

M. Cotton/FWC Report:

JAN. 10/2018.

: MC: Want to draft to you and desktop before final draft.

s.13

- : report on the related minimum wages will be delivered by the end of Feb 2018.
- : effect of minimum wage increases against impacts on employment, not unemployment. Connected to incentives to enter the workforce.
- : look at what has happened already (difference to difference).
- : very little from employers in consultation or submissions. Chambers of Commerce excepted.

s.13

MC: Bc is a low wage economy. Meaning on average wage

Page

is very low.

s.13

Apr. 12/2018.

MINSTER BANS W/FWC:

s.13,s.16

* MINISTER BAINS w/PORT METRO VANCOUVER.

Date JAN. 16/2018.

(also: MP RANDEEP SARKH).

- : MHB: [Introductory remarks and context].
- : Px: Want to be thoughtful about things working well.
 - : our objective is to listen.
 - : what times is much better than it was in 2014.
 - : Still accept areas for improvement.
 - : reservation system creates waits but not at terminal (but can impact learning capacity of drivers).
 - : TAG input policy is the next most important step
- : R. SARKH: Appreciate the response times to my questions.
- : MHB: Decisions being made without consultation.
 - : need long-term system. Reviews of rates. No increase since 2014 yet fees being added. Increase dialogue every few months w/stakeholders. Fees downloaded to drivers.
- : Px: Open to that but if on rates, that is MOTI through the Trucking Commissions.
- : MHB: Also variance in truck age rules - CN/CP don't have to comply so drivers feel they are being targeted.

MINISTER BAINS w/CMAW (J. NOGGER).

JAN. 19/2018.

MINISTER BAINS w/CAAC:

JAN. 31/18.

- DR: represent half the industrial construction workforce.
 - : 135 companies. 50,000 in western Canada.
 - : Want fair and open construction bidding. Ontario's Code bans bidding on projects. Want to ensure no restriction on contracting.
 - : eager for more info on the CAAC and letting projects. We know MOTI has the pen and are receiving submissions. Jim Sinclair has provided a template. We want to contribute.

Date
: Want to hear about changes to the VR Code.
Gone through process in Alberta and Ontario.
: OHS.

: Wish to offer ourselves as resources to help achieve your aims. Want to be constructive and involved.

MHB: CBA/PLA: not my file to lead. Mori is the lead.

Basic tenet is local procurement and local hire.

Diversity and inclusiveness. Apprenticeship training.

Ensure \$ spent on projects that creates a benefit to the community. I support the concept.

: VR Code: plan to announce a panel to do a review. They will consult on areas to bring up to date to reflect workplaces of today. Bring confidence into the BCB. 3 person panel. Timing depends on how much time they need.

: OHS. Cannot be clear enough. We need to do more to improve it. Want cooperation to ensure be safest jurisdiction in Canada. Enforcement. And treatment of workers in the system. And possibly governance model.

D. WRIGHT

Feb. 2/2018.

s.12,s.13

*D. WRIGHT.

FEB. 9/2018.

s.13,s.14

s.13

*MINISER BAINS w/USW (I. WRIGHT, G. O'ROURKE)

FEB. 12/2018.

: IL: lost 35% market share because of mis-management.
leaking to concessions.

: no doubt each store is losing money. The overall
company is not losing money. Hiving off all the profit
centres to make losses appear worse.

: cost of labour has gone down and sales the same.

- So why is it losing money?
- : They want a no-fault c/A at \$12/hour and no benefits. Most of my members at \$20/hour.
 - 19 concessions.
 - : 10 year c/A in 2013 w/ 5 year reopeners. So they want concessions. Works out in total to \$6/hour reduction for full-time staff.
 - : currently 64 sports under master. They want to get to 55 (for now) with 5 under the discount c/A. And behind is Real c/A 85 (8000 employees) and Save On (12,000 employees).
 - QC: Not an LLC. Too cumbersome.

s.13, s.17

- : Burr mediator or minute appointed? No power.
- : Special officer (s.106). Is the only option. We think the employer would agree to Vince Ready.

s.13

* MINISTER BANS W/MINISTER TREVENA, D. WRIGHT

Feb. 13/2018.

s.13, s.17

* MINISTERS BURNS/KIRSTON W/IN KANG.

Date

FEB. 16/2018.

RE: TFW's and Immigration.

- Mr. Kang. Public and international law. Been on federal. Immigration board by Pierre Chertien. Also QC. Involved in prosecution of immigration consultants.
- Kang: Abuse in the immigration system. Systemic issues. Law Society took the issue seriously 25 years ago. Abuse of workers. 100 South Asian lawyers are concerned about issues.

- : need to protect workers.

- : need to deal with immigration consultants.

- : indentured servitude.

- : proper regulation of immigration consultants.

- seek assistance from ministers to go to federal government. No provincial voice.

"Starting Again: Oversight of Immigration Consultants": Standing Committee on Citz and Immigration (June 2017). Chair Boris Wrzesniewski.

- MHB: we are looking at a TFW registry.

- Kang: under-regulation of immigration consultants. They currently have nothing to lose.

- MHB: Define the scope of the problem. Outline some of the solutions.

- : What about international students? They can only work 20 hours a week.

: VI: Section 10 says you can't sue the leading physician. Classic compromise. But if they are negligent and get away with it, the system is broken. Need to deal with grossly negligent behaviour.

s.22

: MHB: We have made some changes. Culture change.

s.13

: VI: revisit all liberal changes from 2002/3 except for the establishment of WCAT.

: "may" creating residual discretion. Convert it to "must". We debate should not be discretionary. Health care. Life situations.

: Administrative Tribunals Act: Standard of review should be correctness, not patent unreasonableness.

: FH: Why is there no duty to accommodate on the part of a workplace injury.

Feb. 21/2018.

Bourke. * MINISTER BANS W/BC BUILDING TRADES:

I. Anderson.

Bizzotto.

Verditt.

RE: Underground Economy.

BB: Rampant misclassification of workers. E's not paying income tax, EI, workers' comp. premiums. We want

Date

establishment of compliance teams - to do education and enforcement. Cash economy, undocumented workers. Payroll fraud.

MHB: What is the scope of the problem? And where?

BB: more in BC in construction than any other province. So the ESB then underbid. Need to create an even playing field - plus it results in ~~more~~ tax revenue.

PV: Silver City Theatre. Duke Point Ferry. Workers not paid correct OT.

- : ESB still contributes to the problem.

- : Construction and agriculture.

BB: lots of compulsory trades impacted the types of workers who come in.

- : You have ESB and WSBC so create a pilot project with a provincial team to spot check construction. Then add CRA and HRSDC to the team later on. Then provide a mechanism to receive complaints.

- : Need a team because individually it is not having an impact.

- : Spoken to Minister Haidin's office. They seem open but want the province to take the lead.

MHB: Was there anywhere in Canada or the USA that has done this?

BB: Las Vegas.

MHB: Where would we start?

BB: Commercial residential.

TH: Discussion from Nov 2017 w/ Ray B.

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BB: Create the team and come and announce this at Building Trades conference soon.

* MINISTER BURNS W/ CHAMBER OF COMMERCE.

Date

FEB. 22/2018.

V. LITWAN
D. BAXTER.
HUNTER.
FR ST J.
DANSON.
FR. NELSON.
KIMMATT.
CHETWYND.
PR. ~~PR~~
TUMBLER.

: VL: Maynard.

: Tale of 2 economies. Nothing in the budget for the north but we have some positive stories. Plus a couple of pain points.

: Ft. Nelson: Heavens by turbine speed and the centralization of the forest industry.

: VL: Can you update on the reviews you have commissioned?

: MHB: Thank you for your support of the MW.
: K Code.

: Chetwynd: In MW, small businesses are scared. And impact on the costs for those who have more expecting an increase.

: VL: Cumulative effect with MW then new taxes/burdens.

: PR: Cannabis.

: MHB: Issues exist now. Technology has not evolved.
: Reg 4.20 under OSH.

: VL: Childcare.

: Impact of cumulative burdens means small business doesn't make the additional hire. Businesses starting to feel the pressure so help up on issues like tax and training.

* D. WRIGHT

FEB. 23/2018.

Feb. 26/2018.

* MINISTER BAINS W/MINING ASSOCIATION OF BC.

- : MHB: So what are the regulatory areas that you are concerned about?
- : MABC: Consistent enforcement. Time delays in permitting side. Trying to be competitive globally.

Feb. 26/2018.

* MINISTER BAINS W/BC CONSTRUCTION ASS'N (C. HATHORN, L. STEVENS).

Feb. 26/2018.

* MINISTER BAINS W/USW LOCAL 1-2017.

Feb. 27/2018.

* MINISTER BAINS (KAM KATHON) W/UBC/ACTRA.

- E. ADAMS.
 - AMY (NAT'L).
 - K. HOBBS (PRES).
 - S. BRONZE.
- : Concern about workers being exposed to abuses due to #MeToo movement. Sexual assault and sexual harassment.
 - : Define sexual harassment in the WCA. Deal with fear of reprisals.
 - : Positive obligation on ~~to~~ to provide a safe workplace.
 - : MHB: Perfect timing. Paul Pettie. Legislative review.
 - : TH: PCC. Role of H&T. Establishment of the H&T

Commission.

Date

- : Investigations and with assessment. E's don't do a good job. No report back to the complainant on the outcome of the investigation.
- : In the E's, freedom from harassment.

A. CHAN
A. CHAN/HA.

* MINISTER BANS W/ ROCKY MOUNTAINERS

FEB. 27/2018.

: ADAM: Safety provisions. Mainframe. Safety critical roles.

: What a toolkit. Here are the things employees are seeking help on - videos and testing. Will the province ban mainframe for safety sensitive roles?

: Minimum standards (ESA).

: Payroll health tax. Double dip.

: Affordability.

* MINISTER BARRY W/ WORKSAFE BC RE: OVID HARM STRATEGY

FEB. 27/2018.

: Dr. Henry: WSBC has been ahead of the mine. And has partnered with us on this. Especially identifying target groups. Can help each other.

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s.13,s.17

2.

MAR. 5/2017.

* MINISTER SAYS W/BCFED WOMEN'S LOBBY.

- Exemptions to alternate minimum wage should be eliminated due to sexism and racism. Enact pay equity legislation.
- Workplace violence and workers fleeing from violence.
- Sexual assault.

- : MMM: Women in Trades. Change the culture.
- : Sexual violence in post-secondary institutions.
- : MHB: Your priorities are my priorities. Some of the items I am working on. Not if but when.
- : ESA leaves to match EI. Need a job to return to. Death, disappearance, parental, maternity, compassionate care.

: WCB.

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Match the changing world of today. Worker-centred policy.

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MAR. 6/2018.

M. GORE.

* UNIFOR w/ MINISTER BAINS.

K. MUNRO.

: KLM: 3 issues.

T. MACKAY.

1. Economic Security for women. Gender and wage gap. Domestic violence. Push for M220 (Karagianis' Bill). More employer training on awareness related to DV. Pregnancy accommodation improvements and a safe place for new mothers to breastfeed.
2. Off's. Prevention of injuries and fatalities. \$6B surplus at WorkSafeBC to restore benefits. Too much bureaucracy. Need KTW programs. Want to do more on workplace mental health. Adopt CSA standard on psychological health and safety - allocate funds for enforcement. Asbestos exposure: need certification and licensing of contractors. More money for the BCFed education sessions on health and safety.
3. ES Act. Passive enforcement of the ESA. Mandatory posting of ES requirements. Scrap the SHK. More ESA staff. Full payroll audits and retroactivity. Eliminate exclusions.

- : Mg: Georgia pizza in Whistler. "
- : The failures of the ES system impacts their mental health.
- : MHB: What was the cooperation you were getting at ESS?
- : Mg: They are just overwhelmed.
- : MHB: ES leaves (parental, maternity, compassionate care, death/disappearance) are going ahead.

- : Paul Petrie review of WorkSafeBC policies.
- : made changes at WorkSafeBC Board.

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: LR Code review.

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- : Mg: LR Code review timelines are too tight.
- : MHB: I'm pushing! Needs to happen sooner.

MAR. 9/2018.

* D. WRIGHT.

: Stratem:

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MAR. 2/2018.

* MINISTER SHINS W/ BELFA.

MAR. 13/2018.

* PREMIER HORRAN, MINISTER SHINS W/ COCA.

C. HARRISON
D. BASKIN.
C. SCOWAN.

- BASKIN: consortium works with worksafebc on claims to OTS to risk assessment. We care about our workers. Safety is the paradigm. Good working relationship with organized labor. Good tripartite relationship w/ wsbc. \$240M in premiums to worksafebc. Want a good relationship. We want to work with you in a strong and vibrant bc.

MAR 16/2018.

*D. WRIGHT.

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s.13

MAR. 16/2018

* MINISTER BAINS w/BC employment standards coalition.

D. FARREY.
K. BARBER.

- : DF: privacy actions are lower than sewer, pipe rate, employment agencies, children, and exclusions. Also change the way BB operates, increase staffing. Made submission to select standing committee on Finance.
- : will present to your colleagues to get support for you.
- : exclusions violate principle of universality.

- : Want you to establish regulation of tipping.
- : more proactive enforcement staffing. See you get \$1M more in budget - what is it for?
- : the statutory elimination period - go to 3 years from 6 months.
- : pay equality and benefits for those casual or contract versus regular full-time.
- : Paid sick leave.

MHB: A lot of private sector QA don't even have sick leave.

DF: North American and Cdn jurisdictions only ones without paid sick leave.

: need statutory regulation for TFW Housing.

: ECU report. You should not wait for it. It is not at all consultative.

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DF: We want to do a performance audit by OAG. Is it performing its mandate.

MAR 22/2018.

*MINISTERS BROWN/ROTHMAN, G. MEAGS. RE: FWC #2.

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s.13, s.17

* D. WRIGHT.

s.13

Date

MAR 23/2018.

* D. WRIGHT.

s.13

- APR. 6/2018.

APRIL 6/2018

A.H. Gill.

- : [TH review of context and background.]
- : HSG: Master's degree in Occupational Hygiene.
 - : Not seen as a health and safety professional. Seen only as a guy with a turban. Choice between identity and profession.
 - : widespread non-recruitment for Sikh professionals.
 - : ~~ES~~ require hardhat for no reasons.
 - : Workplace exemption for turbans enhances worker safety and eliminates discriminatory practices.
- aim: courts look at reasonable safety. Not looking at perfect safety.
 - : UK experience - the exemption.
 - : OSHA and Australia.

* MINISTER BAIRD w/ BC POLICE ASSN.

APR 9/2018.

T. STANTON
D. BAIRD
R. KISSACKS

- TS: Presumption for mental health for first responders.
- body worn cameras.
- driver's licence.
- pay for officers on maternity leave who are subpoenaed to testify while on leave.
- Fire and Police Services of BC Act. It is legislation that works.

* MINISTER BAIRD w/ RETAIL ACTION NETWORK

APR. 23/2018.

- KM: Three topics. liquor server wage; tipping; and sexual harassment.
- excited by work of FWC. See it recognized as something requiring pay equity.
- lack of guidance in ESA in tips and tip pools.
- scheduling and sexual harassment. In order to get shifts, there is huge pressure on giving out shifts by men to women. Sexual violence prevention work.
- Call the prevention line for support on policy and training on workplace sexual harassment.

* MINISTER BAIRD / SIMPSON / FRASER w/ W. ZIMMERMAN

APR. 23/2018.

- MSS: employment opportunities for PWD.
- W2: employers who accommodate existing EEs with a disability more likely to hire someone with a pre-existing disability. 70% are non-work related disability.
- MHB: link to Petrie on Rtw for injured workers.

Date APR. 23/2018.

C. S. Renson.

~~MINISTER~~ BAINS W/BENH.

L. DETEK.

: CS: As a union, we are very disappointed in your government. Govt could have tabled an amendment to include nurses.

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APR. 26/2018

* D. WRIGHT.

s.12, s.13

s.12,s.13

* MAY 4 / 2018.

* D. WRIGHT.

s.12,s.13

s.13

MAY 8 / 2018.

* MINISTER SAINS w/BCA.

M.ES.
S.SMITH.
M.SCOTT.

: S.SMITH: want to add forest fire fighters into the presumption. They were included in the private member bill. Research is not great. From other jurisdictions, there is some activity that we will send you.

: Illegal dumping exposes them to all kinds of chemicals. Campsites with structures such that they experience the same chemicals.

: small # of people would be impacted bc of the

Page

10 year requirement.

- : raised with PHT and it is an opportunity to do it before the start of the fire season.
- : surprised by inclusion of federal fire fighters in Bill 9 for the information on cancers.

s.13

- : SS: can we shine a lens on the issue? Growing awareness of the longterm effects of the toxicity. No studies here on the impacts.

(continuation)

* MAY 8/2018.

* MINISTER BAINS W/AN ASSN OF NURSES

- : want to be part of process for inclusion in Bill 9. Nurses exposed to trauma.

MAY 14/2018.

* MINISTER BAINS W/BUILDING TRADES (M. O'Donnell)

- : MO: unionized labor very supportive of the Petró report. Needs more of a worker-centred approach.

MAY 15/2018.

K. NAWAK.

* MINISTER BAINS W/NEW.

M. HENNESSY.

- : importance of certain LR code changes. Organizing and ~~to~~ communication. Remedial certification. Finer?
- : concern with franchising and how large corporations carve off portions of their operations.
- : Safeway/Sobey's: thanks for appointing VR. Boost the economy by keeping these jobs?
- : working conditions of home support workers. Right to refuse unsafe work.

MINISTER BAINS N/BRED YOUNG WORKERS.

Date

May 16/2018.

DMP/STATT.
+ b.

: Grant's law. Third option does not protect workers from robbery and attacks. Need barriers and second worker. Reinstate it in its original form.

s.13

: Employment Standards. Eliminate the SHK. enforcement is the most important component. 1800 line is also a barrier to get info. People give up on the \$ they are owed.
: MHB: ~~Bred~~ and the ESC have given me a list of the changes needed.

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: When will changes be made?

: MHB:

: MHB: Labour Relations Code. Have panel in there appointed - done consultations.

s.13

* MINISTERS BAINS, FARMWORTH, EBY.

May 17/2018.

s.13

*D. WRIGHT.

MAY 18/2018.

s.13

MAY 22/2018

s.13

s.13,s.22

B.SINGH.
P.VINNING.
S. SINGH.
G.SANDHU.
+3.

P.VINNING AND ASSOCIATES RE:

s.13,s.22

MAY 23/2018

MINISTER SALES W/R. MCKINN (WSBC).

s.13

s.13,s.17

* MINISTER BAINS W/ BOILERMAKERS.

MAY 30/2018.

* MINISTER BANG W/CHIKO PRATER ASSN OF bc.

: Dr. Jay: workers marginalized and not getting the quality of care they deserve.

JUNE 1/2018.

* D. WRIGHT

s.12

JUNE 15/18.

* D. WRIGHT.

JUNE 29/2018

* D. WRIGHT.

s.13,s.17

: Communication (E. Lloyd).
: FOI.

JULY 4/2018.

* MINISTER BANS W/COALITION OF 60 BUSINESSES

- : MHB: would like to meet more often.
- : URCODE review. Your concerns on communication.
- : JG: concern on notice, timelines and costs.
- : TH: process for timelines; announcement.

: JG: So what is next?

: MHB: Concluded consultations. Report to me August 1. And then decision on what to do with it. May mandate letter is clear. Modern workplaces have changed. Could adopt some or all recommendations and go into the legislature.

: EST: proactive enforcement. level the playing field. Some people have made presentations to us and we have the Bci report.

: Tax Registry: looking at E register for those who employ TMs. There is exploitation - need to ensure workers have same rights/protections as any other Can worker. Idea is not to punish but make sure employers know the law.

: JG: Bci report. Remarkable document. Continue the process. What are timelines? Don't enact changes before Bci report finished.

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: Consider 'Bci and the other' reports. A lot of what is in there is suggested by others.

: JG: consultation process needs to conclude. The other reports do not consider the issues from both sides - with legal analysis.

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: J. Chase: what is your timeline?

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: V. L. W. W. : cumulative impact due to tax and reviews and uncertainty. Is government reviewing this broadly?

: MHB: Ministers constantly reminded about cumulative

Cost impact, including govt as an employer. Reminding me more than I like. But I have a mandate to make change.

- :VZ: Money being made will be used for something that will cost more because prices are going up.
- :JChase: WFA - timeline and process.
- :MHB: Petition process complete. Workers need to be able to navigate the system. Policy issues. Encourage you to participate in peer process.

s.13

JULY 13/2018.

* D. WRIGHT.

s.13, s.17

JULY 18/201

* MINISTER BAIRD w/EMPLOYERS' FORUM:

: DE: Performance metrics. Inquiries are done. Best system in Canada.

: Pace of change. Okay to do statute revision but don't do things all at once. Need to change forms and so on.

- effective date of the revised statute.

- capacity to do proper assessment of the policy reviews. Concern on setting the priorities.

: MHB: Can't just have business lens. Concern on the treatment of the 10%. Worker-centric process.

: DE: We are not just focussed on numbers. We are focussed on the worker, too. Trying to make workplaces safer and better processes for workers.

: Concern on understanding a common fact base before you do something. And consultation

JULY 27/18.

* WORKSAFE BC RE: HARP HATS.

*D. WRIGHT,

Aug. 10/2018.

* MINSTER SAYS WITH WHITE HOLE

Date

AUG. 23/2016

P. Demand.

: RD: The Old Richmond Inn is 3 hotel complexes.
Richmond Convention Centre now.

: ICR Code review. We make a submission. Focus today on 2 of our recommendations. Current code does not give equal footing with ~~ES~~ Section 43. Only reference to bargaining association (outside building trades).

- Hotel Ind. Relations. So Employers who join or leave the voluntary association as they wish. In 2013 we wanted the hotel to leave HR. BCB said no unless ~~E~~ agreed. No pathway for the workers to get out.

: MHB: Wait for the S.3 report.

: RD: Minimum wage. Ensure you eliminate the liquor server wage.