

From: [Basi, Selena LBR:EX](#)
To: [Mortimer, David JTT:EX](#); [Cyr, Lori JTT:EX](#)
Subject: FW: Section three
Date: Tuesday, March 6, 2018 9:27:31 AM

Hi David and Lori - as per below, we can go ahead with two contracts **s.14**
s.14

Also, as per our discussion with Mike on Friday, **s.14,s.17**
s.14,s.17

Based on the conversation on Friday, we are in a fairly good spot in terms of understanding where some of the concerns are and putting some language in place to address, **s.13**
s.13

In terms of a next steps:

should I get Keith Evans involved on the two agreements (Labour's counsel)...or can we continue to go through Jim Fowles since he is already looped in. Let me know what I can do to help move things along.

I've also added a summary of items that were discussed on the call that we had Friday.

s.14,s.17

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

From: Basi, Selena LBR:EX
Sent: Tuesday, March 6, 2018 7:32 AM
To: Mike Fleming
Subject: Re: Section three

Thanks for the confirmation.

s.14,s.17

This is a priority for us to get in place so we'll be working diligently over the next couple of days and expect to be able to table a draft for your review shortly.

Thanks - have a great day.

Sent from my iPhone

> On Mar 6, 2018, at 7:03 AM, Mike Fleming <mike.fleming.arb@gmail.com> wrote:

>

> Hi Selena,

>

s.14

>

> Regards,

>

>

> Mike

>

> -----Original Message-----

> From: Basi, Selena LBR:EX [<mailto:Selena.Basi@gov.bc.ca>]

> Sent: March 5, 2018 4:28 PM

> To: 'mike fleming' <mike.fleming.arb@gmail.com>

> Subject: RE: Section three

>

> Great, thank you. *SB

>

> -----Original Message-----

> From: mike fleming [<mailto:mike.fleming.arb@gmail.com>]

> Sent: Monday, March 5, 2018 4:20 PM

> To: Basi, Selena LBR:EX

> Subject: Re: Section three

>

> Thanks Selena- s.14

tonight or early tomorrow.

>

> Mike

>

> Sent from my BlackBerry 10 smartphone on the TELUS network.

> Original Message

> From: Basi, Selena LBR:EX

> Sent: Monday, March 5, 2018 4:16 PM

> To: 'mike fleming'

> Subject: RE: Section three

>

> Hi Mike,

>

s.14

s.14

again for the chat Friday, was very useful to get a sense of where some of the concerns are and how we can move forward to support.

>

> Selena

> s.17

I hope to have done

Thanks

>
> -----Original Message-----
> From: mike fleming [<mailto:mike.fleming.arb@gmail.com>]
> Sent: Thursday, March 1, 2018 5:17 PM
> To: Basi, Selena LBR:EX
> Cc: Mortimer, David JTT:EX
> Subject: Re: Section three
>
> Thanks- that works- looking forward to speaking with you then
>
> Sent from my BlackBerry 10 smartphone on the TELUS network.
> Original Message
> From: Basi, Selena LBR:EX
> Sent: Thursday, March 1, 2018 5:13 PM
> To: mike fleming
> Cc: Mortimer, David JTT:EX
> Subject: Re: Section three
>
> Why don't we convene the call with the conference info below at 9am to allow for added time if needed. Speak to you then.
>
> Sent from my iPhone
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>> On Mar 1, 2018, at 5:10 PM, mike fleming <mike.fleming.arb@gmail.com> wrote:
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>> Hi Selena- I very much appreciate your flexibility **s.22** so I'm
happy to have a chat anywhere between 6:30- 9:30 ish. Whatever works on your end..
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>> Sent from my BlackBerry 10 smartphone on the TELUS network.
>> Original Message
>> From: Basi, Selena LBR:EX
>> Sent: Thursday, March 1, 2018 4:43 PM
>> To: Mike Fleming
>> Cc: Mortimer, David JTT:EX
>> Subject: Re: Section three
>>
>> Hi Mike, I think we can be efficient with the time and make good progress in a half hour.
>> Alternatively, if 9am works better we can be available for the earlier time to allow for more discussion if needed.
>>
>> We can use the following conference id
>>**s.15,s.17**
>>
>>
>> No other info needed in advance, we can use the back and forth emails that have been exchanged as a guide to determine what we need clarity on and keep the processes moving tomorrow.
>>
>> Let me know your preference 9am or 930 and we will speak to you then.
>>
>> Selena
>>
>> Sent from my iPhone
>>
>>> On Mar 1, 2018, at 3:41 PM, Mike Fleming <mike.fleming.arb@gmail.com> wrote:
>>>
>>> Hi Selena,
>>>
>>> I think I could be available tomorrow morning at 9:30 a.m. I have a meeting at 10:30 but hopefully we wouldn't

need more than 30 minutes for our discussion? I have a teleconference number unless you have a government one in place. Let me know what works from your end.

>>>

>>> Also, let me know if there's any additional information I could provide prior to our call that might be helpful for your purposes.

>>>

>>> Regards,

>>>

>>> Mike

>>>

>>> -----Original Message-----

>>> From: Basi, Selena LBR:EX [<mailto:Selena.Basi@gov.bc.ca>]

>>> Sent: March 1, 2018 1:13 PM

>>> To: mike.fleming.arb@gmail.com

>>> Cc: Mortimer, David JTT:EX <David.Mortimer@gov.bc.ca>

>>> Subject: Section three

>>>

>>> Good afternoon Mike,

>>>

>>> Further to Trevor's email yesterday evening, we would like to convene a call with you to discuss **s.13,s.17**
s.13,s.17

>>>

>>> David and I are available tomorrow morning for a call if there's a time that may work for you? Perhaps 9:30 am? If not tomorrow morning then please do suggest another time that works.

>>>

>>> Thanks in advance and look forward to speaking with you.

>>>

>>> Selena Basi

>>> Executive Lead, Ministry of Labour

>>> **s.17**

>>>

>>> Sent from my iPhone

>>>

>

Page 005 to/à Page 034

Withheld pursuant to/removed as

s.13;s.17

Birnie, Kayla LBR:EX

From: Basi, Selena LBR:EX
Sent: Tuesday, February 13, 2018 9:16 AM
To: Mortimer, David JTT:EX; Campbell, Tracy MAH:EX
Subject: FW: Note to File Section 3 Committee RP
Attachments: Scan_20180213.pdf; Note to File Section 3 Committee RP.DOCX

David and Tracy,

See attached:

- s.12,s.13
-
-

Let me know if you need anything further.

Selena

From: Pauliszyn, Robert PSEC:EX
Sent: Friday, February 9, 2018 8:46 AM
To: Basi, Selena LBR:EX
Subject: RE: Note to File Section 3 Committee RP

Correct, PSEC Secretariat is good, please proceed as per past practice. We will discuss again as we work through our triennial review of the guidelines, and that process will consider whether a change in direction is required.

Robert Pauliszyn

Executive Director, Public Sector Bargaining and Compensation
Province of British Columbia
Tel: 778 698-8528 | Cell: 250 213-5096
gov.bc.ca/PSEC



From: Basi, Selena LBR:EX
Sent: Friday, February 9, 2018 8:37 AM
To: Pauliszyn, Robert PSEC:EX
Subject: Re: Note to File Section 3 Committee RP

Robert - further to the direction outlined in the briefing note, can you confirm that no further direction is needed from PSEC and the ministry should go ahead and begin the process to contract the advisors, in accordance with past practice.

Thanks for confirming.

Selena

Sent from my iPhone

On Feb 7, 2018, at 2:56 PM, Pauliszyn, Robert PSEC:EX <Robert.Pauliszyn@gov.bc.ca> wrote:

CZ has seen it, so no need to send back unless TH has changes. For your files/needs.

Robert Pauliszyn

Executive Director, Public Sector Bargaining and Compensation

Province of British Columbia

Tel: 778 698-8528 | Cell: 250 213-5096

gov.bc.ca/PSEC

From: Basi, Selena LBR:EX

Sent: Wednesday, February 7, 2018 2:55 PM

To: Pauliszyn, Robert PSEC:EX

Subject: Note to File Section 3 Committee RP

Thanks for your revisions, I'll have a comb through.

Next step for us to sign off and have Trevor send to Christina, or just leave it with you?

From: [Basi, Selena LBR:EX](#)
To: [Leduc, Danine MAH:EX](#)
Cc: [Birnie, Kayla LBR:EX](#); [Campbell, Tracy MAH:EX](#)
Subject: RE: FOI, Section 3 committee
Date: Wednesday, March 7, 2018 1:44:28 PM

Yes that's perfect, I had just committed to getting a fulsome response for them. This is great.

From: Leduc, Danine MAH:EX
Sent: Wednesday, March 7, 2018 12:50 PM
To: Basi, Selena LBR:EX
Cc: Birnie, Kayla LBR:EX; Campbell, Tracy MAH:EX
Subject: RE: FOI, Section 3 committee

Hi Selena;

The records created by the section 3 committee are government records – the committee is performing a review of the LRC at the direction of the Minister, and as contracted members the records they create to deliver the contracted for service are subject to the *Freedom of Information and Protection of Privacy Act* (FOIPPA). They clearly meet the definition of “service providers” in Schedule 1 of FOIPPA.

Notes taken during public consultation would be records related to the service; the details of where the records are stored does not determine whether they are government records or not. While members should be encouraged to not use personal email to do government work, we acknowledge it sometimes occurs – those are still government records.

The FOIPPA Act grants information rights to people to access records “in the custody or under the control” of the public body (Ministry of Labour). There is no “quasi-judicial” function to this committee to exempt its records from the operation of the FOIPPA Act. If the ministry received an FOI request for the committee's records, we would not be able to credibly take the position that those records are not under our control.

Does this answer your question? I'm copying Tracy as I understand an aspect of FOIPPA application may have already popped up regarding this committee.

Please call if you have questions,

Thank you,

Danine

From: Basi, Selena LBR:EX
Sent: Monday, March 5, 2018 4:19 PM
To: Leduc, Danine MAH:EX
Cc: Birnie, Kayla LBR:EX
Subject: FOI, Section 3 committee

Hi Danine,

You may be aware that we're in the process of getting the Section 3 committee that will be reviewing the labour code up and running.

One of the questions that has come up from the committee is FOI. As an “at-arms-length committee” that has been appointed under the legislation by the minister, and will be remunerated through a contract with the Province, what is the FOI components that apply.

I think, because we are collecting emails in a gov hosted email – those would apply.

What about the members' research/notes and notes that they take during public consultations?

They're not concerned, just want to be aware of the full scope so that they can act accordingly.

If easier to have a quick call in the coming days let me know, but I know it's your super busy time.

*SB

From: [Basi, Selena LBR:EX](#)
To: [Pauliszyn, Robert PSEC:EX](#)
Subject: Re: Note to File Section 3 Committee RP
Date: Friday, February 9, 2018 8:54:00 AM
Attachments: [image001.jpg](#)

Thanks for the prompt reply. Have a great long weekend.

Sent from my iPhone

On Feb 9, 2018, at 8:46 AM, Pauliszyn, Robert PSEC:EX <Robert.Pauliszyn@gov.bc.ca> wrote:

Correct, PSEC Secretariat is good, please proceed as per past practice. We will discuss again as we work through our triennial review of the guidelines, and that process will consider whether a change in direction is required.

Robert Pauliszyn

Executive Director, Public Sector Bargaining and Compensation
Province of British Columbia
Tel: 778 698-8528 | Cell: 250 213-5096

gov.bc.ca/PSEC

From: Basi, Selena LBR:EX

Sent: Friday, February 9, 2018 8:37 AM

To: Pauliszyn, Robert PSEC:EX

Subject: Re: Note to File Section 3 Committee RP

Robert - further to the direction outlined in the briefing note, can you confirm that no further direction is needed from PSEC and the ministry should go ahead and begin the process to contract the advisors, in accordance with past practice.

Thanks for confirming.

Selena

Sent from my iPhone

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gov.bc.ca/PSEC

From: Basi, Selena LBR:EX

Sent: Wednesday, February 7, 2018 2:55 PM

To: Pauliszyn, Robert PSEC:EX

Subject: Note to File Section 3 Committee RP

Thanks for your revisions, I'll have a comb through.
Next step for us to sign off and have Trevor send to Christina, or just leave it with you?

From: [Basi, Selena LBR:EX](#)
To: [Mike Fleming](#)
Subject: Re: Section three
Date: Tuesday, March 6, 2018 7:32:08 AM

Thanks for the confirmation.

s.14,s.17

This is a priority for us to get in place so we'll be working diligently over the next couple of days and expect to be able to table a draft for your review shortly.

Thanks - have a great day.

Sent from my iPhone

> On Mar 6, 2018, at 7:03 AM, Mike Fleming <mike.fleming.arb@gmail.com> wrote:

>

> Hi Selena,

>

s.14

>

> Regards,

>

>

> Mike

>

> -----Original Message-----

> From: Basi, Selena LBR:EX [<mailto:Selena.Basi@gov.bc.ca>]

> Sent: March 5, 2018 4:28 PM

> To: 'mike fleming' <mike.fleming.arb@gmail.com>

> Subject: RE: Section three

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> Great, thank you. *SB

>

> -----Original Message-----

> From: mike fleming [<mailto:mike.fleming.arb@gmail.com>]

> Sent: Monday, March 5, 2018 4:20 PM

> To: Basi, Selena LBR:EX

> Subject: Re: Section three

>

> Thanks Selena-s.14

tonight or early tomorrow.

>

> Mike

>

> Sent from my BlackBerry 10 smartphone on the TELUS network.

> Original Message

> From: Basi, Selena LBR:EX

I hope to have done

> Sent: Monday, March 5, 2018 4:16 PM
> To: 'mike fleming'
> Subject: RE: Section three
>
> Hi Mike,
>

s.14

s.14

Thanks

again for the chat Friday, was very useful to get a sense of where some of the concerns are and how we can move forward to support.

>
> Selena
>s.17

>
> -----Original Message-----
> From: mike fleming [<mailto:mike.fleming.arb@gmail.com>]
> Sent: Thursday, March 1, 2018 5:17 PM
> To: Basi, Selena LBR:EX
> Cc: Mortimer, David JTT:EX
> Subject: Re: Section three

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> To: mike fleming
> Cc: Mortimer, David JTT:EX
> Subject: Re: Section three

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>> Hi Selena- I very much appreciate your flexibility. s.22 so I'm
happy to have a chat anywhere between 6:30- 9:30 ish. Whatever works on your end..

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>> Sent from my BlackBerry 10 smartphone on the TELUS network.

>> Original Message
>> From: Basi, Selena LBR:EX
>> Sent: Thursday, March 1, 2018 4:43 PM
>> To: Mike Fleming
>> Cc: Mortimer, David JTT:EX
>> Subject: Re: Section three

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>> Hi Mike, I think we can be efficient with the time and make good progress in a half hour.
>> Alternatively, if 9am works better we can be available for the earlier time to allow for more discussion if needed.

>>
>> We can use the following conference id
>s.15,s.17

>
>>

>> No other info needed in advance, we can use the back and forth emails that have been exchanged as a guide to determine what we need clarity on and keep the processes moving tomorrow.

>>

>> Let me know your preference 9am or 930 and we will speak to you then.

>>

>> Selena

>>

>> Sent from my iPhone

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>>> On Mar 1, 2018, at 3:41 PM, Mike Fleming <mike.fleming.arb@gmail.com> wrote:

>>>

>>> Hi Selena,

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>>> I think I could be available tomorrow morning at 9:30 a.m. I have a meeting at 10:30 but hopefully we wouldn't need more than 30 minutes for our discussion? I have a teleconference number unless you have a government one in place. Let me know what works from your end.

>>>

>>> Also, let me know if there's any additional information I could provide prior to our call that might be helpful for your purposes.

>>>

>>> Regards,

>>>

>>> Mike

>>>

>>> -----Original Message-----

>>> From: Basi, Selena LBR:EX [<mailto:Selena.Basi@gov.bc.ca>]

>>> Sent: March 1, 2018 1:13 PM

>>> To: mike.fleming.arb@gmail.com

>>> Cc: Mortimer, David JTT:EX <David.Mortimer@gov.bc.ca>

>>> Subject: Section three

>>>

>>> Good afternoon Mike,

>>>

>>> Further to Trevor's email yesterday evening, we would like to convene a call with you to discuss **s.13,s.14**
s.13,s.14

>>>

>>> David and I are available tomorrow morning for a call if there's a time that may work for you? Perhaps 9:30 am? If not tomorrow morning then please do suggest another time that works.

>>>

>>> Thanks in advance and look forward to speaking with you.

>>>

>>> Selena Basi

>>> Executive Lead, Ministry of Labour

>>> **s.17**

>>>

>>> Sent from my iPhone

>>>

>

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Withheld pursuant to/removed as

s.14

From: [Basi, Selena LBR:EX](#)
To: [Hughes, Trevor LBR:EX](#)
Subject: FW: Note to File Section 3 Committee RP
Date: Friday, February 9, 2018 11:15:07 AM
Attachments: [image001.jpg](#)
[Note to File Section 3 Committee RP.docx](#)

Hi Trevor, Robert made some revisions to the note after you had. The attached is the version that Christina has seen and that PSEC will be filing.

Further to the note, Robert has confirmed the direction below. *SB

From: Pauliszyn, Robert PSEC:EX
Sent: Friday, February 9, 2018 8:46 AM
To: Basi, Selena LBR:EX
Subject: RE: Note to File Section 3 Committee RP

Correct, PSEC Secretariat is good, please proceed as per past practice. We will discuss again as we work through our triennial review of the guidelines, and that process will consider whether a change in direction is required.

Robert Pauliszyn

Executive Director, Public Sector Bargaining and Compensation
Province of British Columbia
Tel: 778 698-8528 | Cell: 250 213-5096

gov.bc.ca/PSEC

cid:image003.jpg@01D2AC91.3E786A40



From: Basi, Selena LBR:EX
Sent: Friday, February 9, 2018 8:37 AM
To: Pauliszyn, Robert PSEC:EX
Subject: Re: Note to File Section 3 Committee RP

Robert - further to the direction outlined in the briefing note, can you confirm that no further direction is needed from PSEC and the ministry should go ahead and begin the process to contract the advisors, in accordance with past practice.

Thanks for confirming.

Selena

Sent from my iPhone

On Feb 7, 2018, at 2:56 PM, Pauliszyn, Robert PSEC:EX <Robert.Pauliszyn@gov.bc.ca> wrote:

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Robert Pauliszyn

Executive Director, Public Sector Bargaining and Compensation
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gov.bc.ca/PSEC

From: Basi, Selena LBR:EX
Sent: Wednesday, February 7, 2018 2:55 PM
To: Pauliszyn, Robert PSEC:EX
Subject: Note to File Section 3 Committee RP

Thanks for your revisions, I'll have a comb through.

Next step for us to sign off and have Trevor send to Christina, or just leave it with you?

MINISTRY OF LABOUR

INFORMATION NOTE

Cliff #:

Date: February 6, 2018

PREPARED FOR: Trevor Hughes, Deputy Minister, Ministry of Labour

ISSUE: Remuneration for the new Labour Relations Code panel (Section 3 Committee)

BACKGROUND:

Section 3 of the Labour Relations Code (the Code) provides that the Minister of Labour may appoint a committee of special advisors to: undertake a continuing review of the Code and labour management relations; provide to the Minister an annual evaluation of the manner in which the Code is functioning and to identify problems that have arisen under its provisions; and to make recommendations on the need for amendments to the Code or on any specific matter referred by the Minister.

The first Section 3 Committee was established in 1997. Since 2002, the committee has been retained in a largely informal, advisory capacity that is called upon by the Minister for legal advisory services as required. The Minister called upon the Committee for advisory services in 2002 and a public report was tabled in 2003. Subsequent reports that were tabled in 2006 and 2007 were not released publicly and were for the purposes of providing direct technical advice to the Minister.

The committee's members have historically been retained through one-year contracts (General Services Agreements) that have been renewed annually. Each contract had a compensation amount of \$20,000. Services provided by each committee member were drawn down from this contract amount, payable at s.17 which is consistent with the charge out rate when retaining external counsel through Ministry of Attorney General's (MAG) Legal Services Branch. If no services were provided during the year, no payments were made. The contracts for the section 3 committee members expired March 31, 2017 and have not been renewed. The General Service Agreements have been within \$25,000 threshold for direct award contracts.

DISCUSSION:

On February 6th, 2018, Minister Bains appointed a new Labour Relations Code review panel in accordance with Section 3 of the Code. As with the previous committee, the panel will be comprised of three lawyers (one representing the interests of employers, one representing the interests of unions and a neutral chair, see Appendix A). The services required are to: provide legal advisory services to the minister, in confidence or

in the format of a report that may be made public. This work is anticipated to be intensive for a period of a few months (i.e. February-August 2017) and intermittent/as needed thereafter.

The Ministry of Labour has consulted with PSEC on the approach for providing remuneration to the review panel members and whether Treasury Board Directive 2-17, Remuneration Guidelines for Appointees to Ministry and Crown Agency Board applies to this technical advisory committee.

s.12,s.13

NEXT STEPS:

Consistent with past practice, MOL will compensate committee members on an hourly basis in line with LSB charge out rates for external legal advisors.

ATTACHMENTS: Appendix A – bios of panel members

Contact: Selena Basi (250) 208-7070

| Reviewed by | | |
|-------------|-------------|------|
| | ED (EL): SB | ADM: |

Labour Relations Code review panel – member biographies**Chair: Michael Fleming**

Fleming was called to the bar in 1989. He has over 20 years of experience as an impartial third party, adjudicating and resolving disputes in a wide range of sectors in B.C. and the Yukon, including the public service, Crown corporations, education, transportation, construction, television and film, forestry, pulp and paper, and manufacturing. He has extensive experience in designing and implementing dispute resolution processes involving multiple parties. Fleming has held a number of positions with the Labour Relations Board, including vice-chair from 1997 to 2002 and associate chair of both adjudication and mediation between 2002 and 2012.

Panel member and representative of union interests: Sandra Banister, QC

Banister has practised labour law and civil litigation for over 35 years. She has represented clients from both the public and private sectors and has appeared at all levels of court in British Columbia, labour arbitrations, the British Columbia Labour Board and the Human Rights Tribunal. In 2011, her ability and achievements in the legal profession were acknowledged when she was designated Queen's counsel, and she is recognized in the Best Lawyers peer review. Banister regularly volunteers with organizations providing ongoing legal education. She is a speaker at many seminars and conferences and designed the British Columbia labour law course at the Canadian Labour Congress winter school, where she has taught it since 1985.

Panel member and representative of employer interests: Barry Dong

Dong practises exclusively in the areas of labour, employment, human rights and administrative law, representing clients before federal and provincial labour and administrative tribunals, arbitration boards and panels, in court and in collective bargaining and negotiations. Dong also represents clients in a number of sectors, including the transportation, technology, construction, film and TV, and service industries. In addition to his advocacy practice, Dong's representation of clients includes providing practical labour and employment business advice, and presenting seminars and training workshops.

Page 049 to/à Page 050

Withheld pursuant to/removed as

s.14

From: [Hughes, Trevor LBR:EX](#)
To: ["Mike Fleming"](#)
Subject: RE: Section 3 Committee contracts
Date: Thursday, February 22, 2018 2:58:52 PM
Importance: High

s.14

T.

From: Mike Fleming [mailto:mike.fleming.arb@gmail.com]
Sent: Tuesday, February 20, 2018 4:10 PM
To: Hughes, Trevor LBR:EX
Subject: RE: Section 3 Committee contracts
Hi Trevor,
s.13,s.14

Page 052 to/à Page 053

Withheld pursuant to/removed as

s.14;s.13

I'm happy to talk more about it if you'd like.

Mike

From: Hughes, Trevor LBR:EX [<mailto:Trevor.Hughes@gov.bc.ca>]

Sent: February 19, 2018 1:24 PM

To: 'Mike.fleming.arb@gmail.com' <Mike.fleming.arb@gmail.com>; Sandra Banister QC <banister@banisterlaw.com>; Barry Dong (bdong@harrisco.com) <bdong@harrisco.com>

Subject: Section 3 Committee contracts

Importance: High

Friends, attached please find General Service Agreement contracts for each of you for the Section 3 Committee work – starting from the date of the announcement 2 weeks ago.s.14

s.14

Thanks kindly for your assistance.

And do let me know if you have any questions or concerns.

Thanks.

T.

Trevor Hughes

Deputy Minister

Ministry of Labour

Victoria: 250 356-1346

Vancouver: 604 660-5157

Mobile: s.17

From: Mike Fleming
To: [Hughes, Trevor LBR:EX](#)
Subject: RE: Section 3 Committee contracts
Date: Wednesday, February 28, 2018 8:26:22 AM

Good morning Trevor,
s.13,s.14

s.13,s.14

Hopefully this will give you a good sense of where things stand. Also, please let me know if you're

able to join us later today (5:00 p.m.) either in person or by phone, and if not, when it might be possible/convenient for the Panel to talk to you.

Best Regards,

Mike

From: Hughes, Trevor LBR:EX [mailto:Trevor.Hughes@gov.bc.ca]

Sent: February 22, 2018 2:59 PM

To: 'Mike Fleming'

Subject: RE: Section 3 Committee contracts

Importance: High

s.13,s.14

T.

From: Mike Fleming [mailto:mike.fleming.arb@gmail.com]

Sent: Tuesday, February 20, 2018 4:10 PM

To: Hughes, Trevor LBR:EX

Subject: RE: Section 3 Committee contracts

Hi Trevor,

s.13,s.14

Page 058 to/à Page 059

Withheld pursuant to/removed as

s.14;s.13

s.14

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Mike

From: Hughes, Trevor LBR:EX [<mailto:Trevor.Hughes@gov.bc.ca>]

Sent: February 19, 2018 1:24 PM

To: 'Mike.fleming.arb@gmail.com' <Mike.fleming.arb@gmail.com>; Sandra Banister QC
<banister@banisterlaw.com>; Barry Dong (bdong@harrisco.com) <bdong@harrisco.com>

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Trevor Hughes

Deputy Minister

Ministry of Labour

Victoria: 250 356-1346

Vancouver: 604 660-5157

Mobile: s.17

Page 061 to/à Page 062

Withheld pursuant to/removed as

s.14

From: Mike Fleming
To: [Hughes, Trevor LBR:EX](#)
Subject: S. 3 Committee
Date: Monday, February 12, 2018 11:19:14 AM

Hi Trevor,

s.13,s.14,s.17

Let me know your thoughts,

Mike

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

From: Hughes, Trevor LBR:EX [<mailto:Trevor.Hughes@gov.bc.ca>]

Sent: February 12, 2018 8:59 AM

To: Mike Fleming <mike.fleming.arb@gmail.com>

Subject: Re: Today

s.14,s.17

Thanks.

T.

> On Feb 8, 2018, at 5:25 PM, Mike Fleming <mike.fleming.arb@gmail.com>
wrote:

>

> Hi Trevor,

>

> Barry, Sandy and I had a productive meeting today. We agreed that
> given our respective calendars, it is going to be a real challenge to
> complete the review in the time-frame that we've been given. We're all
> prepared to try to do whatever we can to make ourselves as available
> as possible but in order to accomplish the task, it's clear to us that
> we really need to get things going asap.
>
> We have identified several things that will need to be put in place asap.

s.13,s.14

> We appreciate all the work you're doing to get things on track!
>

>
> Mike
>
>
>
> -----Original Message-----
> From: Hughes, Trevor LBR:EX [<mailto:Trevor.Hughes@gov.bc.ca>]
> Sent: February 8, 2018 10:29 AM
> To: mike fleming <mike.fleming.arb@gmail.com>
> Subject: Re: Today
>
> Still ongoing with psec.
>
>
>
> Trevor Hughes.
> Deputy Minister, Ministry of Labour.
> s.17
>
>
> ----- Original message -----
> From: mike fleming <mike.fleming.arb@gmail.com>
> Date: 2018-02-08 10:22 AM (GMT-08:00)
> To: "Hughes, Trevor LBR:EX" <Trevor.Hughes@gov.bc.ca>
> Subject: Re: Today
>
> Hi Trevor,
>
s.13

>
> Sent from my BlackBerry 10 smartphone on the TELUS network.
> From: Hughes, Trevor LBR:EX
> Sent: Tuesday, February 6, 2018 11:27 AM
> To: 'mike fleming'
> Subject: RE: Today
>
>
> I will ask. s.13
>
> From: mike fleming [<mailto:mike.fleming.arb@gmail.com>]
> Sent: Tuesday, February 6, 2018 11:20 AM
> To: Hughes, Trevor LBR:EX
> Subject: Re: Today
>
s.13,s.17

>
> Sent from my BlackBerry 10 smartphone on the TELUS network.
> From: Hughes, Trevor LBR:EX
> Sent: Tuesday, February 6, 2018 11:10 AM
> To: 'mike fleming'
> Subject: RE: Today

>
>
> Be good to see if it jumps out at you or not.....
s.13,s.17

>
>
> From: mike fleming [<mailto:mike.fleming.arb@gmail.com>]
> Sent: Tuesday, February 6, 2018 11:09 AM
> To: Hughes, Trevor LBR:EX
> Subject: Re: Today
>
> Thanks! s.13
>
> Sent from my BlackBerry 10 smartphone on the TELUS network.
> From: Hughes, Trevor LBR:EX
> Sent: Tuesday, February 6, 2018 11:07 AM
> To: 'mike fleming'
> Subject: RE: Today
>
>

> Today at 1:30pm. I will send the news release. s.13
s.13

>
>
> From: mike fleming [<mailto:mike.fleming.arb@gmail.com>]
> Sent: Tuesday, February 6, 2018 11:07 AM
> To: Hughes, Trevor LBR:EX
> Subject: Re: Today
>
> Hi,
>
> Not yet. the Minister mentioned it would likely be Monday or Tuesday
> when I spoke to him last Thursday.
>
> Thanks for the heads up.

>
> Sent from my BlackBerry 10 smartphone on the TELUS network.
> From: Hughes, Trevor LBR:EX
> Sent: Tuesday, February 6, 2018 10:45 AM
> To: 'Mike.fleming.arb@gmail.com'
> Subject: Today
>
>
> Did Karen Cooling talk to you about the Section 3 Committee being
> announced today via news release?
> T.
>
> Trevor Hughes
> Deputy Minister
> Ministry of Labour
>
> Victoria: 250 356-1346
> Vancouver: 604 660-5157
> Mobile: s.17

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From: [Hughes, Trevor LBR:EX](#)
To: ["Mike.fleming.arb@gmail.com"](#); ["Sandra Banister QC"](#); ["Barry Dong \(bdong@harrisco.com\)"](#)
Subject: Section 3 Committee contracts
Date: Monday, February 19, 2018 1:24:00 PM
Attachments: [GSA Section 3, Banister.docx](#)
[GSA Section 3, Fleming.docx](#)
[GSA Section 3, Dong.docx](#)
Importance: High

Friends, attached please find General Service Agreement contracts for each of you for the Section 3 Committee work – starting from the date of the announcement 2 weeks ago ^{s.14}
s.14

Thanks kindly for your assistance.
And do let me know if you have any questions or concerns.
Thanks.
T.
Trevor Hughes
Deputy Minister
Ministry of Labour
Victoria: 250 356-1346
Vancouver: 604 660-5157
Mobile: 7s.17

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Withheld pursuant to/removed as

s.13;s.17

Page 095 to/à Page 146

Withheld pursuant to/removed as

s.14;s.13;s.17

Page 147 to/à Page 183

Withheld pursuant to/removed as

s.14