

Flatman, John MAH:EX

From: LBR Deputy Ministers Office LBR:EX
Sent: Thursday, November 23, 2017 11:25 AM
To: s.22
Cc: Minister, JTT JTT:EX; Miles, Diana WCB:EX
Subject: Response from Deputy Minister Trevor Hughes
Attachments: 54188 Incoming.pdf

Ref: 54188

s.22

cc: Honourable Bruce Ralston, MLA
Minister of Jobs, Trade and Technology
Surrey-Whalley
JTT.Minister@gov.bc.ca

Ms. Diana Miles
President and Chief Executive Officer, WorkSafeBC
Diana.Miles@worksafebc.com

Dear s.22

Thank you for your email of October 4, 2017, addressed to the Honourable Harry Bains, Minister of Labour, regarding your workers' compensation claim and your interactions with WorkSafeBC. I note that on your accompanying letter you copied the Honourable Bruce Ralston, MLA, Surrey – Whalley, and Minister of Jobs, Trade and Technology, and WorkSafeBC. As Deputy Minister of Labour, I am pleased to respond on behalf of Minister Bains.

s.22

I would note that WorkSafeBC and the Workers' Compensation Appeal Tribunal are independent statutory agencies and the Ministry of Labour is not legally permitted to become involved in the adjudication of individual claims.

s.22

Your email also indicates that you have contacted the Office of the Ombudsperson about your claim issues.

If you are not a member of a union, the multifaceted medical issues that you have raised in your correspondence relating to your WorkSafeBC claim would best be brought to the attention of the Workers'

Advisers Office (WAO). The WAO provides free-of-charge services, including advice on WorkSafeBC benefits and policies, as well as the interpretation of the *Workers Compensation Act*. The WAO can be contacted by telephone at: 1 800 663-4261, or through their website at: <http://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/personal-injury-and-workplace-safety>.

You may also contact the WorkSafeBC Fair Practices Office to discuss this matter. The WorkSafeBC Fair Practices Office can:

- Advise on how the WorkSafeBC system works and how your outstanding issues might be resolved;
- Help you reach the individual authorized to deal directly with a particular concern;
- Offer confidential, impartial recommendations on issues relating to the workers' compensation system and WorkSafeBC.

All contact with the Fair Practices Office is confidential, and the Fair Practices Office will not scan or add documents, including a complaint form, to a client's WorkSafeBC file. To learn more about the Fair Practices Office, please contact them directly by telephone, toll-free at: 1 800 335-9330, or visit this link: <https://www.worksafebc.com/en/about-us/fairness-privacy/fair-practices-office>.

To file a complaint with the Fair Practices Office online, please visit this link: <https://www.worksafebc.com/en/about-us/fairness-privacy/fair-practices-office/raise-issue-complaint>.

Thank you again for writing. I hope you find the information helpful.

Sincerely,

Trevor Hughes
Deputy Minister
Ministry of Labour

Johnstone, Susan LBR:EX

From: s.22
Sent: Wednesday, October 4, 2017 10:46 PM
To: Minister, LBR LBR:EX
Subject: WorkSafeBC
Attachments: to Harry Bains.doc

s.22

Flatman, John MAH:EX

From: Minister, LBR LBR:EX
Sent: Monday, December 11, 2017 2:51 PM
To: s.22
Cc: Krog.MLA, Leonard LASS:EX
Subject: Response from the Honourable Harry Bains
Attachments: 54314 Incoming.pdf

Ref: 54314

s.22

cc: Mr. Leonard Krog, MLA
Nanaimo
Leonard.Krog.MLA@leg.bc.ca

Dear s.22

Thank you for your email of October 31, 2017, addressed to Mr. Leonard Krog, MLA, Nanaimo, regarding the issue of a Post-Traumatic Stress Disorder (PTSD) presumption for nurses.

As set out in Premier John Horgan's mandate letter to me of July 18, 2017, over the coming months I will be reviewing and developing options with WorkSafeBC to increase compliance with legislation and standards that are in place to protect the lives and safety of workers. Having a fair, effective and respectful workers' compensation system is imperative. This includes ensuring that injured workers and surviving dependents are the central focus and that they receive fair and timely compensation.

I am fully aware that PTSD is a very serious illness that can impact First Responders and other workers. It is my intention to give this matter my full consideration.

I would also note that in 2015, WorkSafeBC struck the *Supporting Mental Health in First Responders Steering Committee*, a multi-agency body with senior worker and employer representatives from fire, police and ambulance services, along with a senior government representative. You may find the following website of interest: <http://bcfirstrespondersmentalhealth.com/>.

Thank you again for writing on this important matter. Your concerns have been noted and will be taken into account as I work to fulfill the mandate.

Sincerely,

Harry Bains
Minister of Labour

Handwritten signature

Campbell, Sue LBR:EX

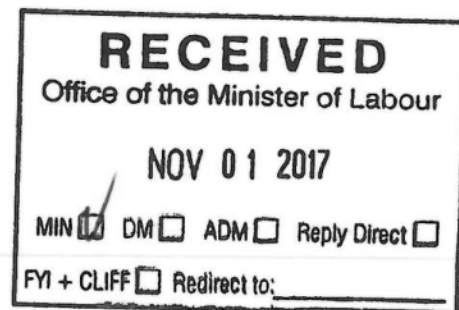
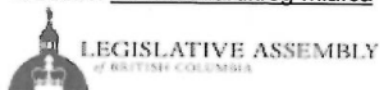
From: Krog.MLA, Leonard Eugene <Leonard.Krog.MLA@leg.bc.ca>
Sent: Wednesday, November 1, 2017 12:15 PM
To: Campbell, Sue LBR:EX
Subject: FW: Presumptive ptsd clause for wcb

Hi Sue,

Leonard has asked me to forward this letter to your office from a constituent of his, s.22 Please give me a call if you have any questions.

All the best,

Pam Cooling | Constituency Assistant
Leonard Krog, MLA for Nanaimo
4-77 Victoria Crescent, Nanaimo V9R 5B9 | Ph: 250.714.0630
E-mail: leonard.krog.mla@leg.bc.ca
Website: www.leonardkrog-mla.ca



From: s.22
Sent: October 31, 2017 7:55 PM
To: Krog.MLA, Leonard Eugene <Leonard.Krog.MLA@leg.bc.ca>
Subject: Presumptive ptsd clause for wcb

Dear Mr Leonard Krog;

Recently the Nova Scotia Legislature voted unanimously to amend section 10 of Bill 7, the Workers' Compensation Act.

The Bill now states if a front-line or emergency-response worker is diagnosed with Post Traumatic Stress Disorder, PTSD, it will be presumed to have resulted from a trauma or multiple traumas the worker was exposed to while on the job. Nurses were among the professionals named in the amendment.

As a result, nurses who are diagnosed with PTSD may now be eligible for Workers' Compensation benefits to aid in their treatment.

Could you please ask the responsible Minister Banes on my behalf when BC will have similar legislation?

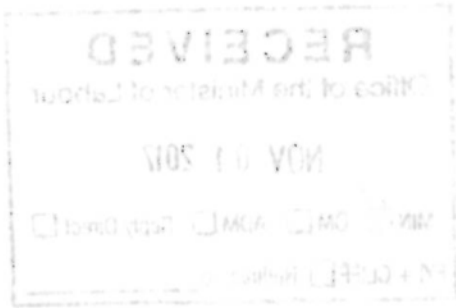
Nurses see patients experiencing extreme pain and suffering. Like other first responders, they see humanity at its worst, and patients at their most vulnerable. Unfortunately, the thoughts and experiences at work are not easily compartmentalized; they stay with the nurse and affect every aspect of their life.

Will the current BC government implement a ptsd presumptive clause within our work-safe legislation?

Respectfully yours,

s.22

Sent from my iPhone



From: [Cooling, Karen LBR:EX](#)
To: [Johnstone, Susan LBR:EX](#)
Subject: FW: Inquiry about Employment Standards Act Section 17
Date: Monday, November 6, 2017 5:57:51 PM

Can you please Cliff this email? And I will also send you our response.

Thanks
Karen

From: Fleming.MLA, Rob [mailto:Rob.Fleming.MLA@leg.bc.ca]
Sent: Tuesday, October 17, 2017 3:42 PM
To: Cooling, Karen LBR:EX
Subject: Inquiry about Employment Standards Act Section 17

Hi Karen,

I hope this email finds you well. I recognize that this might not be the correct email for this inquiry, but we have yet to be provided with an updated list. I am hoping you'll be able to forward it to the correct person and I will certainly make a note of it for future reference.

I seeking clarification on the Residential Caretaker Section of the Employment Standards Act. I have a constituent who occupies the role of a Residential Caretaker without living in the residence and being paid less because of this. I am hoping for some clarification as to why the pay scale is different.

Thank you.

Sincerely,

Christine Rousseau | Constituency Assistant | Hon. Rob Fleming, MLA for Victoria-Swan Lake
250.356.5022 | christine.rousseau@leg.bc.ca

From: [Cooling, Karen LBR:EX](#)
To: [Johnstone, Susan LBR:EX](#)
Subject: FW: Inquiry about Employment Standards Act Section 17
Date: Monday, November 6, 2017 5:58:29 PM

Here is our response.

Thanks

K

From: Cooling, Karen LBR:EX
Sent: Monday, November 6, 2017 5:57 PM
To: Fleming.MLA, Rob LASS:EX
Subject: RE: Inquiry about Employment Standards Act Section 17

Hi Christine:

I checked with our DM and it might be that we will need a bit more information to be able to provide an adequate answer.

But this is what we can say at this point: Resident caretakers live on-site and are paid a monthly rate - not hourly. Those who live off-site are paid hourly - at least the minimum wage.

Without knowing the rate of pay and the hours of work, it is difficult to determine if the worker is indeed being paid less.

If the employer is not properly paying the employee properly then it would be a violation of the Employment Standards Act.

If this doesn't answer your constituent's question, let me know and perhaps we can communicate directly with them.

Thanks

Karen

Karen Cooling

Senior Ministerial Assistant to the Honourable Harry Bains
Minister of Labour
Room 342, Parliament Buildings, Victoria, BC
Telephone: 250-953-0920

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Johnstone, Susan LBR:EX

From: Ralston.MLA, Bruce <Bruce.Ralston.MLA@leg.bc.ca>
Sent: Tuesday, November 14, 2017 9:49 AM
To: Zimmerman, Emily LBR:EX
Cc: Minister, LBR LBR:EX
Subject: FW: WCB
Attachments: to Harry Bains.doc

Good morning Emily,

s.22 (contact information below) has said that he sent the attached letter to the Ministry of Labour several weeks ago, but has not yet heard a response. Is it possible for you to look into the status of the inquiry and to provide me with an estimated timeframe for response?

Thanks for your time, Emily.

s.22

Pardeep Birak | Constituency Assistant
Hon. Bruce Ralston, MLA for Surrey-Whalley
10574 King George Blvd, Surrey V3T 2X3 | Ph: 604-586-2740

From: s.22
Sent: November 13, 2017 9:48 PM
To: Ralston.MLA, Bruce <Bruce.Ralston.MLA@leg.bc.ca>
Subject: WCB

s.22

Flatman, John MAH:EX

From: LBR Deputy Ministers Office LBR:EX
Sent: Thursday, February 22, 2018 4:08 PM
To: Heyman.MLA, George LASS:EX
Subject: Response from Deputy Minister Trevor Hughes
Attachments: 54394 incoming.pdf

Ref: 54394

Mr. Sean Phipps
Constituency Assistant for
Mr. George Heyman, MLA
Vancouver–Fairview
Email: George.Heyman.MLA@leg.bc.ca

Dear Mr. Phipps:

Thank you for your email of November 15, 2017, regarding parental leave in British Columbia. As Deputy Minister for the Ministry of Labour, I am pleased to respond.

In your email, you indicate that a constituent has asked when the province will implement the expanded parental leave recently announced by the federal government.

Making workers the centre of a fair, effective, and respectful employment standards system is imperative. As you know, Minister Bains' mandate letter from the Honourable John Horgan, Premier, included direction to update employment standards to reflect the changing nature of workplaces and ensure they are applied evenly and enforced.

The Ministry of Labour is aware of the changes to the federal Employment Insurance (EI) program that came into effect on December 3, 2017, including the introduction of an extended parental benefit. We are also aware that, because of this change, the unpaid parental leave provision available under the *Employment Standards Act* and the EI parental benefit no longer align. In response, the Ministry of Labour intends to bring forward amendments to the *Employment Standards Act* for government's consideration that will increase job protection for workers who wish to claim their maximum entitlement to EI parental benefits.

I trust you will find this information useful. Once again, thank you for writing.

Sincerely,

Trevor Hughes
Deputy Minister
Ministry of Labour

Johnstone, Susan LBR:EX

From: Heyman.MLA, George <George.Heyman.MLA@leg.bc.ca>
Sent: Wednesday, November 15, 2017 10:11 AM
To: Johnstone, Susan LBR:EX
Subject: Constituent question about expanded parental leave

Hi Susan,

We had a constituent email us wondering when the province is going to implement the expanded parental leave recently announced by the federal government? If you're ministry has any information we can share with them we would really appreciate it.

Thanks,

Sean Phipps | Constituency Assistant | George Heyman, MLA Vancouver-Fairview
604-775-2453 | 642 West Broadway, Vancouver V5Z 1G1
<http://georgeheymanmla.ca/>



LEGISLATIVE ASSEMBLY
of BRITISH COLUMBIA



Janet Routledge MLA
Burnaby North
Deputy Government Whip

November 14, 2017

Honourable Harry Bains
Minister of Labour
PO Box 9206 Stn Prov Govt
Victoria, BC V8W 9T5

Dear Minister Bains:

Please find enclosed an e-mail with supporting documents that I recently received from s.22 who is one of my constituents. His e-mail outlines the negative experiences with WorkSafeBC.

s.22

s.22 feels that the legislation governing WorkSafeBC, as well as their practices, must change in order to properly assist injured workers. He has brought his case to my attention in the hope that in future, workers in B.C. do not face the negative experiences with WorkSafeBC that he has encountered.

We know that under the previous government, WorkSafeBC made major cuts to its staff and services. I hope that you will use s.22 case as one of the many examples of the negative impact those cuts have had on the lives of B.C. workers.

Thank you for your attention to this information.

Sincerely,

Janet Routledge, MLA
Burnaby North

Burnaby North Community Office

1833 Willingdon Avenue
Burnaby BC V5C 5R3
T 604-775-0778 F 604-775-0833
janet.routledge.mla@leg.bc.ca


Legislative Office

Room 243 Parliament Buildings
Victoria BC V8V 1X4

Enclosures

PC:s.22

JR: ej

 bcgeu

CERTIFICATE OF AUTHORITY TO OBTAIN PERSONAL INFORMATION

This completed form constitutes the Certificate of Authority that complies with the provisions of section 33.2(g) of the (FOIPPA), which allows a public body to disclose personal information inside Canada "to a member of the Legislative Assembly who has been requested by the individual the information is about to assist in resolving a problem".

To: **Ministry of Labour**

From: **Cate Jones**

For the purposes of the *Freedom of Information and Protection of Privacy Act*, I certify the following:

1. **Janet Routledge** ("MLA"), in whose office I am employed as a constituency assistant, has been asked by the constituent whose name and address are set out below to assist that constituent in resolving the problem described below;
2. I have explained to the constituent that, in order to assist the constituent, I and the other individuals named below, all of whom are employed in the MLA's office, may need to obtain the constituent's personal information from your ministry/public body;
3. I have explained to the constituent that personal information disclosed to us may be of a sensitive nature;
4. Personal information you disclose to us is necessary for the purpose of assisting the constituent to resolve the problem described below and will be used only for that purpose; and
5. I have explained to the individual that this form only authorizes the release of their own personal information. Third party personal information cannot be released based on this certificate. I have referred the constituent to the Guidelines for MLAs and Constituency Assistants obtaining personal information from a public body.

If the constituent is acting on the behalf of another individual, consent from that individual is required. See the Guidelines for MLAs and Constituency Assistants obtaining personal information from a public body for more information.

The information below is to be completed on behalf of the constituent and is provided in order to support the public body in locating the appropriate information for disclosure:

The constituent is acting on their own behalf.

Name of constituent: s.22

Constituent's address and contact information: s.22

CERTIFICATE OF AUTHORITY TO OBTAIN PERSONAL INFORMATION

For Health Related Services Only		
PHN	or	Date of Birth

The venue in which records may be found (city and site): ***e.g. name of school, hospital or medical facility***

The problem for which the constituent has requested the MLA's assistance is s.22
s.22 ***has encountered significant problems with WorkSafeBC as outlined in the enclosed e-mail.***

MLA employees covered by this certification: ***Cate Jones***

November 6, 2017; Burnaby, BC

X

Cate Jones

Flatman, John MAH:EX

From: LBR Deputy Ministers Office LBR:EX
Sent: Wednesday, December 27, 2017 11:06 AM
To: Glumac.MLA, Rick LASS:EX
Subject: Response from Deputy Minister Trevor Hughes
Attachments: 54443 incoming Constituent Inquiry Regarding Workman's Compensation Act

Ref: 54443

Mr. Rick Glumac, MLA, His Constituency
Email: rick.glumac.mla@leg.bc.ca

cc: Honourable Harry Bains
Minister of Labour
LBR.Minister@gov.bc.ca

Dear Mr. Glumac:

Thank you for your email of November 20, 2017 regarding your question as to why WorkSafeBC disability pensions are not provided for the life of the claimant and whether the *Workers Compensation Act* will be reviewed. I am pleased to respond on behalf of the Honourable Harry Bains, Minister of Labour, who is responsible for WorkSafeBC.

Legislative changes were made to the *Workers Compensation Act* in 2002, providing for pensions for injured workers that end when the worker reaches age 65. The stated rationale behind ending monthly payments for permanent partial disabilities at age 65 was that paying pensions for the lifetime of a worker represented an overpayment of compensation benefits. The amendments reflected the approach recommended by the Royal Commission on Workers' Compensation in British Columbia and the Core Service Review of the Workers' Compensation Board conducted by Alan Winter.

However, I would note that, as set out in the Premier's mandate letter of July 18, 2017 to Minister Bains, over the coming months there will be a review and the development of options, in collaboration with WorkSafeBC, to increase compliance with the legislation and standards that are in place to protect the lives and safety of workers and to make B.C. the safest workplace jurisdiction in Canada. Having a fair, effective and respectful workers' compensation system is imperative. This includes ensuring that injured workers and surviving dependents are the central focus and that they receive fair and timely compensation.

Your questions with regard to the provisions of the *Workers Compensation Act* have been noted and will be taken into account as Minister Bains works to fulfill this mandate.

Thank you again for writing.

Sincerely,

Trevor Hughes
Deputy Minister
Ministry of Labour

Flatman, John MAH:EX

From: Glumac.MLA, Rick LASS:EX
Sent: Monday, November 20, 2017 5:06 PM
To: Minister, LBR LBR:EX
Subject: 54443 incoming Constituent Inquiry Regarding Workman's Compensation Act

Hello,

A constituent in our riding would like to inquire if there are any current plans for the Ministry of Labour to review and amend the Workman's Compensation Act, specifically the amendments of Bill 49 enacted in 2002.

The amendments brought in to the Workman's Compensation Act under Bill 49 greatly impacted workers eligible to receive Asbestosis pensions. Workers who were diagnosed before these changes received a pension for life, however those diagnosed after only receive a benefit until the age of 65 unless individuals successfully appeal for limited term extensions and the constituent believe this amendment be reviewed returning the pension to lifetime status.

The constituent is also hoping to speak with someone within the Ministry of Labour to discuss their concerns regarding Bill 49 in the Workman's Compensation Act.

Your assistance with this matter is greatly appreciated.

Sincerely,

Caitlin Hickenbotham | Constituency Assistant
Rick Glumac, MLA Port Moody – Coquitlam
301-220 Brew St, Port Moody, BC V3H 0H6
P: 604.917.0470 | F: 604.469.5435 | [@RickGlumacBC](#) | FB: [RickGlumacBC](#)

Flatman, John MAH:EX

From: LBR Deputy Ministers Office LBR:EX
Sent: Tuesday, December 19, 2017 11:29 AM
To: s.22
Cc: Farnworth.MLA, Mike LASS:EX
Subject: Response from Deputy Minister Trevor Hughes
Attachments: RE: 54444 incoming : New submission from Contact Us

Ref: 54444

s.22

cc: Honourable Mike Farnworth
Mike.Farnworth.MLA@leg.bc.ca

Dear s.22

Thank you for your email of November 10, 2017, addressed to the Honourable Mike Farnworth, Minister of Public Safety and Solicitor General, regarding parental leave in British Columbia (BC). Your email was forwarded to the Honourable Harry Bains, Minister of Labour, as the Minister responsible for the *Employment Standards Act* (ESA). As Deputy Minister of Labour, I am pleased to respond to your enquiry.

As you are aware, the Government of Canada has recently implemented Bill C-44, which amended the federal *Employment Insurance Act* to allow parents to choose to receive combined Employment Insurance (EI) maternity and parental benefits over a period of up to 18 months at a benefits rate of 33 percent of average weekly earnings. Bill C-44 also amends the *Canada Labour Code*, which provides minimum employment standards for employees in sectors that fall under federal jurisdiction (for example, airlines, banks, and the federal civil service), to make it consistent with Bill C-44's amendments to the *Employment Insurance Act*. These provisions came into effect on December 3, 2017. In your email, you ask when B.C. will implement a similar policy.

Under existing provisions in the ESA, a pregnant employee in B.C. is entitled to up to 17 consecutive weeks of unpaid pregnancy leave, and a birth mother who takes pregnancy leave is entitled to 35 consecutive weeks of unpaid parental leave. In addition, a birth mother who does not take pregnancy leave, a birth father, or an adopting parent is entitled to up to 37 consecutive weeks of unpaid parental leave.

Please be assured that worker rights and worker protections are a priority for government. You may be interested to know that, in the recent mandate letter sent by Premier John Horgan, Minister Bains was given direction to:

- Update employment standards to reflect the changing nature of workplaces and ensure they are applied evenly and enforced, and
- Ensure British Columbians have the same rights and protections enjoyed by other Canadians by reviewing the *Labour Relations Code* to ensure workplaces support a growing, sustainable economy with fair laws for workers and businesses.

The full mandate letter can be found here: <http://www2.gov.bc.ca/assets/gov/government/ministries-organizations/premier-cabinet-mlas/minister-letter/bains-mandate.pdf>.

Over the coming months, Minister Bains will be taking action to deliver on these important priorities. Making workers the centre of a fair, effective, and respectful employment standards system is imperative. Your comment regarding parental leave has been noted and will be taken into account as we work to fulfill the mandate. While the Minister and I intend to bring the issue of an 18-month maternity and parental leave forward for government's consideration as soon as possible, this will most likely not occur until 2018 at the earliest.

In the interim, and while the EI provisions for leave are out of alignment with B.C.'s leave protection, I wish to note for you that the leave periods in the ESA are minimum standards. That is, there is nothing that prevents an employer in B.C. to agreeing to an approved leave for the 18-month EI period, even if B.C. has not yet amended the leave provisions. In addition, those employees in B.C. that are unionized may have provisions under a collective agreement that exceed the minimums in the provincial Act.

I trust you will find this information useful. Once again, thank you for writing.

Sincerely,

Trevor Hughes
Deputy Minister
Ministry of Labour

Flatman, John MAH:EX

Subject: RE: 54444 incoming : New submission from Contact Us

From: mike.farnworth.mla@leg.bc.ca [mailto:mike.farnworth.mla@leg.bc.ca]

Sent: Friday, November 10, 2017 11:17 AM

To: Farnworth.MLA, Mike <Mike.Farnworth.MLA@leg.bc.ca>

Subject: New submission from Contact Us

Name
s.22
Email
s.22
Subject
Parental Leave EI benefit extension to 18m
Message
Hi Mike
s.22 With the recent announcement of the federal government allowing the 12 months of EI benefits for parental leave to be spread over 18 months for parents in the federal government/jurisdiction starting December 2017, when is BC anticipating to implement a similar policy?
Thank-you for your time

Nicholas Simons, MLA
(Powell River – Sunshine Coast)
Parliament Buildings
Victoria, BC V8V 1X4
Ph: (250) 953 – 4702
Fax: (250) 387 - 4680



Constituency Office:
109 - 4675 Marine Ave.
Powell River, BC V8A 2L2
Phone (604) 485 - 1249

5 – 4720 Sunshine Coast Hwy
Sechelt, BC V0N 3A2
Phone (604) 741 - 0792

February 9, 2018

The Honourable Harry Bains
Minister of Labour
Room 342, Parliament Buildings
VICTORIA, B.C. V8V 1X4

Dear Minister:

Re: B.C. Employment Standards Branch

s.22

I write to you on behalf of my constituent,

s.22

I am attaching a detailed chronology of events prepared by s.22

s.22

I am further concerned that my office was left out of the loop in spite of sending an appropriate consent form advising that we were acting on behalf of the constituent.

I would ask that your office follow up with Employment Standards to ensure all workers in British Columbia are fairly dealt with by their employers.

I look forward to hearing from you.

Sincerely,

Nicholas Simons, MLA
Powell River – Sunshine Coast

Attachment

c.c. s.22

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Thursday, November 2, 2017 3:38 PM
To: 'Elmore, Mable'
Subject: RE: FWRISA

Hi Mable:

Thanks so much for the conversation yesterday – and the link.

Best,
Karen

From: Elmore, Mable [mailto:] s.17
Sent: Wednesday, November 1, 2017 11:50 AM
To: Cooling, Karen LBR:EX
Subject: FWRISA

Hi Karen,

As discussed, here's a link to the Foreign Worker Recruitment and Immigration Services Act (FWRISA) in effect in Saskatchewan 2013.

<http://www.qp.gov.sk.ca/documents/English/Statutes/Statutes/F18-1.pdf>

Let me know if you have any questions.

Regards,
Mable

Cooling, Karen LBR:EX

From: Stone, Lynne TRAN:EX
Sent: Monday, November 27, 2017 9:28 AM
To: Cooling, Karen LBR:EX
Subject: FW: attendance at Mount Waddington Regional District meeting November 21

Hi Karen,
Just to keep you in the loop – Mayor Ackland asked that I forward this to MHB – done – see below.
Lynne

From: Stone, Lynne TRAN:EX
Sent: Monday, November 27, 2017 9:17 AM
To: Minister, LBR LBR:EX
Subject: FW: attendance at Mount Waddington Regional District meeting November 21

Mayor Ackland asked that I forward the following to Minister Bains. This is part of the email I forwarded last week from Mayor Ackland.
Regards,
Lynne

Lynne Stone
Executive Assistant to Hon. Claire Trevena
Minister of Transportation and Infrastructure
Phone: 778-676-3562

From: Mayorackland@portmcneill.ca <Mayorackland@portmcneill.ca>
Sent: Friday, November 24, 2017 4:06 PM
To: Stone, Lynne
Subject: Fwd: attendance at Mount Waddington Regional District meeting November 21

FYI

email to WFP from Greg Fletcher in response to Western's attendance at the RD.
Please send to the minister of labour.

Best regards,

Shirley Ackland,
Mayor,
Town of Port McNeill

Begin forwarded message:

From: Shannon Janzen <SJanzen@westernforest.com>
Date: November 24, 2017 at 6:49:58 AM PST

To: Greg Fletcher <gletcher@rdmw.bc.ca>
Cc: Alex McMillan <AMcMillan@westernforest.com>, Clint Cadwallader <CCadwallader@westernforest.com>, Randy Boas <rboas@westernforest.com>, Kindry Mercer <KMercer@westernforest.com>, "'Shirley Ackland, Mayor - Town of Port McNeill'" <mayorackland@portmcneill.ca>, 'Andrew Hory' <ahory@rdmw.bc.ca>
Subject: RE: attendance at Mount Waddington Regional District meeting November 21

Thanks for the summary Greg. Much appreciated.

We will endeavour to prepare an appropriate response to the Regional District Directors in the near future. Should additional comments or questions arise, please don't hesitate to forward them to us. Alternatively, please don't hesitate to call me or reach out to Alex, Clint, Randy or Kindry.

We will be in touch to setup a follow-up meeting for January.

Best Regards,
Shannon

From: Greg Fletcher [<mailto:gletcher@rdmw.bc.ca>]
Sent: Wednesday, November 22, 2017 5:44 PM
To: Shannon Janzen <SJanzen@westernforest.com>
Cc: Alex McMillan <AMcMillan@westernforest.com>; Clint Cadwallader <CCadwallader@westernforest.com>; Randy Boas <rboas@westernforest.com>; Kindry Mercer <KMercer@westernforest.com>; 'Shirley Ackland, Mayor - Town of Port McNeill' <mayorackland@portmcneill.ca>; 'Andrew Hory' <ahory@rdmw.bc.ca>
Subject: RE: attendance at Mount Waddington Regional District meeting November 21

Hi Shannon; Thanks to you and your team for attending the Regional District Board meeting, yesterday. It was very helpful to have you and your staff attend personally to explain and answer questions about the rationale regarding your very recent decision to permanently close the Englewood Railway. Your commitment to return in January was noted and very much appreciated.

Given the immediacy of the impacts of this decision on North Island Communities, our Board members noted many concerns that they would like to continue to be addressed in the interim. Some of these related to questions that had been raised but further work needed to be done by WFP before they could be addressed. I'll summarize some of these here, and there may be a few more that I will add once we have completed transcribing our minutes of the meeting:

- 1) Rationale for divesting the Railway. All would agree with your statement that it is important for WFP to be attractive for investors. However, it appeared that the criteria that was being looked at was extremely narrow...the last years ROI. Recently many investors, including the largest pension funds in the country, have been looking to invest in enterprises that are sustainable over very long terms (20 years planning or longer horizons), ethical in the way they treat their employees and the communities they do business in (particularly with respect to extractive resource industries), and environmentally responsible, including having plans to reduce their carbon footprint. Was a carbon footprint analysis done, and if so, what were there results? Part of the rationale we heard was that WFP was moving its operations to highways because all the other companies were doing so as well...making profits by shifting costs from the private sector to the public sector. Long term investors look for companies that stand out, not those that follow the pack chasing short term profits. Given the inherent efficiencies of railways, wise

investors (starting with Warren Buffett) have realized that their lower carbon footprints are also associated with lower costs. Your railway operation made WFP stand out in a very positive way. Given that it was mentioned many times that safety was your number one priority, what analysis was done to compare the safety record of the railway operations to that of truck based operations over similar time frames (ie since WFP purchased the asset)? If there were safety concerns with the railway, what plans were made to address those concerns? Some comfort was provided at the meeting that WFP looks holistically at safety so we can expect that any analysis would also consider what the safety impacts are to the broader community, such as community members impacted from traffic accidents associated with forestry equipment. It is not too late to reverse the decision to close the railway and reposition WFP as a corporate leader to attract ethical investors who can look forward to another 100 year commitment to sustainable logging practices contributing to stable communities. Many of the remaining questions would not need to be addressed if a renewed commitment was made to the railway.

- 2) Costs for Road improvements/maintenance necessary for safe trucking on highway. WFP has stated that increased fuel taxes would cover the costs of road maintenance improvements including additional paving costs, surfacing repairs, new road pull-offs and new passing lanes. Multiple peer reviewed studies have shown that maintenance costs rise exponentially with increased weight; however, fuel costs do not. The attached study shows a 90:1 ratio for the road maintenance cost impact of loaded heavy trucks compared to light cars & trucks; the ratio to fuel consumption is likely less than 10:1. Would WFP be prepared to pay for the difference? It was also mentioned that stumpage contributed to provincial revenues. Will WFP continue to maintain the network of public logging roads that run parallel to the highway network and, if so, will those stumpage credits continue to be collected?
- 3) Number of North Island Employees impacted. It was stated that 34 employees were directly impacted by the closure and that after opportunities for new positions were accounted for (ie truck drivers), there would be a net loss of 15 positions. Given your stated commitment to North Island communities, will all the new positions be based in North Island communities (ie hired from and reporting to supervisors based in RDMW)? Directors also noted that there are many other jobs being eliminated by changes that you are making in log handling practices, including the closure of many log sorts. Could you share a list of all the North island log sorts that have been or are proposed to be closed? What are the long term plans for the Beaver Cover log sort? How many jobs are being eliminated by these changes? Again, what is the net jobs impact on North island communities? What is the currently and proposed payroll to your employees living in North Island communities?
- 4) Safety Impacts. While safety considerations were highlighted regarding the decision to switch to a highway based system, it was very apparent that none of the safety issues raised by the Board had been implemented prior to enacting the decision to kill the railway operation. Will a plan be in place for returning logging trucks from the highway to logging roads when dangerous driving conditions exist (such as snow, heavy rain etc)? Your suggestion for a placarding system to clearly identify trucks belonging to WFP and its contractors was well received as it would help ensure accountability for adherence to WFP's safety practices. Will this pro-active concept be extended to all your sub-contractors involved in operations within your TFL lands? It was also suggested that you work closely with other licensees to ensure that safety practices are consistent throughout the industry; will you be bringing your placarding concept forward to these licensees?
- 5) Road Rescue/fire department support. As discussed at the meeting, changes to WFP operations, including shifting changes, have already had a negative impact on North Island Fire Volunteer Departments. The extra logging truck traffic on the highways will increase stress on

the current road rescue system; if hauling was to be done between Woss and Sayward there is no guarantee that any road rescue services would be available due to capacity issues at both ends. Questions raised included; will a firm commitment be made to provide significant additional support (financial, equipment and/or personnel) to north island road rescue fire departments?, and/or would WFP be prepared to provide its own road rescue service in Woss to ensure the safety (in terms of improved response times) of its employees and the public travelling along Highway 19?

I realize that this is a fairly long list of questions that arose from the meeting but as such, it is fair to provide you and your staff an opportunity to address these points. I have shared this with Chair Hory and Vice Chair Ackland to ensure that they are apprised of the summary and can add any additional comments should they choose to do so.

Thanks again for attending the meeting and I look forward to seeing you again in January.

*Greg Fletcher
Chief Administrative Officer
Regional District of Mount Waddington
250-956-3301*

From: Shannon Janzen [mailto:SJanzen@westernforest.com]
Sent: November-13-17 1:03 PM
To: Shirley Ackland, Mayor - Town of Port McNeill <mayorackland@portmcneill.ca>
Cc: 'Greg Fletcher' <gfletcher@rdmw.bc.ca>; Alex McMillan <AMcMillan@westernforest.com>; Clint Cadwallader <CCadwallader@westernforest.com>
Subject: RE: attendance at Mount Waddington Regional District meeting November 21

Hi Shirley,

Unfortunately Don isn't available on the 21st as he is presenting at a safety leadership meeting in Nanaimo the evening of the 20th and has prior commitments on the island the following morning. However, he would like to schedule some time with you and the Regional District in the very near future.

I've Cced Alex McMillan as I am currently in Tokyo. Alex can work with you and Greg on alternative dates for the Regional District to meet with Don. Clint, Kindry, Alex and I still plan to be in attendance on the 21st.

On a related note, I am happy to hear that you and Clint are meeting locally this week to discuss your concerns including the Beaver Cove road. We also look forward to reviewing the road safety plans that we have been discussing with the local Public Advisory groups.

Please don't hesitate to call if you would like to discuss. While my Japan phone plan currently seems to be preventing me from making calls, I have been able to receive them so far.

Thanks,
Shannon

From: Shirley Ackland, Mayor - Town of Port McNeill [<mailto:mayorackland@portmcneill.ca>]
Sent: Wednesday, November 8, 2017 4:20 PM
To: Shannon Janzen <SJanzen@westernforest.com>
Cc: 'Greg Fletcher' <gfletcher@rdmw.bc.ca>
Subject: attendance at Mount Waddington Regional District meeting November 21

Hello Shannon,

I appreciate your calling me personally to inform me of WFP's decision to permanently close the Englewood Railway. As our regional district meeting is November 21 and all directors are likely to be present, I was hoping that WFP CEO Don Demens would also be in attendance.

After the tragedy of last April, Mr. Demens assured workers and residents of Woss that he and WFP would be there for the people of Woss. It would seem only appropriate that he attend a meeting of the regional district to hear our concerns about the closure of the railway in person.

Regards,
Shirley

Shirley Ackland
Mayor,
Town of Port McNeill



☎ [250 956 3111](tel:2509563111) office

☎ [250 956 4882](tel:2509564882) home

📞 [250 949 0392](tel:2509490392) cell

✉ mayorackland@portmcneill.ca

"Tis never too late to build a better world" ~ Tommy Douglas

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Thursday, November 23, 2017 5:45 PM
To: 'Elmore, Mable'
Subject: RE: submission deadline for Employers Registry

Definitely. Our AC will contact your LA tomorrow to set up a time.

K

From: Elmore, Mable [<mailto:s.17>]
Sent: Thursday, November 23, 2017 5:34 PM
To: Cooling, Karen LBR:EX
Subject: Re: submission deadline for Employers Registry

Thanks Karen.

Is it possible to get together for a chat on the registry?

Sent from my iPhone

On Nov 23, 2017, at 5:15 PM, Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca> wrote:

Hi Mable:

No, there is no deadline yet. We are still gathering information.

Cheers,
Karen

From: Elmore, Mable [<mailto:s.17>]
Sent: Thursday, November 23, 2017 1:56 PM
To: Cooling, Karen LBR:EX
Subject: submission deadline for Employers Registry

Hi Karen,

Is the deadline approaching?

Regards,
mable

Johnstone, Susan LBR:EX

From: Maloney, Katie JTT:EX
Sent: Wednesday, January 17, 2018 3:40 PM
To: Johnstone, Susan LBR:EX
Subject: Redirected letter
Attachments: Incoming 139616 s.22 pdf

Hi Susan,

We have been told to refer this letter from s.22 to your ministry for your consideration and we'll mail it as well by internal email.

Thank you,

Katie Maloney
Administrative Assistant to the Honourable Bruce Ralston
Minister of Jobs, Trade and Technology
250-356-2771

Community Office:
2909 West Broadway
Vancouver, BC V6K 2G6
Phone (604) 660-1297
Fax (250) 387-4680



David Eby, MLA
(Vancouver-Point Grey)

Date: February 7, 2018

To: Min. Harry Bains

RE: Constituent Assistance for s.22

I am hoping that you might be able to assist a constituent of mine, s.22. I met with s.22 to discuss her concerns regarding the province's vaccinate-or-mask policy for healthcare workers in British Columbia. She asked that I pass on her attached letter and documents outlining these concerns. She is requesting a written response from the Ministry of Labour. As well, I would appreciate my office being copied on any correspondence you have with her.

Her contact information is below:

s.22

Any help you could offer would be greatly appreciated. If you have any questions or updates, please contact my constituency office, as they are in touch with s.22 and will be updating me regularly on the progress of this matter. The primary constituency office contact for this matter is Thea Dowler at thea.dowler@leg.bc.ca or 604.781.7998.

Thanks again for your time and assistance.

Yours truly,

David Eby
MLA, Vancouver Point Grey

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Monday, November 27, 2017 6:13 PM
To: Fleming.MLA, Rob LASS:EX
Subject: RE: Inquiry about Employment Standards Act Section 17

Hi Christine:

My apologies!

If you could have them complete a consent form and send it to me, we can have our caseworker follow up on this.

Best,
Karen

From: Fleming.MLA, Rob [<mailto:Rob.Fleming.MLA@leg.bc.ca>]
Sent: Thursday, November 16, 2017 10:44 AM
To: Cooling, Karen LBR:EX
Subject: RE: Inquiry about Employment Standards Act Section 17

Hi Karen,

Thanks so much for your response. It would be great if you could speak with the constituent directly. I've only contacted with them by email, so I will have them come down and fill out a consent form for your office so that I can share their information with you and you can contact them directly.

Alternatively, I could pass along the number or email for your office to them if you would prefer that route.

Let me know,

Christine Rousseau | Constituency Assistant | The Hon. Rob Fleming | MLA for Victoria-Swan Lake | 250-356-5022 | Christine.rousseau@leg.bc.ca

From: Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]
Sent: Monday, November 6, 2017 5:57 PM
To: Fleming.MLA, Rob <Rob.Fleming.MLA@leg.bc.ca>
Subject: RE: Inquiry about Employment Standards Act Section 17

Hi Christine:

I checked with our DM and it might be that we will need a bit more information to be able to provide an adequate answer.

But this is what we can say at this point: Resident caretakers live on-site and are paid a monthly rate - not hourly. Those who live off-site are paid hourly - at least the minimum wage.

Without knowing the rate of pay and the hours of work, it is difficult to determine if the worker is indeed being paid less.

If the employer is not properly paying the employee properly then it would be a violation of the Employment Standards Act.

If this doesn't answer your constituent's question, let me know and perhaps we can communicate directly with them.

Thanks
Karen

Karen Cooling

Senior Ministerial Assistant to the Honourable Harry Bains
Minister of Labour
Room 342, Parliament Buildings, Victoria, BC
Telephone: 250-953-0920

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From: Fleming,MLA, Rob [<mailto:Rob.Fleming.MLA@leg.bc.ca>]
Sent: Tuesday, October 17, 2017 3:42 PM
To: Cooling, Karen LBR:EX
Subject: Inquiry about Employment Standards Act Section 17

Hi Karen,

I hope this email finds you well. I recognize that this might not be the correct email for this inquiry, but we have yet to be provided with an updated list. I am hoping you'll be able to forward it to the correct person and I will certainly make a note of it for future reference.

I seeking clarification on the Residential Caretaker Section of the Employment Standards Act. I have a constituent who occupies the role of a Residential Caretaker without living in the residence and being paid less because of this. I am hoping for some clarification as to why the pay scale is different.

Thank you.

Sincerely,

Christine Rousseau | Constituency Assistant | Hon. Rob Fleming, MLA for Victoria-Swan Lake
250.356.5022 | christine.rousseau@leg.bc.ca

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Tuesday, February 13, 2018 5:40 PM
To: 'Elmore, Mable'
Subject: RE: Drop off TFW registry proposal

Yes, I sure am. Looking forward to seeing it.

K

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

From: Elmore, Mable [mailto:s.17]
Sent: Tuesday, February 13, 2018 3:58 PM
To: Cooling, Karen LBR:EX
Subject: Drop off TFW registry proposal

Hi Karen will you be in the building tomorrow ?

I've got a registry proposal I'd like to drop off to you.

Thanks,
Mable

Sent from my iPhone