

From: [Draper, Kindree PSEC:EX](#)
To: [Lv, Kingslin PSEC:EX](#)
Subject: FW: Heads-up: SD63 CUPE Local 441 -- Positive Strike Vote NR
Date: August 29, 2019 9:02:15 AM
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: RE: Heads-up: SD63 CUPE Local 441 -- Positive Strike Vote NR

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](#) 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

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Page 2 of 51 FIN-2020-07309

Employers Council

SECRET

-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: Heads-up: SD63 CUPE Local 441 -- Positive Strike Vote NR

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



From: Rathbone, Chris PSEC:EX
To: Draper, Kindree PSEC:EX; Dawson, Ken PSEC:EX; Zacharuk, Christina PSEC:EX
Subject: FW: Letter to Parents: CUPE 441 Strike Notice
Date: August 29, 2019 3:34:10 PM

This just went out to parents in SD 63

Begin forwarded message:

From: "Henschel, Cody" <sysadmin@myeducation.gov.bc.ca>
Date: August 29, 2019 at 3:15:25 PM PDT
To: <chenschel@saanichschools.ca>
Subject: Letter to Parents: CUPE 441 Strike Notice
Reply-To: "Henschel, Cody" <chenschel@saanichschools.ca>

Dear Parents / Guardians:

I regret to inform you that the union representing our support staff members in Saanich School District has held a legal strike vote. The union is now in a position to serve 72-hour strike notice on the school district.

It is our sincere hope that collective bargaining will be concluded in a manner that does not result in any job action that could affect the operation of our schools. The employers' bargaining committee continues to work diligently to bring resolution to this dispute as quickly as possible.

We will keep you informed of any relevant information that may affect our schools operating as usual. In the event job action occurs it may take a variety of forms and may not necessarily result in complete school closure. If 72-hour strike notice is served we will inform you of any impact to our schools as soon as possible. At this time, we are anticipating that all schools will be open for the first week of classes to welcome students back following the summer break.

We thank you for your understanding as we work to conclude an agreement with CUPE and our valued support staff as soon as possible.

Sincerely,

Dave Eberwein
Superintendent of Schools

From: [Rathbone, Chris PSEC:EX](#)
To: s.22
Subject: FW: Letter to Parents: CUPE 441 Strike Notice
Date: August 29, 2019 3:59:25 PM

Begin forwarded message:

From: "Henschel, Cody" <sysadmin@myeducation.gov.bc.ca>
Date: August 29, 2019 at 3:15:25 PM PDT
To: <chenschel@saanichschools.ca>
Subject: Letter to Parents: CUPE 441 Strike Notice
Reply-To: "Henschel, Cody" <chenschel@saanichschools.ca>

Dear Parents / Guardians:

I regret to inform you that the union representing our support staff members in Saanich School District has held a legal strike vote. The union is now in a position to serve 72-hour strike notice on the school district.

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We thank you for your understanding as we work to conclude an agreement with CUPE and our valued support staff as soon as possible.

Sincerely,

Dave Eberwein
Superintendent of Schools

From: [Rathbone, Chris PSEC:EX](#)
To: [Zacharuk, Christina PSEC:EX](#); [Dawson, Ken PSEC:EX](#); [Draper, Kindree PSEC:EX](#); [Lv, Kingslin PSEC:EX](#)
Cc: [Pauliszyn, Robert PSEC:EX](#); [Coburn, Lindsay PSEC:EX](#); [Atcheson, Kevin PSEC:EX](#)
Subject: FW: SD63 - CUPE - Job action
Date: October 22, 2019 6:35:22 PM
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,

s.13; s.17

I'll keep you posted as we learn more – if you have any questions, please let me know.

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



PLANS

2020-07-30
EMPLOYERS' COUNCIL
SECRETARIAT

From: Dawson, Ken PSEC:EX
To: Lv, Kingslin PSEC:EX
Subject: Fwd: CHEK: Saanich support workers serve strike notice
Date: October 23, 2019 2:41:26 PM
Attachments: image001.png
image002.jpg
image003.jpg

Sent from my iPhone

Begin forwarded message:

From: Deborah Stewart <deborahs@bcpsea.bc.ca>
Date: October 23, 2019 at 2:39:17 PM PDT
To: Renzo Del Negro <renzod@bcpsea.bc.ca>, Janet Stewart
<JanetS@bcpsea.bc.ca>, Leanne Bowes <leanneb@bcpsea.bc.ca>, 'Alan Chell'
s.22
Cc: "PSEC - Ken Dawson (Ken.Dawson@gov.bc.ca)"
<Ken.Dawson@gov.bc.ca>, "PSEC - Kindree Draper
(Kindree.Draper@gov.bc.ca)" <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 12th Avenue Vancouver BC V5M 4T5

www.bcpsea.bc.ca



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BRITISH COLUMBIA
PUBLIC SCHOOL
EMPLOYERS' ASSOCIATION
SOLUTIONS AT WORK

From: [Jason Reid](#)
To: [Lv, Kingslin PSEC:EX](#)
Subject: RE: Follow up: News Release re Strike Notice
Date: October 23, 2019 1:42:19 PM
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?

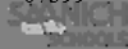
Thank you so much!
Kingslin.

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

|

From: [Lv, Kingslin PSEC:EX](#)
To: [Draper, Kindree PSEC:EX](#)
Subject: RE: Heads-up: SD63 CUPE Local 441 -- Positive Strike Vote NR
Date: August 29, 2019 9:57:00 AM
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: RE: Heads-up: SD63 CUPE Local 441 -- Positive Strike Vote NR

Release is out now:

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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](#) visit,
https://www.cupe.bc.ca/cupe_k_12_local_takes_strike_vote_in_saanich.

Page 17 of 51 FIN-2020-07309

ENCLOSURE

**EMPLOYERS' COMPLAINT
STATEMENT**

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

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>; 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: Heads-up: SD63 CUPE Local 441 -- Positive Strike Vote NR

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



From: Rathbone, Chris PSEC:EX
To: Zacharuk, Christina PSEC:EX; Draper, Kindree PSEC:EX; Dawson, Ken PSEC:EX
Subject: RE: Letter to Parents: CUPE 441 Strike Notice
Date: August 29, 2019 3:41:54 PM
Attachments: image001.png

I can send them the note. Kindree, is there an IN?

From: Zacharuk, Christina PSEC:EX
Sent: August 29, 2019 3:41 PM
To: Rathbone, Chris PSEC:EX ; Draper, Kindree PSEC:EX ; Dawson, Ken PSEC:EX
Subject: RE: Letter to Parents: CUPE 441 Strike Notice
Thanks – I am assuming our MO is up to speed?

Christina Zacharuk

President and CEO

Public Sector Employers' Council Secretariat

Province of BC

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

gov.bc.ca/PSEC



From: Rathbone, Chris PSEC:EX
Sent: August 29, 2019 3:34 PM
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
Subject: FW: Letter to Parents: CUPE 441 Strike Notice
This just went out to parents in SD 63

Begin forwarded message:

From: "Henschel, Cody" <sysadmin@myeducation.gov.bc.ca>
Date: August 29, 2019 at 3:15:25 PM PDT
To: <chenschel@saanichschools.ca>
Subject: Letter to Parents: CUPE 441 Strike Notice
Reply-To: "Henschel, Cody" <chenschel@saanichschools.ca>

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Sincerely,

Dave Eberwein
Superintendent of Schools

From: Rathbone, Chris PSEC:EX
To: Zacharuk, Christina PSEC:EX; Draper, Kindree PSEC:EX; Dawson, Ken PSEC:EX
Subject: RE: Letter to Parents: CUPE 441 Strike Notice
Date: August 29, 2019 3:42:42 PM
Attachments: image001.png

Kindree has talked to the MO and they are up to speed.

From: Zacharuk, Christina PSEC:EX
Sent: August 29, 2019 3:41 PM
To: Rathbone, Chris PSEC:EX ; Draper, Kindree PSEC:EX ; Dawson, Ken PSEC:EX
Subject: RE: Letter to Parents: CUPE 441 Strike Notice
Thanks – I am assuming our MO is up to speed?

Christina Zacharuk

President and CEO

Public Sector Employers' Council Secretariat

Province of BC

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

gov.bc.ca/PSEC

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Sent: August 29, 2019 3:34 PM
To: Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>; Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>; Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
Subject: FW: Letter to Parents: CUPE 441 Strike Notice
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Sincerely,

Dave Eberwein
Superintendent of Schools

From: [Zacharuk, Christina PSEC:EX](#)
To: [Dawson, Ken PSEC:EX](#)
Cc: [Rathbone, Chris PSEC:EX](#); [Draper, Kindree PSEC:EX](#)
Subject: Re: SD 63 CUPE 441
Date: October 23, 2019 10:41:47 AM

s.13; s.17

Sent from my iPhone

On Oct 23, 2019, at 10:36 AM, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca> wrote:

s.13; s.17

From: Zacharuk, Christina PSEC:EX <Christina.Zacharuk@gov.bc.ca>
Sent: October 23, 2019 10:31 AM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Subject: Re: SD 63 CUPE 441

s.13; s.17

Sent from my iPhone

On Oct 23, 2019, at 10:28 AM, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca> wrote:

s.13; s.17

From: [Dawson, Ken PSEC:EX](#)
To: [Zacharuk, Christina PSEC:EX](#)
Cc: [Rathbone, Chris PSEC:EX](#); [Draper, Kindree PSEC:EX](#)
Subject: RE: SD 63 CUPE 441
Date: October 23, 2019 10:36:38 AM

s.13; s.17

From: Zacharuk, Christina PSEC:EX
Sent: October 23, 2019 10:31 AM
To: Dawson, Ken PSEC:EX
Cc: Rathbone, Chris PSEC:EX ; Draper, Kindree PSEC:EX
Subject: Re: SD 63 CUPE 441

s.13; s.17

Sent from my iPhone

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s.13; s.17

From: [Zacharuk, Christina PSEC:EX](#)
To: [Dawson, Ken PSEC:EX](#)
Cc: [Rathbone, Chris PSEC:EX](#); [Draper, Kindree PSEC:EX](#)
Subject: Re: SD 63 CUPE 441
Date: October 23, 2019 10:31:19 AM

s.13; s.17

Sent from my iPhone

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s.13; s.17

From: [Dawson, Ken PSEC:EX](#)
To: [Zacharuk, Christina PSEC:EX](#)
Cc: [Rathbone, Chris PSEC:EX](#); [Draper, Kindree PSEC:EX](#)
Subject: RE: SD 63 CUPE 441
Date: October 23, 2019 10:46:26 AM

s.13; s.17

From: Zacharuk, Christina PSEC:EX
Sent: October 23, 2019 10:42 AM
To: Dawson, Ken PSEC:EX
Cc: Rathbone, Chris PSEC:EX ; Draper, Kindree PSEC:EX
Subject: Re: SD 63 CUPE 441

s.13; s.17

Sent from my iPhone

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s.13; s.17

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Sent: October 23, 2019 10:31 AM
To: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Cc: Rathbone, Chris PSEC:EX <Chris.Rathbone@gov.bc.ca>; Draper, Kindree PSEC:EX <Kindree.Draper@gov.bc.ca>
Subject: Re: SD 63 CUPE 441

s.13; s.17

Sent from my iPhone

On Oct 23, 2019, at 10:28 AM, Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca> wrote:

s.13; s.17

From: Dawson, Ken PSEC:EX
To: Zacharuk, Christina PSEC:EX; Draper, Kindree PSEC:EX; Rathbone, Chris PSEC:EX
Cc: Lv, Kingslin PSEC:EX
Subject: FW: CUPE Email Campaign
Date: October 9, 2019 8:52:53 AM
Attachments: image002.png
image003.png

See below from the ST in SD 63 re CUPE 441 comms prior to the next scheduled mediation date of October 22nd.
I'll give a heads up to Keith Godin and let our MO know so that they can alert MLAs Olson and Furstenau.

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

PSEC_Logo_email



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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

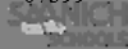
Good morning Leanne and Ken,

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

Regards,



Public Sector
Employers' Council
Secretariat

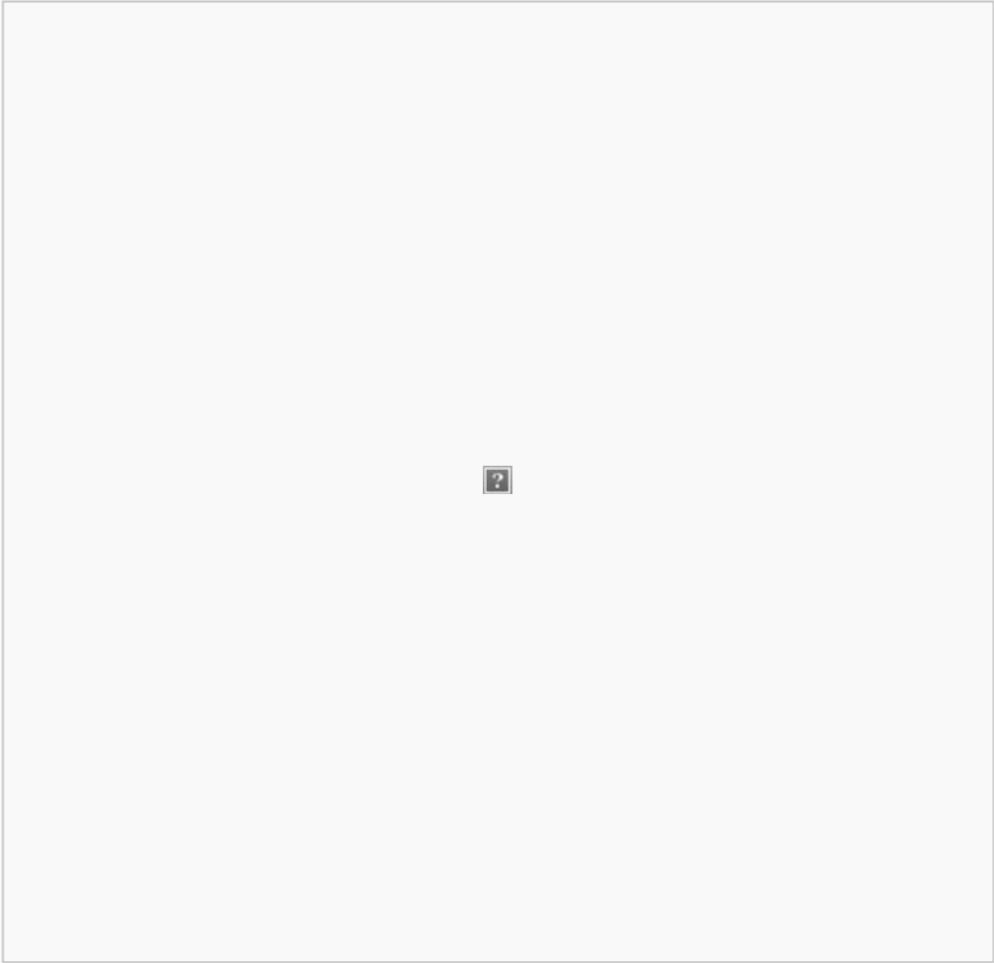


Jason



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

[View this email in your browser](#)



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The email addresses are below

To:

rob.fleming.mla@leg.bc.ca

cc to:

Carole.James.mla@leg.bc.ca

premier@gov.bc.ca

sonia.furstenau.MLA@leg.bc.ca

s.22



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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: [Ranjit Bharaj](#)
To: [Jah, Tim PSEC:EX](#); [Dawson, Ken PSEC:EX](#)
Cc: [Lv, Kingslin PSEC:EX](#)
Subject: RE: Negotiated trade offs
Date: June 18, 2019 9:02:12 AM
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: RE: Negotiated trade offs

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



From: Ranjit Bharaj <Ranjitb@bcpsea.bc.ca>
Sent: June 18, 2019 8:53 AM
To: Jah, Tim PSEC:EX <Tim.Jah@gov.bc.ca>; Lv, Kingslin PSEC:EX <Kingslin.Lv@gov.bc.ca>
Cc: Dawson, Ken PSEC:EX <Ken.Dawson@gov.bc.ca>
Subject: FW: Negotiated trade offs

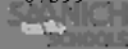
Hi Tim.
s.13; s.17



Public Sector
Employers' Council
Secretariat



BRITISH COLUMBIA
PUBLIC SCHOOL
EMPLOYERS' ASSOCIATION
SOLUTIONS AT WORK



Many thanks. Ranjit.

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

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



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Please consider the environment before printing this email.

From: Jason Reid [<mailto:jreid@saanichschools.ca>]
Sent: June 18, 2019 8:00 AM
To: Ranjit Bharaj; Kathryn Farr
Subject: RE: Negotiated trade offs

Hi Ranjit,

s.13; s.17

Regards,

Jason



JASON REID
Secretary Treasurer, Saanich Schools

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: RE: Negotiated trade offs

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; Kathryn Farr

Subject: RE: Negotiated trade offs

Hi Ranjit,

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: Negotiated trade offs

Hi Jason.

s.13; s.17

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

From: [Dawson, Ken PSEC:EX](#)
To: [Spilker, Robyn FIN:EX](#); [Yano, Brady FIN:EX](#)
Cc: [Rathbone, Chris PSEC:EX](#); [Draper, Kindree PSEC:EX](#)
Subject: SD 63 Saanich - update
Date: September 13, 2019 12:13:49 PM
Attachments: [image001.png](#)

Hi Robyn and Brady,

I just received word that CUPE 441 has informed SD 63 Saanich that they are suspending negotiations and are requested mediation through the Labour Relations Code (s 74). You'll recall that the union secured a successful strike vote in August and subsequently agreed to meet today and next Tuesday for bargaining of their local support staff agreement.

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

PSEC_Logo_email



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Thank you.



Public Sector
Employers' Council
Secretariat



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

August 29, 2019

School district deeply concerned at CUPE strike notice

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For more information, 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

From: Lv, Kingslin PSEC:EX
To: Dawson, Ken PSEC:EX; Jah, Tim PSEC:EX
Subject: SD 63 support staff re: bargaining (confidential)
Date: August 20, 2019 2:52:00 PM

Thanks Ken for bringing me to this meeting; s.13; s.17
s.13; s.17 s.13; s.17; s.22
s.13; s.17; s.22 s.13; s.17
s.13; s.17 s.15
s.15
s.15 s.13; s.17
s.13; 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: Aug 20th meeting re: bargaining (confidential)

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: Aug 20th meeting re: bargaining (confidential)

As discussed.

From: Renzo Del Negro <renzod@bcpsea.bc.ca>
Sent: August 8, 2019 12:00 PM
To: Alan ChelP^{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: Aug 20th meeting re: bargaining (confidential)

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: Aug 20th meeting re: bargaining (confidential)

Hi Renzo,

s.13; s.17

Page 49 of 51

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

Members,

Our apologies for the delay but CUPE commitment to assisting us does not appear to be coming together and we have had to develop this on our own. Below you will find some points in bullet form that may or may not pertain to you. We do not want you to contact your MLA with a script as it will need to be your story and from the heart. If you cannot get an appointment with the MLA email them. Make them tell you why you are worth less and why they are instructing PSEC and BCPSEA to act with such disrespect towards us. Follow-up if your email goes unanswered, demand an answer.

Most of these points will work better with an NDP MLA as they are the sitting government. However, the two green MLAs are key in propping the government up. The NDP are losing ground to the Green Party on the south Island don't be afraid to use that when speaking with the NDP MLAs.

We are unique in greater Victoria as the Premier, the Minister of Education, the Minister Finance and the Minister of Agriculture are 4 of the 7 MLAs in our area. Rattle them. Be persistent. Demand answers.

- Over 40 years of low wages near or at the bottom of the provincial scale.
- If there is no meaningful movement with our wage parity issue I will have no choice but to support a strike in Saanich Schools this Fall.
- Most members do not making a living wage
- Members need to choose between rent and the food and often need to use food banks
- Many single members struggling to raise kids
- Some of the highest costs of living in BC with the lowest wages in K-12.
- Greater Victoria and the highest inflation rate in Canada at 2.7 % and the provincial mandate's 2 percent wage increases fall well short of the inflation rate yet again
- The NDP government allowed landlords to raise rent 2.5% a year again the 2% wage increases in the mandate fall well short of meeting that cost.
- The cost of gas, food and other necessities continue to skyrocket
- Widening gap between school district due to percentage increases.
- Many members work multiple jobs.
- Many are one paycheque from defaulting on rent, mortgage and bills
- We have members that are homeless, couch surfing and living in vehicles NOW,
- Many are using credit cards to buy necessities
- Many can't get enough paid hours yet feel they need provide free hours of work to meet the school and their student's needs.
- There has been some financial relief in Saanich since the NDP took power yet no CUPE layoffs from the past have been reversed to relieve shortages and workloads. Yet more and more management positions are being created leaving no resources for front line work.
- Promised job evaluation and equalization of wages five years ago has not netted a single nickel and not to be implemented in foreseeable future.
- Members leaving in droves and/or job searching because they cannot long afford to stay working in the job they love. How does this help create stability for the students of SD63 when its employees and literally walk across the street to Sooke or Victoria to make 20% more in wages.
- Employer lowering qualifications and hiring standards in a competitive market where they offer a much lower wage. This adds to safety concerns, workloads and learning outcomes of our students.
- Patently unfair to give lower wages for the same work.
- All of this seems to be at odds with the NDP governments own poverty reduction plan and its commitment to reduce precarious jobs. Let alone their words to make the K-12 system better for students.
- I used to be a long time NDP voter but have grown increasingly concerned with the direction they are taking their labour relations record.
- We have recently won an arbitration regarding the MSP premium reduction. Why are you directing PSEC to not allow our employer to negotiate the allocation of the ongoing MSP premium reduction as of Jan 1, 2020?
- Why do we, the support staff of SD 63, not deserve the same low wage redress that the sustainable services mandate allowed for in community social services agreement?
- Why do we, the support staff of SD 63, not deserve the same compensation comparability adjustments that the sustainable services mandate allowed for with HEU Community Health agreement?
- Why do we, the support staff of SD 63, not deserve the same recruitment and retention funds that the sustainable services mandate allowed for in the BCGEU agreement?
- Why do we, the support staff of SD 63, not deserve the same respect that you have afforded to virtually every other public sector union in this round bargaining?
- We are committed employees with a passion for public education. We keep Saanich Schools clean, safe, inclusive and organized and we deserve much better than the way you are treating us.