\\_reach\\_tentative\\_agreement](https://www.cupe.bc.ca/cupe_441_and_school_district_63_reach_tentative_agreement).  
In solidarity,  
Jodi Andre  
Support Staff – Communications Department  
CUPE BC Regional Office  
cope491

**CUPE 441 and School District 63 reach tentative  
agreement**

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Contact:

Dean Coates, CUPE 441 President: 778-700-0441

Janet Szliske, CUPE Communications Representative: 604-  
454-7293

Page 437 of 454

Withheld pursuant to/removed as

s.13 ; s.17

## for your review: QA content for CUPE 441

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: November 17, 2019 10:26:02 AM PST  
Received: November 17, 2019 10:26:03 AM PST  
Attachments: image001.png

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](mailto:gov.bc.ca/PSEC)

**PSEC**

Public Sector  
Employers' Council  
Secretariat



## Re: for your review: QA content for CUPE 441

---

From: Rathbone, Chris PSEC:EX <chris.rathbone@gov.bc.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: November 17, 2019 10:38:05 AM PST  
Received: November 17, 2019 10:38:03 AM PST  
Attachments: image001.png

A couple edits from me below – I'll email the district as well.

---

**From:** Kindree Draper

**Date:** Sunday, November 17, 2019 at 10:26 AM

**To:** "Rathbone, Chris PSEC:EX" , Ken Dawson

**Subject:** for your review: QA content for CUPE 441

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](http://gov.bc.ca/PSEC)

**PSEC**

Public Sector  
Employers' Council  
Secretariat

## **Fwd: DRAFT QAs - Saanich - CUPE 441 ratified agreement**

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: November 17, 2019 4:11:07 PM PST  
Received: November 17, 2019 4:11:08 PM PST

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

Begin forwarded message:

**From:** "Filion, Corinna GCPE:EX" <Corinna.Filion@gov.bc.ca>  
**Date:** November 17, 2019 at 4:08:32 PM PST  
**To:** "Draper, Kindree PSEC:EX" <Kindree.Draper@gov.bc.ca>  
**Cc:** "Harrison, Veronica EDUC:EX" <Veronica.Harrison@gov.bc.ca>, "Spilker, Robyn FIN:EX" <Robyn.Spilker@gov.bc.ca>, "Leslie, Lisa GCPE:EX" <Lisa.Leslie@gov.bc.ca>, "Dinicol, Sam GCPE:EX" <Sam.Dinicol@gov.bc.ca>, "Aaron, Sage PREM:EX" <Sage.Aaron@gov.bc.ca>, "Smith, George PREM:EX" <George.Smith@gov.bc.ca>, "Andrews, Scott EDUC:EX" <Scott.Andrews@gov.bc.ca>, "Smith, Jimmy GCPE:EX" <Jimmy.Smith@gov.bc.ca>, "Sorochan, Craig GCPE:EX" <Craig.Sorochan@gov.bc.ca>, "Grieve, Chandler GCPE:EX" <Chandler.Grieve@gov.bc.ca>, "Fernandes, Jennifer GCPE:EX" <Jennifer.Fernandes@gov.bc.ca>, "Youngs, Kirsten R GCPE:EX" <Kirsten.Youngs@gov.bc.ca>, "Tackaberry, Emily GCPE:EX" <Emily.Tackaberry@gov.bc.ca>  
**Subject: Re: DRAFT QAs - Saanich - CUPE 441 ratified agreement**

s.13; s.17

Sent from my iPhone

On Nov 17, 2019, at 12:30 PM, Draper, Kindree PSEC:EX  
<Kindree.Draper@gov.bc.ca> wrote:

---

**From:** Draper, Kindree PSEC:EX  
**Sent:** November 17, 2019 11:44 AM  
**To:** Harrison, Veronica EDUC:EX <[Veronica.Harrison@gov.bc.ca](mailto:Veronica.Harrison@gov.bc.ca)>; Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>; Dinicol, Sam GCPE:EX <[Sam.Dinicol@gov.bc.ca](mailto:Sam.Dinicol@gov.bc.ca)>; Aaron, Sage PREM:EX <[Sage.Aaron@gov.bc.ca](mailto:Sage.Aaron@gov.bc.ca)>; Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>; Andrews, Scott EDUC:EX <[Scott.Andrews@gov.bc.ca](mailto:Scott.Andrews@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Filion, Corinna GCPE:EX <[Corinna.Filion@gov.bc.ca](mailto:Corinna.Filion@gov.bc.ca)>; Sorochan, Craig GCPE:EX <[Craig.Sorochan@gov.bc.ca](mailto:Craig.Sorochan@gov.bc.ca)>; Grieve, Chandler GCPE:EX <[Chandler.Grieve@gov.bc.ca](mailto:Chandler.Grieve@gov.bc.ca)>; Fernandes, Jennifer GCPE:EX <[Jennifer.Fernandes@gov.bc.ca](mailto:Jennifer.Fernandes@gov.bc.ca)>; Youngs, Kirsten R GCPE:EX <[Kirsten.Youngs@gov.bc.ca](mailto:Kirsten.Youngs@gov.bc.ca)>  
**Subject:** DRAFT QAs - Saanich - CUPE 441 ratified agreement  
Morning all!  
s.13; s.17

---

From: Chris.Rathbone@gov.bc.ca. Rathbone. Chris PSEC:EX  
s.15  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
Sender: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Cc: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: November 17, 2019 4:13:40 PM PST  
Received: November 17, 2019 4:13:40 PM PST  
Psec secretariat?

On Nov 17, 2019, at 4:11 PM, Draper, Kindree PSEC:EX wrote:

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

Begin forwarded message:

**From:** "Filion, Corinna GCPE:EX" <Corinna.Filion@gov.bc.ca>  
**Date:** November 17, 2019 at 4:08:32 PM PST  
**To:** "Draper, Kindree PSEC:EX" <Kindree.Draper@gov.bc.ca>  
**Cc:** "Harrison, Veronica EDUC:EX" <Veronica.Harrison@gov.bc.ca>, "Spilker, Robyn FIN:EX" <Robyn.Spilker@gov.bc.ca>, "Leslie, Lisa GCPE:EX" <Lisa.Leslie@gov.bc.ca>, "Dinicol, Sam GCPE:EX" <Sam.Dinicol@gov.bc.ca>, "Aaron, Sage PREM:EX" <Sage.Aaron@gov.bc.ca>, "Smith, George PREM:EX" <George.Smith@gov.bc.ca>, "Andrews, Scott EDUC:EX" <Scott.Andrews@gov.bc.ca>, "Smith, Jimmy GCPE:EX" <Jimmy.Smith@gov.bc.ca>, "Sorochan, Craig GCPE:EX" <Craig.Sorochan@gov.bc.ca>, "Grieve, Chandler GCPE:EX" <Chandler.Grieve@gov.bc.ca>, "Fernandes, Jennifer GCPE:EX" <Jennifer.Fernandes@gov.bc.ca>, "Youngs, Kirsten R GCPE:EX" <Kirsten.Youngs@gov.bc.ca>, "Tackaberry, Emily GCPE:EX" <Emily.Tackaberry@gov.bc.ca>

s.13; s.17

s.13; s.17

Sent from my iPhone

On Nov 17, 2019, at 12:30 PM, Draper, Kindree PSEC:EX  
<[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)> wrote:

Added in red at the end that they will postpone this upcoming Pro-D

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**From:** Draper, Kindree PSEC:EX

**Sent:** November 17, 2019 11:44 AM

**To:** Harrison, Veronica EDUC:EX <[Veronica.Harrison@gov.bc.ca](mailto:Veronica.Harrison@gov.bc.ca)>; Spilker, Robyn FIN:EX <[Robyn.Spilker@gov.bc.ca](mailto:Robyn.Spilker@gov.bc.ca)>; Leslie, Lisa GCPE:EX <[Lisa.Leslie@gov.bc.ca](mailto:Lisa.Leslie@gov.bc.ca)>; Dinicol, Sam GCPE:EX <[Sam.Dinicol@gov.bc.ca](mailto:Sam.Dinicol@gov.bc.ca)>; Aaron, Sage PREM:EX <[Sage.Aaron@gov.bc.ca](mailto:Sage.Aaron@gov.bc.ca)>; Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>; Andrews, Scott EDUC:EX <[Scott.Andrews@gov.bc.ca](mailto:Scott.Andrews@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Filion, Corinna GCPE:EX <[Corinna.Filion@gov.bc.ca](mailto:Corinna.Filion@gov.bc.ca)>; Sorochan, Craig GCPE:EX <[Craig.Sorochan@gov.bc.ca](mailto:Craig.Sorochan@gov.bc.ca)>; Grieve, Chandler GCPE:EX <[Chandler.Grieve@gov.bc.ca](mailto:Chandler.Grieve@gov.bc.ca)>; Fernandes, Jennifer GCPE:EX <[Jennifer.Fernandes@gov.bc.ca](mailto:Jennifer.Fernandes@gov.bc.ca)>; Youngs, Kirsten R GCPE:EX <[Kirsten.Youngs@gov.bc.ca](mailto:Kirsten.Youngs@gov.bc.ca)>

s.13; s.17

s.13; s.17



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**From:** Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>  
**To:** Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
**Cc:** Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
**Sent:** November 17, 2019 5:04:42 PM PST  
**Received:** November 17, 2019 5:04:44 PM PST

s.13; s.17

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**From:** Draper, Kindree PSEC:EX  
**Sent:** November 17, 2019 5:02 PM  
**To:** Spilker, Robyn FIN:EX  
**Cc:** Rathbone, Chris PSEC:EX  
**Subject:** R<sup>s.13; s.17</sup>

Yes they will be

Kindree Draper  
Director, Corporate Relations  
PSEC Secretariat  
(C) 250 889-4196  
Sent from my iPhone

On Nov 17, 2019, at 5:01 PM, Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca> wrote:

Thanks Kindree!

s.13; s.17

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**From:** Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
**Sent:** November 17, 2019 11:44 AM  
**To:** Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca>; Spilker, Robyn FIN:EX <Robyn.Spilker@gov.bc.ca>; Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Dinicol, Sam GCPE:EX <Sam.Dinicol@gov.bc.ca>; Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Andrews, Scott EDUC:EX <Scott.Andrews@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; Filion, Corinna GCPE:EX <Corinna.Filion@gov.bc.ca>; Sorochan, Craig GCPE:EX <Craig.Sorochan@gov.bc.ca>; Grieve, Chandler GCPE:EX <Chandler.Grieve@gov.bc.ca>; Fernandes, Jennifer GCPE:EX <Jennifer.Fernandes@gov.bc.ca>; Youngs, Kirsten R GCPE:EX <Kirsten.Youngs@gov.bc.ca>

**Subject:** s.13; s.17

Morning all!

s.13; s.17

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Withheld pursuant to/removed as

s.13 ; s.17



## **Fwd: News release: CUPE 441 members ratify agreement, ending strike**

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From: s.13; s.17  
To: Chris.Rathbone@gov.bc.ca, Rathbone, Chris PSEC:EX  
Sent: November 17, 2019 7:57:15 PM PST  
Received: November 17, 2019 7:57:20 PM PST

Sent from my iPhone

Begin forwarded message:

**From:** Jodi Andre  
**Date:** November 17, 2019 at 5:22:15 PM PST  
**Subject:** News release: CUPE 441 members ratify agreement, ending strike

Sisters and Brothers,  
For your information and distribution. To view this [news release](https://www.cupe.bc.ca/cupe_441_ratify_agreement_ending_strike) visit,  
[https://www.cupe.bc.ca/cupe\\_441\\_ratify\\_agreement\\_ending\\_strike](https://www.cupe.bc.ca/cupe_441_ratify_agreement_ending_strike).  
In solidarity,  
Jodi Andre  
Support Staff – Communications Department  
CUPE BC Regional Office  
cope491

### **CUPE 441 members ratify agreement, ending strike**

SAANICH — CUPE Local 441 members voted to accept the tentative agreement at a ratification meeting on Sunday afternoon. CUPE members will be back in classrooms as schools reopen Monday morning.

The agreement includes general wage increases of two per cent in each year of the three-year contract as per the Provincial Framework Agreement (PFA).

The union and employer were able to bring CUPE 441 members to, or significantly closer to, wage parity within the region.

The Local and District will establish a recruitment and retention working group that will meet on a regular basis.

CUPE 441 President Dean Coates thanked the bargaining committee for their hard work and the community for their strong support.

“We could not have reached this agreement without the backing of this community,” said Coates. “We commit to working with the School District to build a relationship of respect moving forward.”

Coates said that members are excited to get back into classrooms and work with the students they support.

CUPE 441 members provide a wide variety of services in Saanich schools. Members include Education Assistants, Technical Support staff, Library Techs, Youth and Family Counsellors, Clerical, Custodial, Grounds, Maintenance, Transportation, Trades and District support staff. The local represents almost 500 K-12 support staff workers in SD63.

-30-

Contact:

Dean Coates, CUPE 441 President: 778-700-0441  
Janet Szliske, CUPE Communications Representative: 604-454-7293

---

From: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>  
To: Dave Eberwein <deberwein@saanichschools.ca>  
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
Sent: November 18, 2019 11:12:00 AM PST  
Received: November 18, 2019 11:12:01 AM PST  
Attachments: image002.png, s.13; s.17

s.13; s.17

Thanks Dave...

**Kindrée Draper**

**Director, Corporate Relations**

**Ministry of Finance**

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

[gov.bc.ca/PSEC](http://gov.bc.ca/PSEC)

**PSEC**

Public Sector  
Employers' Council  
Secretariat

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s.13 ; s.17

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From: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>  
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>, Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>  
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>  
Sent: November 19, 2019 1:46:50 PM PST  
Received: November 19, 2019 1:46:51 PM PST  
Attachments: s.13; s.17

Kindree / Tim,

s.13; s.17

Ken

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**From:** Stephanie Loo  
**Sent:** November 19, 2019 1:18 PM  
**To:** Dawson, Ken PSEC:EX  
**Cc:** Ranjit Bharaj ; Leanne Bowes  
**Subject:** s.13; s.17

Hi Ken,

s.13; s.17

Thanks,

**Stephanie Loo Labour Relations Research Coordinator**

.....s.22  
D: 604 730 4516 F: 604 730 0787  
300 – 2889 East 12<sup>th</sup> Avenue Vancouver BC V5M 4T5  
[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)



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Please consider the environment before printing this email.

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s.13 ; s.17

## SD63 offer/UNBC

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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: Smith, Breana PSEC:EX <Breana.Smith@gov.bc.ca>, Neilson, Kirsten PSEC:EX <Kirsten.Neilson@gov.bc.ca>  
Sent: November 21, 2019 10:13:57 AM PST  
Received: November 21, 2019 10:13:58 AM PST  
Attachments: image001.png, SD63 CUPE 441- The Employer's Offer - At a Glance.pdf

Hello

Here's the two-pager but it's the online version that has the helpful preamble. I spoke to Matt and Blair today about this. I have some other details I can share as well like advice I gave on how best to manage the students who are heading into their admin office, etc.

<https://www.sd63.bc.ca/news/2019-11/employer%E2%80%99s-offer-%E2%80%93-what-being-offered-bargaining-table-nov-6-2019>

Thanks!

**Kindrée Draper**

**Director, Corporate Relations**

**Ministry of Finance**

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

[gov.bc.ca/PSEC](http://gov.bc.ca/PSEC)

**PSEC** | Public Sector  
Employers' Council  
Secretariat