

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Thursday, November 2, 2017 1:28 PM
To: 'Ralph McGinn'
Subject: RE: WorkSafeBC

I believe that everything is in order with your form. I also believe that it won't be a problem with the new Board. Everyone will be anxious to make change happen.

Regards,
Karen

From: Ralph McGinn [<mailto:s.22>]
Sent: Thursday, November 2, 2017 11:18 AM
To: Cooling, Karen LBR:EX
Subject: RE: WorkSafeBC

OK – I don't expect it to be a problem – if it is then just chairing Board meetings once a month may not get the things done the Minister wishes as soon as he might like.
Was my response on the form acceptable or are there any issues?

From: Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]
Sent: November 1, 2017 6:13 PM
To: 'Ralph McGinn'
Subject: RE: WorkSafeBC

Hi Ralph:

I have spoken with the Deputy Minister. I am advised that approving these items would be something that would be decided by the WorkSafeBC Board.

If you have any further questions on this or other items, please do not hesitate to contact me.

Regards,
Karen

From: Ralph McGinn [<mailto:s.22>]
Sent: Monday, October 30, 2017 11:49 AM
To: Cooling, Karen LBR:EX
Subject: RE: WorkSafeBC

The retainer and daily amount for meetings seems fine – perhaps a little on the low end- however it was my intent to be there daily for a few months to ascertain what was needed to affect the changes the Minister is interested in achieving - in that case would the daily amount apply to each day I was working? And also I would need an office at the Board as well as an exec assistant. Can you advise on these items?

From: Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]
Sent: October 30, 2017 11:15 AM

To: s.22
Subject: WorkSafeBC

Hi Ralph:

Thank you so much for your kind offer to join the WorkSafeBC Board and to accept the position of Chair.

This offer must remain confidential until the official announcement in a few weeks from now. We will provide notice of when the announcement will take place.

In the interim we require you to complete and return the attached form. Please do not hesitate to contact me if you have any questions while completing the form. When completed, please forward to our Deputy Minister at:

Trevor.Hughes@gov.bc.ca

With respect to compensation, currently the Chair receives a retainer of \$15,000 and \$500 per meeting, of which there are normally 10 meetings per year.

Warm regards,
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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Virus-free: www.avq.com

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 1, 2017 6:24 AM
To: s.22
Subject: Re: WorkSafeBC

Can I call you at about 4? Just let me know your phone number.

K

Sent from my BlackBerry 10 smartphone on the TELUS network.

From: s.22
Sent: Tuesday, October 31, 2017 2:26 PM
To: Cooling, Karen LBR:EX
Subject: Re: WorkSafeBC

Hi karen, s.22
s.22

Sent from my Samsung Galaxy smartphone.

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

From: "Cooling, Karen LBR:EX" <Karen.Cooling@gov.bc.ca>
Date: 2017-10-31 1:19 PM (GMT-08:00)
To: s.22
Cc: "Sas, Jonathan IRR:EX" <Jonathan.Sas@gov.bc.ca>
Subject: WorkSafeBC

Hi Rick:

s.22

I understand that you have contacted MLA Fraser's office regarding workers compensation claims and the challenges that your members are facing. I would like to set up a phone call so that we can get more information.

Would you have any time on Thursday morning or early afternoon?

Cheers,

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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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Thursday, November 2, 2017 1:51 PM
To: 'caw.kaikit@gmail.com'
Cc: Trevena.MLA, Claire F LASS:EX
Subject: FW: 54283 Incoming Mtg Req - FW: Emerson Report / Contracting out Jobs / Infrastructure Privatization

Hi Tim:

Thank you for your email to Minister Harry Bains.

It is our understanding that Unifor is coordinating all meetings with Ministers through your Area Director Gavin McGarrigle.

Can you please contact Gavin and let him know that you would like to meet with Minister Bains? We are happy with work with Gavin to set up meetings as requested from him.

Thank you,
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: Bains.MLA, Harry [<mailto:Harry.Bains.MLA@leg.bc.ca>]
Sent: Thursday, October 26, 2017 1:01 PM
To: Minister, LBR LBR:EX
Subject: 54283 Incoming Mtg Req - FW: Emerson Report / Contracting out Jobs / Infrastructure Privatization

From: Tim Cheung [<mailto:caw.kaikit@gmail.com>]
Sent: Thursday, October 26, 2017 11:28 AM
To: Trevena.MLA, Claire <Claire.Trevena.MLA@leg.bc.ca>; Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>
Subject: Emerson Report / Contracting out Jobs / Infrastructure Privatization

Hi Claire and Harry,

Please let me introduce myself to you, my name is Tim Cheung; Vice President of Unifor Local 2002. Our Local represents the Aviation Industry in Canada.

I am sending this email to you because recently there was a labour dispute at the Greater Toronto Airport with Teamsters Local 419 representing 700 baggage handlers, cabin cleaners and other Ground Crew and the parent company; Swissport. While in the regular process of Collective Bargaining, Swissport attempted to impose a three-year wage freeze on the majority of its workers, cut benefits, and gain the right to change schedules on short notice.

Swissport workers voted to strike on July 27 after 95 per cent voted against Swissport's contract proposal.

To make matters worse, the Greater Toronto Airport Authority (GTAA) sided with Swissport management against their employees represented by Teamsters 419.

In an unprecedented move, the GTAA issued operating licenses to strike-breaking temp agencies to cover the labour shortage. Swissport started using temporary & poorly trained agency workers at Pearson Airport as early as April.

The temps would be allowed to work in the event of a strike, even if the collective agreement was only set to expire in July, which some would say that there was "allegedly" collusion between the GTAA and Swissport.

Talks immediately broke down. The workers have been replaced by hundreds of inexperienced scabs, creating many delays, safety and security concerns and lost baggage.

While continuing to Bargain, Swissport second offer was basically identical to the first offer and voted to reject the second proposal by 98 percent.

Just this month, finally a tentative deal was struck between the Teamsters and Swissport, and employees ratified the contract by voting 63 per cent in favour of a three-year deal on Sunday, Oct. 15th.

The new agreement includes minor improvements on wages, benefits and scheduling.

Collective Bargaining happens on a regular occurrence all across Canada, and for the most part there is rarely a labour disruption. What is unique about this case is the concern over the licensing practices of the Greater Toronto Airport Authority (GTAA), specifically their decision to license unregulated temp agencies with no airport experience.

Their desire to place profit ahead of the safety and security of those who work at and travel through Toronto's Pearson Airport has resulted in a needless protracted strike with hundreds of unqualified strike-breakers replacing Swissport Teamsters 419 workers supported that Swissport management feels no pressure to bargain with the Teamsters, thanks to the GTAA's licensed scab support.

The scope of this Labour Dispute will have future repercussions within the Airline Industry and abroad.

The only way to pave a resolution so that this does not occur again is to petition all parties within Government involved as the Airline industry is federally regulated, but Provincially the governments also have a vested interest.

Our Local looks forward to working with your party to ensure that the rights of all workers within Canada, and those who have a vested interest in British Columbia and would love to meet with you in order to discuss this issue affecting our Local union.

I have also included an email response from the Federal NDP regarding this issue.

"Thank you for reaching out to my office.

I have been following this issue closely for some time. My NDP colleagues and I absolutely share your concerns regarding the use of replacement workers at Pearson Airport and the discussions that have taken place around the privatization of the airport.

In 2016, Karine Trudel, MP for Jonquière and the NDP Deputy Labour Critic, brought forward legislation (Bill C-234) to change the Canada Labour Code to protect workers against scab labour. This bill, which was defeated at second reading by the Liberals and Conservatives, would have made it an offence for employers to hire replacement workers to perform the duties of employees who are on strike or locked out. New Democrats strongly believe that the right to collective bargaining must be guaranteed and protected by the government.

Thank you for also raising the issue of airport privatization. New Democrats are opposed to the privatization of airports, including Pearson, and other public assets. The NDP Critic for Infrastructure and Communities, MP Matthew Dubé, has been consistent in his criticism of the Liberal government's privatization agenda.

Multiple experiences in other countries show that selling off airports results in deteriorating levels of service and higher user fees. The Liberal Government commissioned private research consultants with the express purpose of supporting the privatization of airports. In September 2016, the Liberals commissioned a study from the financial services company Crédit Suisse to assess the benefits of privatizing Pearson, as well as other airports.

By asking a bank that would directly profit from this privatization to conduct the study, the Liberals created conflict of interest.

In addition, the current model ensures that our airport infrastructure remains in the form of public assets. Rather than turn over our airport infrastructure to the hands of private investors, we should seek to improve the current system.

My office and the NDP stand in solidarity with you. We must not allow Pearson to be privatized nor workers' rights to be trampled on.

Sincerely,

Sheri Benson, M.P. for Saskatoon West

NDP Labour Critic

www.sheribenson.ndp.ca

Our Unifor Local 2002 is steadfast in protecting our member's jobs, benefits and workplaces and will fight to maintain keeping Canada's Transportation Infrastructure as a public asset to Canadians.

We look forward to meeting with you.

--

Sincerely,

Tim Cheung
Vice President Pacific Region

UNIFOR LOCAL 2002 | SECTION LOCALE 2002 D'UNIFOR
A Union for Everyone | Un syndicat qui nous rassemble

Telephone : 604-765-5779
E-mail : caw.kaikit@gmail.com
W : unifor2002.org
Twitter : @kaikit_tim

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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Thursday, November 2, 2017 4:35 PM
To: May, Ed LASS:EX
Cc: Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX
Subject: FW: media request - New Horizons Village Society

Hi Ed:

Over to you.

Karen

From: McCaffrey, Julianne GCPE:EX
Sent: Thursday, November 2, 2017 4:31 PM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX
Subject: Fwd: media request - New Horizons Village Society

Hi guys, this looks like a MLA request and as such, your caucus comm's should be coordinating with Bob for response points.

Julianne McCaffrey
Communications Director
Ministry of Labour
250-888-8074

Begin forwarded message:

From: Bob Mackin <bob@thebreaker.news>
Date: November 2, 2017 at 4:16:56 PM PDT
To: Julianne.McCaffrey@gov.bc.ca
Subject: media request - New Horizons Village Society

Hello,
I wonder if Minister Bains would be available to comment, regarding reports via South Asian media outlets that the NDP government is investigating a \$200K grant by the previous BC Liberal government to the New Horizons Village Society. whose principals include BC Liberal insider Satnam Johal. The grant was made through CSCD while Peter Fassbender was minister, and running for re-election in Surrey-Fleetwood.

Sincerely,

Bob Mackin
reporter, theBreaker.news
604-982-9130

--

Read theBreaker.news

Tweet @theBreakernews

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Tuesday, November 7, 2017 4:33 PM
To: 'Alex McMillan'
Cc: Minister, LBR LBR:EX; Shannon Janzen
Subject: RE: News From Western Forest Products

Hi Alex:

Thank you for sending this along. I have shared it with the Minister.

Regards,
Karen

From: Alex McMillan [mailto:AMcMillan@westernforest.com]
Sent: Tuesday, November 7, 2017 3:35 PM
To: Cooling, Karen LBR:EX
Cc: Minister, LBR LBR:EX; Shannon Janzen
Subject: News From Western Forest Products

Karen,
I have been asked to follow up with you regarding your call with our Vice President and Chief Forester Shannon Jansen. Please find attached the news release that has been distributed publicly a short time ago regarding our decision to cease operations of our Englewood train.

Please let us know if you have additional questions, we would be pleased to answer them.

Regards,
Alex

Alex McMillan
Senior Director, Government Relations

Tel 604.648.4519
AMcMillan@westernforest.com

westernforest.com



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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Tuesday, November 7, 2017 4:33 PM
To: Hughes, Trevor LBR:EX
Subject: FW: News From Western Forest Products
Attachments: Englewood train_news release_final.pdf

I presume they have sent in the proper notification?

Karen

From: Alex McMillan [mailto:AMcMillan@westernforest.com]
Sent: Tuesday, November 7, 2017 3:35 PM
To: Cooling, Karen LBR:EX
Cc: Minister, LBR LBR:EX; Shannon Janzen
Subject: News From Western Forest Products

Karen,

I have been asked to follow up with you regarding your call with our Vice President and Chief Forester Shannon Jansen. Please find attached the news release that has been distributed publicly a short time ago regarding our decision to cease operations of our Englewood train.

Please let us know if you have additional questions, we would be pleased to answer them.

Regards,
Alex

Alex McMillan
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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 8, 2017 5:58 PM
To: Hughes, Trevor LBR:EX
Subject: s.13,s.17

Hi Trevor:

Minister Bains^{s.13,s.17}
s.13,s.17

If you have any questions, please do not hesitate to contact me.

Regards,
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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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 8, 2017 6:27 PM
To: Hughes, Trevor LBR:EX
Subject: RE: Scan From <Device Name>

Absolutely. I will work it into our casework flowchart.

Thanks
K

From: Hughes, Trevor LBR:EX
Sent: Wednesday, November 8, 2017 6:20 PM
To: Cooling, Karen LBR:EX
Subject: Re: Scan From <Device Name>

I spoke to the Executive Director of the ESB and they will have someone call this person to get some details and then determine next steps which may include sending out an Officer.

In the future, we should encourage those (MLAs or CAs) who receive such emails to encourage the writer or caller to contact the ESB immediately - they can file a complaint online or call. No self-help kit for an anonymous or third party complaint. Could get the ball rolling much sooner.

Does this help?
T.

On Nov 8, 2017, at 2:23 PM, Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca> wrote:

Here is the document that we talked about at our meeting.

Susan will enter it into Cliff.

Thanks
K

From: KCOOLIN [<mailto:Karen.Cooling@gov.bc.ca>]
Sent: Wednesday, November 8, 2017 2:13 PM
To: Cooling, Karen LBR:EX
Subject: Scan From <Device Name>

<Scan_20171108.pdf>

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 8, 2017 6:30 PM
To: Hughes, Trevor LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: RE: a thought

I will call her in the morning for a list.

K

From: Hughes, Trevor LBR:EX
Sent: Wednesday, November 8, 2017 6:30 PM
To: Cooling, Karen LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: Re: a thought

That's a brilliant idea!

On Nov 8, 2017, at 6:28 PM, Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca> wrote:

I think we should loop in our Director of Community Outreach – Mira Oreck. She will probably have some good ideas.

K

From: Hughes, Trevor LBR:EX
Sent: Wednesday, November 8, 2017 6:24 PM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Subject: Fwd: a thought

Karen and Michael, see exchange below from Marjorie. Over to you - not sure what you heard back from Jules. Plus not sure if you have a view on this.^{s.13}
s.13

T.

Begin forwarded message:

From: "Hughes, Trevor LBR:EX" <Trevor.Hughes@gov.bc.ca>
Date: November 8, 2017 at 6:21:48 PM PST
To: Marjorie Griffin Cohen <mcohen@sfu.ca>
Cc: Jessica Knowler <s.22>
Subject: Re: a thought

A fair and helpful point.^{s.13}
s.13

Best,

T.

On Nov 8, 2017, at 6:20 PM, Marjorie Griffin Cohen <mcohen@sfu.ca> wrote:

Hi Trevor,

Thanks for the phone call. I do have one concern that I think needs to be addressed. We haven't had a chance to do outreach to marginalized communities — I'm thinking specifically of aboriginal, immigrant, women's groups, and elder communities. This has just been a resource issue on my side, but my sense is that there needs to be some effort to reach them and to invite them to attend hearings. This will be particularly important in areas outside Vancouver.

We have sent some suggestions to the communications folks, but I sense that they too are up to their necks in work and probably only able to contact those we suggest. The easy ones for us to find are youth communities (through university organizations), but the others take a little digging. It may be that the Ministry of Labour has dealt with some of these groups in the past?

Any help or suggestions will be appreciated.

Marjorie

Marjorie Griffin Cohen
mcohen@sfu.ca

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Thursday, November 9, 2017 10:05 AM
To: Zimmerman, Emily LBR:EX
Subject: FW: Updated: LBR - Family Day Date Change - IN
Attachments: LBR - Family Day Date Change - IN - Nov 09 2017.docx

Hi Emily:

Here is an updated IN for the House Book. Insert in section 6.

K

From: Wey, Melody GCPE:EX
Sent: Thursday, November 9, 2017 9:55 AM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Cc: McCaffrey, Julianne GCPE:EX
Subject: Updated: LBR - Family Day Date Change - IN

Hi Karen, Michael- we've updated the Family Day IN to add the Insights West poll to the top of the background section. TAC has done the same to their note.

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Thursday, November 9, 2017 3:44 PM
To: 'Andrew Cash'; Campbell, Sue LBR:EX
Cc: Meggs, Geoff PREM:EX; Wong, Tamarra PREM:EX; jenn@urbanworker.ca
Subject: RE: FROM ANDREW CASH

Hi Andrew:

Sue from our office will be in contact shortly with time and location that will work within your window.

Thanks for your patience.

Karen

From: Andrew Cash [mailto:andrew@urbanworker.ca]
Sent: Thursday, November 9, 2017 10:31 AM
To: Cooling, Karen LBR:EX
Cc: Meggs, Geoff PREM:EX; Wong, Tamarra PREM:EX; jenn@urbanworker.ca
Subject: Re: FROM ANDREW CASH

Hi Karen

That works for us! We have a window between 1:30 and 3:30 on Thursday. Would somewhere in that timeframe work? I've looped in our BC Lead Organiser Jenn McRae. You can work through the exact details directly with her if this is a go.

Thanks for your prompt reply. We know how busy you all are.

Andrew Cash

On Nov 9, 2017, at 11:37 AM, Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca> wrote:

Hi Andrew:

Minister Bains is in Vancouver all next week and could be available on Thursday. Please let me know directly if that would that work for you.

Warm regards,
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: Meggs, Geoff PREM:EX
Sent: Thursday, November 9, 2017 7:30 AM
To: Andrew Cash
Cc: Wong, Tamarra PREM:EX; Cooling, Karen LBR:EX
Subject: Re: FROM ANDREW CASH

Hi Andrew, thanks for writing. Unfortunately I'm pretty booked on Wednesday next week but I've copied Karen Cooling, ministerial assistant to Harry Bains, who may be able to connect. Minister Bains is the labour minister and involved in a lot of the discussions that you have been engaged in.

best wishes

Geoff

From: Andrew Cash <andrew@urbanworker.ca>
Sent: Wednesday, November 08, 2017 11:10 AM
To: Meggs, Geoff PREM:EX
Subject: FROM ANDREW CASH

Hi Geoff

First off congrats on your new post! I was a fan of yours from afar when you were on Van city council and was really impressed to hear that you are now in the Premier's office. Just by way of introduction, I was an NDP MP in the last Parliament, representing a riding in downtown Toronto and am now the president and co-founder of the Urban Worker Project—a national org that raises the issues and the voices of independent workers-freelancers, on-contract, contingent, solo-self employed and part time workers. And while most of the progressive advocacy around work is, generally speaking, on how to make bad bosses better—(desperately important work!), we are focused on those who don't have a 'boss' to begin with, those outside of the traditional employer/employee relationship. Geoff, the numbers are staggering. Current predictions are that upwards of half of all jobs in the US will be 'non-standard' by 2020! Canada is not that far behind that trajectory, with some predictions that we will hit north of 40% by 2020. I did have a sit down on these issues with John Horgan about a year and half ago, just as we launched the Project ^{s.22}

I wanted to reach out to you with the offer to help in whatever way we can at the Urban Worker Project to frame this issue and point, through our work, towards some possible responses, solutions to consider. However, above and beyond policy prescriptions, it is also very important how leaders talk about this issue in order to connect to those working this way. I have meetings in Vancouver next week and am planning to be in Victoria on Wednesday. If any of this interests you and you can spare a few minutes (believe me, I'm sure you're slammed) would you want to meet for a quick introductory chat?

Regards,

Andrew Cash

Co-founder, The Urban Worker Project

<image001.jpg>

Join the movement at urbanworker.ca

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 15, 2017 2:19 PM
To: Hughes, Trevor LBR:EX
Cc: Cheevers, Michael LBR:EX; Blakely, John H LBR:EX; Birnie, Kayla LBR:EX
Subject: RE: Friday re: TFW

I will call the MA in MBRs office. I don't think it will be a problem, but will let you know.

Thanks
K

From: Hughes, Trevor LBR:EX
Sent: Wednesday, November 15, 2017 1:21 PM
To: Cooling, Karen LBR:EX
Cc: Cheevers, Michael LBR:EX; Blakely, John H LBR:EX; Birnie, Kayla LBR:EX
Subject: Friday re: TFW

Karen, we have arranged to have Rob Mingay come to Surrey for the meeting on TFWs given his knowledge of immigration consultants (as you will recall from yesterday's brief chat with him). John and I still want to support the Ministers in this meeting given possible linkages with the TFW Registry. We can't attend in person but wonder if it might be possible to have John be able to call-in from Victoria, even if just to listen in. If that is possible, how can we work that out given the meeting is in MBR's constit?

THANKS.
T.

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 15, 2017 2:22 PM
To: Hughes, Trevor LBR:EX
Cc: Cheevers, Michael LBR:EX; Blakely, John H LBR:EX; Birnie, Kayla LBR:EX
Subject: RE: Friday re: TFW

Not a problem. John, we can call you from the office – what is the best number to reach you?

Thanks
K

From: Hughes, Trevor LBR:EX
Sent: Wednesday, November 15, 2017 1:21 PM
To: Cooling, Karen LBR:EX
Cc: Cheevers, Michael LBR:EX; Blakely, John H LBR:EX; Birnie, Kayla LBR:EX
Subject: Friday re: TFW

Karen, we have arranged to have Rob Mingay come to Surrey for the meeting on TFWs given his knowledge of immigration consultants (as you will recall from yesterday's brief chat with him). John and I still want to support the Ministers in this meeting given possible linkages with the TFW Registry. We can't attend in person but wonder if it might be possible to have John be able to call-in from Victoria, even if just to listen in. If that is possible, how can we work that out given the meeting is in MBR's constit?

THANKS.

T.

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 15, 2017 4:40 PM
To: Hughes, Trevor LBR:EX
Cc: Cheevers, Michael LBR:EX; Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: previous increases

This is just what we need.

Thanks Michael!

Karen

From: Hughes, Trevor LBR:EX
Sent: Wednesday, November 15, 2017 4:28 PM
To: Cooling, Karen LBR:EX
Cc: Cheevers, Michael LBR:EX; Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: previous increases

Great question – with some history and context needed for what happened and why. With thanks to Michael Tanner for quick turn-around on the bullets.

T.

- For clarification, the minimum wage was not increased in 2010; rather, the first increase since 2001 was made in 2011.
- On March 16, 2011, government announced a series of staged minimum wage increases effective May 1, 2011; November 1, 2011; and May 1, 2012. It was also announced that the minimum piece rates would receive an increase on May 1, 2011, of the same proportion as the first increase in the general minimum wage (i.e., 9.375 percent), but that any further increases to the piece rates would depend upon the results of a review of the piece rates.
- The review had two major components. First, government engaged Zbeetnoff Agro-Environmental Consulting (Zbeetnoff) to conduct research and analysis on the regulated piece rates. The second component of the review involved meetings between ministry staff, and producers and worker advocates.
- The decision to leave the piece rates unchanged as of May 2011 was based on the information provided by Zbeetnoff – which indicated that, on average, piece rate workers could earn the minimum wage or higher – as well as the input from stakeholders who met with senior ministry officials. As such, the piece rates were not increased in November 2011 and May 2012 when there was an increase to the general minimum wage.
- However, subsequent increases to the minimum wage starting in September 2015 have provided a corresponding increase to the piece rates. This was met with general support from the agricultural employer community who recognized the need for small incremental increases, as opposed to large one-time jumps.
- I provided the Zbeetnoff report to the FWC members at their first meeting in October.

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 15, 2017 3:33 PM
To: Hughes, Trevor LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: previous increases

Hi Trevor:

When the minimum wage went up in 2010, was there also a corresponding increase to farmworkers/piecework rates? If so, how was this determined?

s.13

Thanks
K

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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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Friday, November 17, 2017 12:55 PM
To: Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX
Cc: Birnie, Kayla LBR:EX; Johnstone, Susan LBR:EX
Subject: Re: Premier's awards

Hi Kayla:

Can you please send me the new start time?

Thanks
K

Sent from my BlackBerry 10 smartphone on the TELUS network.

From: Hughes, Trevor LBR:EX
Sent: Friday, November 17, 2017 12:00 PM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Cc: Birnie, Kayla LBR:EX; Johnstone, Susan LBR:EX
Subject: Premier's awards

Hi there. Hoping you both and Minister Bains can make it Tuesday evening for the above. I know he has house duty but event starts a bit later than normal to accommodate ministers and the premier. If you need details Kayla can get them to you.
Thanks for confirming.
T.

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Monday, November 20, 2017 3:03 PM
To: Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX
Cc: Tanner, Michael A LBR:EX; Blakely, John H LBR:EX; Campbell, Tracy MAH:EX; Leduc, Danine MAH:EX; Birnie, Kayla LBR:EX
Subject: RE: Briefing e-Binder

Thanks!

K

From: Hughes, Trevor LBR:EX
Sent: Monday, November 20, 2017 2:01 PM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Cc: Tanner, Michael A LBR:EX; Blakely, John H LBR:EX; Campbell, Tracy MAH:EX; Leduc, Danine MAH:EX; Birnie, Kayla LBR:EX
Subject: Briefing e-Binder
Importance: High

Sorry for the delay. ^{s.13,s.14}
^{s.13,s.14}

T.

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Tuesday, November 21, 2017 9:46 AM
To: Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX
Cc: Bains, Harry LBR:EX
Subject: RE: Lanyon numbers

Thanks Trevor.

K

From: Hughes, Trevor LBR:EX
Sent: Tuesday, November 21, 2017 9:46 AM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Cc: Bains, Harry LBR:EX
Subject: RE: Lanyon numbers

And I can advise that^{s.13}
s.13

T.

From: Hughes, Trevor LBR:EX
Sent: Tuesday, November 21, 2017 9:37 AM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Cc: Bains, Harry LBR:EX
Subject: Lanyon numbers

Numbers for Stan Lanyon:
Office: 604 522 5002
Cell: ^{s.22}

Number for Stephen Kelleher – ^{s.13}
Office (direct) ^{s.17}
His email address is: Stephen.Kelleher@courts.gov.ca

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Thursday, November 23, 2017 4:47 PM
To: Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX
Cc: Birnie, Kayla LBR:EX; Leduc, Danine MAH:EX
Subject: RE: Time-Sensitive - WorkSafeBC OICs - CORRECTED LOG - Spelling - Rescindment - RAMSAY with an "A"

Hi Trevor:

Minister approves, we don't have an e-sig capability. Should we just print and get a real signature and return a scanned copy to you?

K

From: Hughes, Trevor LBR:EX
Sent: Thursday, November 23, 2017 4:00 PM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Cc: Birnie, Kayla LBR:EX; Leduc, Danine MAH:EX
Subject: FW: Time-Sensitive - WorkSafeBC OICs - CORRECTED LOG - Spelling - Rescindment - RAMSAY with an "A"
Importance: High

FYI – this is urgent – and is a revision to address the correct spelling of Mr. Ramsay's last name. Can you please get the Minister's approval by way of signature (e-sig is okay too!).
Thanks.

From: Leduc, Danine MAH:EX
Sent: Thursday, November 23, 2017 3:52 PM
To: Hughes, Trevor LBR:EX; Birnie, Kayla LBR:EX
Cc: Campbell, Tracy MAH:EX; Tanner, Michael A LBR:EX
Subject: RE: Time-Sensitive - WorkSafeBC OICs - CORRECTED LOG - Spelling - Rescindment - RAMSAY with an "A"
Importance: High

Hi Trevor and Kayla;

Attached is the corrected Log (O2), as an unlocked PDF, with "Ramsay" spelled with an "a" instead of an "e".

If you could return to me electronically with the Minister's e-sig at your earliest convenience (today or tomorrow morning would be best) that would be appreciated.

Thank you,
Danine

From: Leduc, Danine MAH:EX
Sent: Thursday, November 23, 2017 3:26 PM
To: Hughes, Trevor LBR:EX; Birnie, Kayla LBR:EX
Cc: Campbell, Tracy MAH:EX; Tanner, Michael A LBR:EX
Subject: Time-Sensitive - WorkSafeBC OICs - One Minor Edit - Spelling - Rescindment - RAMSAY with an "A"
Importance: High

Hi Trevor and Kayla;

CABRO just contacted me to advise that they checked the old CPD that BRDO had for our rescindment, Mr. RAMSAY, and his name is incorrectly drafted as "Ramsey".

While there is no risk to your Cabinet date, we need to fix it as it's an issue of respect for appointees.

Legislative counsel will send me the re-draft shortly with the corrected spelling, and will provide an unlocked PDF so that the Minister's e-sig could be applied.

I will also touch base with GCPE to ensure the communications team has the corrected spelling.

My apologies for this error.

Thank you,

Danine

Executive Director,
Corporate Planning & Priorities Branch

New Telephone: 778-698-3563

Serving:

Ministry of Municipal Affairs and Housing,

Ministry of Jobs, Trade and Technology,

Ministry of Tourism, Arts and Culture,

Ministry of Labour.

From: Cooling, Karen LBR:EX
Sent: Friday, November 24, 2017 3:10 PM
To: Zimmerman, Emily LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: FW: Speaking notes for Sunday
Attachments: LBR - Intl Brotherhood of Electrical Workers - SN - Nov 26 2017.docx

The speaking notes are below and in the attachment.

Karen

**SPEAKING NOTES FOR
MINISTER HARRY BAINS
MINISTRY OF LABOUR**

**International Brotherhood of
Electrical Workers, Local 258**

Shop Stewards Conference 2017

**Hilton Vancouver Metrotown Hotel
Crystal Ballroom
6083 McKay Avenue, Burnaby**

Sunday, November 26, 2017

Event: Friday, Nov. 24 – Sunday Nov. 26
Minister to speak Sunday morning at 9:40 a.m.

Speaking length – 10 minutes

Page 34 to/à Page 42

Withheld pursuant to/removed as

NR

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Friday, November 24, 2017 3:25 PM
To: Zimmerman, Emily LBR:EX
Subject: sunday
Attachments: LBR - Intl Brotherhood of Electrical Workers - SN - Nov 26 2017.docx

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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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Monday, November 27, 2017 11:32 AM
To: Stone, Lynne TRAN:EX
Subject: RE: attendance at Mount Waddington Regional District meeting November 21

Got it, thanks

K

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 <gffletcher@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:gffletcher@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 the 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' <gffletcher@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^{s.22} 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. ^{s.22} 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' <gletcher@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** office

☎ **250 956 4882** home

📞 **250 949 0392** 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: Monday, November 27, 2017 3:12 PM
To: Hughes, Trevor LBR:EX
Cc: Birnie, Kayla LBR:EX
Subject: telephone numbers

Hi Trevor:

Can you please provide telephone numbers for the current WorkSafeBC Board members?

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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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Monday, November 27, 2017 3:23 PM
To: Hughes, Trevor LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: RE: Severance Q

Ok, thanks

From: Hughes, Trevor LBR:EX
Sent: Monday, November 27, 2017 3:22 PM
To: Cooling, Karen LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: RE: Severance Q

Gotcha – and that's a fair Q. I'm not sure what the process is as it was quite involved just to get the answer below...

We will make sure they are taken care of.

From: Cooling, Karen LBR:EX
Sent: Monday, November 27, 2017 3:22 PM
To: Hughes, Trevor LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: RE: Severance Q

Yes, I have this, I just wanted to know what MHB should say about process. But I will give him a line to direct them to you.

Thanks
K

From: Hughes, Trevor LBR:EX
Sent: Monday, November 27, 2017 3:19 PM
To: Cooling, Karen LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: RE: Severance Q

Yes – the advice in the attached was for them to speak to me. The attached was in a minister e-briefing binder a couple of weeks ago. Does this help?

From: Cooling, Karen LBR:EX
Sent: Monday, November 27, 2017 3:17 PM
To: Hughes, Trevor LBR:EX
Cc: Cheevers, Michael LBR:EX
Subject: RE: Severance Q

Undoubtedly the Minister will be asked about this,^{s.13}
s.13

Thanks

K

From: Hughes, Trevor LBR:EX

Sent: Monday, November 27, 2017 3:15 PM

To: Cooling, Karen LBR:EX

Cc: Cheevers, Michael LBR:EX

Subject: Severance Q

s.12,s.17

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Monday, November 27, 2017 3:48 PM
To: Zimmerman, Emily LBR:EX
Subject: office closure

Hi Emily:

Do you know which two weeks the Constituency Office will be closed over Christmas?

Thanks,
K

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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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, November 28, 2017 11:03 AM
To: Singh, Jasmyn HLTH:EX
Subject: RE: 1094391 - DBN for Minister Dix - s.14
s.14

Thanks!

From: Singh, Jasmyn HLTH:EX
Sent: Tuesday, November 28, 2017 9:49 AM
To: Cooling, Karen LBR:EX
Subject: FW: 1094391 - DBN for Minister Dix - s.14

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Tuesday, November 28, 2017 3:59 PM
To: Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX; Wey, Melody GCPE:EX
Cc: McCaffrey, Julianne GCPE:EX; Basi, Selena LBR:EX
Subject: RE: Purewal Blueberry Farms Ltd. Determination

s.13

Karen

From: Hughes, Trevor LBR:EX
Sent: Tuesday, November 28, 2017 3:23 PM
To: Cheevers, Michael LBR:EX; Wey, Melody GCPE:EX; Cooling, Karen LBR:EX
Cc: McCaffrey, Julianne GCPE:EX; Basi, Selena LBR:EX
Subject: RE: Purewal Blueberry Farms Ltd. Determination

s.13

From: Cheevers, Michael LBR:EX
Sent: Tuesday, November 28, 2017 3:16 PM
To: Hughes, Trevor LBR:EX; Wey, Melody GCPE:EX; Cooling, Karen LBR:EX
Cc: McCaffrey, Julianne GCPE:EX; Basi, Selena LBR:EX
Subject: RE: Purewal Blueberry Farms Ltd. Determination

s.13

From: Hughes, Trevor LBR:EX
Sent: Tuesday, November 28, 2017 3:10 PM
To: Wey, Melody GCPE:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Cc: McCaffrey, Julianne GCPE:EX; Basi, Selena LBR:EX
Subject: RE: Purewal Blueberry Farms Ltd. Determination
Importance: High

s.13

From: Wey, Melody GCPE:EX
Sent: Monday, November 27, 2017 1:14 PM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Cc: Hughes, Trevor LBR:EX; McCaffrey, Julianne GCPE:EX
Subject: FYI: Purewal Blueberry Farms Ltd. Determination

Hi Karen- here's an update on a decision on Purewal Blueberry Farms and unpaid wages. We're drafting an IN for this.

Here's an update on a significant decision the Employment Standards Branch issued on Friday, November 24, 2017:

- In late 2016 and early 2017, numerous complaints against Purewal Blueberry Farms Ltd. and two of its associated numbered companies, 0740656 B.C. Ltd., and 0178429 B.C. were filed with ESB for the non-payment of wages. ESB opened a group investigation file for these complaints.
- Given the number of complaints for this employer, in the spring of 2017, the Director of Employment Standards initiated an investigation into the non-payment of numerous other farm workers employed by the three companies. s.13
s.13
- On Friday, November 24, 2017 – the Branch issued a determination on the Wage Complaints and Investigation of the 2016 and early 2017 issues. That decision found that the three above-named companies owe \$1,115,849.36M in wages as well as \$1,500 in administrative penalties for contraventions of the ESA. The outstanding wages were determined owing to 180 employees identified in the company's payroll records.
- The 3 named companies have until January 2nd to appeal this decision.

While the branch was completing its investigation of the 2016 and early 2017 matters, issues with payment again arose in the 2017 blueberry season:

- In the summer and fall of 2017, numerous former employees of Purewal Blueberry Farms Ltd. and its associated numbered companies filed complaints with ESB for the non-payment of wages. ESB is investigating those complaints.
- The Director of Employment Standards initiated an investigation into the payment of wages for all farm workers employed in 2017 by Purewal and its numbered companies. s.13, s.16
s.13, s.16

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Tuesday, November 28, 2017 6:40 PM
To: Oreck, Mira PREM:EX
Subject: RE: Vancouver & Lower Mainland Multicultural Society

Hi Mira:

We now have no space left in the Minister's calendar to set up this meeting. I had only one window, and now he is no longer available.

I'm sorry.

As this organization has their office in Burnaby I wonder if one of the Burnaby MLA's could meet with them?

Karen

From: Oreck, Mira PREM:EX
Sent: Thursday, November 23, 2017 6:04 PM
To: Cooling, Karen LBR:EX
Subject: Vancouver & Lower Mainland Multicultural Society

Hi Karen –

Please see below the contact information for the ED of the Vancouver & Lower Mainland Multicultural Society regarding the #16Days meeting. Let me know if there is any issue with booking the meeting.

Executive Director - Shashi Assanand
604-436-1025
shashi.assanand@vlmfss.ca

Thanks,
Mira

Mira Oreck, Director of Stakeholder Relations
Office of the Premier
#740 – 999 Canada Place
Vancouver, BC
604 775 2116

Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 29, 2017 12:47 PM
To: Hughes, Trevor LBR:EX
Cc: Birnie, Kayla LBR:EX
Subject: stakeholders list

Hi Trevor:

I am looking for an updated stakeholders list (preferably in an excel spreadsheet) ^{s.13}

Thanks
K

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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Cooling, Karen LBR:EX

From: Cooling, Karen LBR:EX
Sent: Wednesday, November 29, 2017 6:22 PM
To: 'Julianne Losito'
Cc: 'Chris Feller (chris@opcmia919.org)'
Subject: RE: BC Expert Reports Outline Why Site C Must Proceed

Hi Julianne:

Thank you for forwarding this information. I will share it with the Minister.

Regards,
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: Julianne Losito [mailto:jlosito@bcbuildingtrades.org]
Sent: Tuesday, November 28, 2017 1:49 PM
To: Cooling, Karen LBR:EX
Cc: Chris Feller (chris@opcmia919.org)
Subject: BC Expert Reports Outline Why Site C Must Proceed

Good afternoon Karen,

As cabinet debates the future of the Site C project, we would like to share with your Minister some important information for their consideration.

The Allied Hydro Council has partnered with leading Hydro experts in BC to review the project and provide several very strong arguments on why the project must proceed.

Marvin Shaffer is a leading economist and adjunct professor in the Public Policy Program at Simon Fraser University. He has held senior positions with the Government of British Columbia including head of the Crown Corporations Secretariat and Chief Executive Officer of the British Columbia Transportation Financing Authority.

Jim Quail is a veteran energy lawyer and expert. Lorne Sivertson served as the CEO of the Columbia Power Corporation.

Their reports (attached) make a very compelling argument for proceeding with the Site C project.

We are available to answer any questions your minister may have as they continue their deliberations.

Thank you,

Julianne Losito for **CHRIS FELLER, PRESIDENT**
Allied Hydro Council of BC
#207-88 Tenth Street, New Westminster, BC V3M 6H8
Chris@opcmia919.org
MoveUP