

**Bains, Harry LBR:EX**

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**From:** Bains, Harry LBR:EX  
**Sent:** Thursday, May 3, 2018 8:11 AM  
**To:** Zimmerman, Emily LBR:EX; Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX  
**Subject:** Fwd: Urgent: was not paid by employeeer Vancouver Coastal Health

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** May 2, 2018 at 10:05:39 PM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Urgent: was not paid by employeeer Vancouver Coastal Health

s.22

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Withheld pursuant to/removed as

s.22

**Bains, Harry LBR:EX**

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**From:** Bains, Harry LBR:EX  
**Sent:** Tuesday, May 1, 2018 8:47 AM  
**To:** Zimmerman, Emily LBR:EX; Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: May 1, 2018

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** May 1, 2018 at 1:37:06 AM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca), [bcfed@bcfed.ca](mailto:bcfed@bcfed.ca)  
**Subject:** May 1, 2018

May 1, 2018

Attention: Mr. Harry Bains, BC Ministry of Labour

s.22

Page 04 to/à Page 05

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**Bains, Harry LBR:EX**

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**From:** Bains, Harry LBR:EX  
**Sent:** Saturday, May 5, 2018 8:15 AM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Hours before Double Time begins

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** May 4, 2018 at 4:43:49 PM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Hours before Double Time begins

Dear Mr Bains,

As I am sure you are aware the Liberals changed the time required to obtain double time from 11 hours worked in a day to 12 hours worked in a day.

It had been 11 hours for at least 30 years. Is there any chance that your government will be changing it back to 11 hours or even less?

Sincerely,  
s.22

**Bains, Harry LBR:EX**

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**From:** Bains, Harry LBR:EX  
**Sent:** Sunday, May 6, 2018 9:58 PM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Unfair employment selection process by s.16  
**Attachments:** Gmail - Financial Analyst Interview.pdf; ATT00001.htm; Gmail - Thank you.pdf; ATT00002.htm

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** May 6, 2018 at 2:34:18 PM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Unfair employment selection process by s.16

Dear Honourable Harry Bains,

s.22

Page 08 to/à Page 11

Withheld pursuant to/removed as

s.22

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Monday, May 7, 2018 7:29 PM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Ontario Bill 148, Fair Workplaces, Better Jobs Act, 2017

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** May 7, 2018 at 4:29:47 PM PDT  
**To:** "Harry.Bains@gov.bc.ca" <Harry.Bains@gov.bc.ca>  
**Subject:** Ontario Bill 148, Fair Workplaces, Better Jobs Act, 2017

Dear Honorable Minister Harry Bains,

s.22

s.22

attention.

s.22

It is with great pleasure that I write to you for your

s.22

I was pleasantly excited and happy to hear about Ontario passing Bill 148, Fair Workplaces, Better Jobs Act, 2017. And recently read (as below attached).

I write to you in hope that you will review and possibly implement something similar in the beautiful province of British Columbia.

**New Rule as of April 1, 2018** Employers can no longer pay an Ontario employee a different "rate of pay" than his/her co-workers simply because of the employee's employment status when

the employees perform substantially the same kind of work in the same establishment;

their performance requires substantially the same skill, effort and responsibility; **and**

they work under similar working conditions.

Under the ESA, "establishment" means a location at which an employer carries on business. If an employer carries on business at more than one location,



separate locations will constitute one establishment if: (a) the separate locations are in the same municipality; or (b) one or more employees at a location have seniority rights that extend to the other location under a written employment contract.

**Exceptions to the New Rule**

This new rule will *not* apply if an employer can show the difference in pay rate is because of a:

seniority system;

merit system;

system that measures earnings by quantity and quality; *or*

any other factor other than sex or employment status.

In addition to the exceptions above, there are a limited number of positions exempt from the equal pay for equal work provisions, including an employee who is a student under 18 years of age and who does not work more than 28 hours a week.

**Rate of Pay**

"Rate of pay" is not defined. However, it likely requires the same wage rate (and not the same level of benefits or other entitlements such as health benefits or car allowance).

**Review of Pay Rates**

Employees who believe they are receiving unequal pay because of their sex and/or employment status will have the right to request a review of their pay rates. As of today's date, there is no guidance on the number of times an employee can make this request.

In response to a request, an employer can either: (a) increase the employee's pay rate; or (b) provide a reason, in writing, for the pay difference. An employer cannot reduce another employee's pay rate to ensure the "equal pay for equal work" rule is met.

Thank you kindly,  
s.22

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Wednesday, May 9, 2018 3:46 PM  
**To:** Cooling, Karen LBR:EX; Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Boilermakers - follow up

Sent from my iPhone

Begin forwarded message:

**From:** Richard MacIntosh <[rmacintosh@boilermakers.org](mailto:rmacintosh@boilermakers.org)>  
**Date:** May 9, 2018 at 1:40:02 PM PDT  
**To:** "Harry.Bains@gov.bc.ca" <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>  
**Subject:** FW: Boilermakers - follow up

Hello

I was wondering if there is opportunity to meet with the minster? We be happy to meet him in Victoria if he wishes, see email below.

Richard MacIntosh  
Boilermakers International  
International Representative

604.210.3589 Cell  
1. 855.554.8542 Toll-free  
[www.boilermaker.ca](http://www.boilermaker.ca)

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**From:** Richard MacIntosh  
**Sent:** Friday, April 20, 2018 4:35 PM  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Cc:** Joseph Maloney <[jmaloney@boilermakers.org](mailto:jmaloney@boilermakers.org)>  
**Subject:** Boilermakers - follow up

Mr. Bains

As per the meeting between Joseph Maloney of the International Brotherhood of Boilermakers and yourself last fall. s.13

s.13

, plus  
made a presentation to the Review Panel. I would like the opportunity to meet with you to discuss our recommendation and about the things that are going on at the shipyard in Esquimalt, all positive stuff. Below is a couple of links below regarding the shipyard (Seaspan) and other Employer on Nicholson in Sidney, both are about 5 minutes. If it is possible to meet with you I would like to bring along The Business Manager of Lodge 191, and he represents the following people in the films along with Mr. Maloney.

- Victoria Shipyards - <https://vimeo.com/244742561/7f64e40a79>
- Nicholson - <https://vimeo.com/244090761/b06ef772e2>

Richard MacIntosh  
International Representative  
Boilermakers International  
15841 Wills Brook Way  
Surrey, BC  
V3Z 0N4

604 219 3589 Cell  
855 554 8542 Toll Free  
[www.boilermaker.ca](http://www.boilermaker.ca)



## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Wednesday, May 9, 2018 3:47 PM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Invitation to Italian National Day celebration (June 7, 2018, 5:00 pm - Italian Cultural Centre, Vancouver)  
**Attachments:** image001.jpg; ATT00001.htm; image002.jpg; ATT00002.htm; Bains Harry\_Minister.pdf; ATT00003.htm

Sent from my iPhone

Begin forwarded message:

**From:** Office of the Consul General of Italy - Vancouver <[segreteria.vancouver@esteri.it](mailto:segreteria.vancouver@esteri.it)>  
**Date:** May 9, 2018 at 3:35:42 PM PDT  
**To:** <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>  
**Subject:** Invitation to Italian National Day celebration (June 7, 2018, 5:00 pm - Italian Cultural Centre, Vancouver)

Dear Honourable Minister Bains:

Please find enclosed an invitation letter from Mr. Massimiliano Iacchini, Consul General of Italy in Vancouver, to the Italian National Day celebration, to be held on Thursday, June 7<sup>th</sup>, 2018 at the Italian Cultural Centre in Vancouver.

Kindly RSVP by May 31<sup>st</sup>: [segreteria.vancouver@esteri.it](mailto:segreteria.vancouver@esteri.it) or 604.684.7288 ext. 228

Best regards,

Francesca Bormolini  
*Executive Assistant to the Consul General*

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*Office of the Consul General*

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Wednesday, May 9, 2018 4:28 PM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Ontario Bill 148, Fair Workplaces, Better Jobs Act, 2017

Sent from my iPhone

Begin forwarded message:

**From:** "Hughes, Trevor LBR:EX" <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Date:** May 9, 2018 at 11:27:25 AM PDT  
**To:** "Bains, Harry LBR:EX" <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>, "Cooling, Karen LBR:EX" <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>, "Cheevers, Michael LBR:EX" <[Michael.Cheevers@gov.bc.ca](mailto:Michael.Cheevers@gov.bc.ca)>  
**Subject:** RE: Ontario Bill 148, Fair Workplaces, Better Jobs Act, 2017

Thanks. You sent this one on Monday evening and we are working on a response to it.  
T.

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**From:** Bains, Harry LBR:EX  
**Sent:** Wednesday, May 9, 2018 11:13 AM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Ontario Bill 148, Fair Workplaces, Better Jobs Act, 2017

Sent from my iPad

Begin forwarded message:

**From:** s.22  
**Date:** May 7, 2018 at 4:29:47 PM PDT  
**To:** "Harry.Bains@gov.bc.ca" <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>  
**Subject:** Ontario Bill 148, Fair Workplaces, Better Jobs Act, 2017

Dear Honorable Minister Harry Bains,

s.22

s.22

write to you for your attention.

s.22

It is with great pleasure that I

s.22

I was pleasantly excited and happy to hear about Ontario passing Bill 148, Fair Workplaces, Better Jobs Act, 2017. And recently read (as below attached).

I write to you in hope that you will review and possibly implement something similar in the beautiful province of British Columbia.

**New Rule as of April 1, 2018** Employers can no longer pay an Ontario employee a different “rate of his/her co-workers simply because of the employee’s employment status.

ie employees perform substantially the same kind of work in the same establishment;

ieir performance requires substantially the same skill, effort and responsibility; **and**

iey work under similar working conditions.

Under the ESA, “establishment” means a location at which an employee is employed on business. If an employer carries on business at more than one location, separate locations will constitute one establishment if: (a) the separate locations are in the same municipality; or (b) one or more employees at a location have seniority rights that extend to the other location under a written employment contract.

**Exceptions to the New Rule**

This new rule will **not** apply if an employer can show the difference in pay is because of a:

seniority system;

merit system;

pay system that measures earnings by quantity and quality; **or**

any other factor other than sex or employment status.

In addition to the exceptions above, there are a limited number of positions exempt from the equal pay for equal work provisions, including an employee who is a student under 18 years of age and who does not work more than 20 hours a week.

**Rate of Pay**

“Rate of pay” is not defined. However, it likely requires the same wage

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not the same level of benefits or other entitlements such as health benefits or car allowance).

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**Review of Pay Rates**

Employees who believe they are receiving unequal pay because of their sex and/or employment status will have the right to request a review of the rates. As of today's date, there is no guidance on the number of times an employee can make this request.

In response to a request, an employer can either: (a) increase the employee's pay rate; or (b) provide a reason, in writing, for the pay difference. An employer cannot reduce another employee's pay rate to ensure the "equal pay for equal work" rule is met.

Thank you kindly,  
s.22

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Saturday, May 12, 2018 7:37 AM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX  
**Subject:** Fwd: Harry Bains

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** May 11, 2018 at 6:31:27 PM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Harry Bains

s.22



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**Bains, Harry LBR:EX**

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**From:** Bains, Harry LBR:EX  
**Sent:** Monday, May 14, 2018 12:20 PM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX  
**Subject:** Fwd: Attention: Mr. Harry Bains, Minister of Labour BC

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** May 14, 2018 at 11:36:12 AM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca), [harry.bains.mla@leg.bc.ca](mailto:harry.bains.mla@leg.bc.ca)  
**Subject:** **Attention: Mr. Harry Bains, Minister of Labour BC**

Attention: Mr. Harry Bains, Minister of Labour BC

s.22

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Withheld pursuant to/removed as

s.22

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Friday, May 18, 2018 6:42 PM  
**To:** Zimmerman, Emily LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Invitation: The 9th Conference of the World Guangdong Community Federation - May 28, 2018 (Monday)  
**Attachments:** overview.pdf; ATT00001.htm; invitation - 50 Minister of Labour Hon Harry Bains.pdf; ATT00002.htm

Sent from my iPhone

Begin forwarded message:

**From:** Fiona Chan <[fiona@profitek.com](mailto:fiona@profitek.com)>  
**Date:** May 17, 2018 at 5:14:00 PM PDT  
**To:** "'[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)'" <'Harry.Bains@gov.bc.ca'>  
**Subject:** FW: Invitation: The 9th Conference of the World Guangdong Community Federation - May 28, 2018 (Monday)

Good Afternoon Honourable Harry Bains,

We would like to follow up with you about your availability to join the subject event.

We are looking forward to hearing from you.

Yours sincerely,

Fiona Chan,  
Assistant to Pius Chan  
Chair, Public Relations Committee  
Guangdong Community Association of Canada Organizer of the 9th Conference of the World  
Guangdong Community Federation  
Email: [fiona@profitek.com](mailto:fiona@profitek.com)  
Tel: 604.248.2348 ext 140

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**From:** Fiona Chan  
**Sent:** Monday, February 26, 2018 5:22 PM  
**To:** 'Harry.Bains@gov.bc.ca'  
**Subject:** Invitation: The 9th Conference of the World Guangdong Community Federation - May 28, 2018 (Monday)

Good Afternoon Honourable Harry Bains,

Minister of Labour, MLA (Surrey-Newton)

It is with great honour and privilege that we extend our sincere invitation to you to attend the Grand Opening Ceremony of The 9th Conference of The World Guangdong Community Federation and The 3rd

World Congress of Guangdong Overseas Chinese Youth on Monday May 28, 2018 at the Vancouver Convention Centre East Building at 999 Canada Place, Vancouver, BC. Our starting time will be at 9.00 am for a group photo session, then at 9.30 am the opening session of The 9th Conference of The World Guangdong Community Federation will commence.

We sincerely hope that you will consider our invitation favourably. For further details, please see the attachments and visit our web site [www.2017wgcf.com/en/](http://www.2017wgcf.com/en/). We would be grateful if you would RSVP by email to [infocfcc88@gmail.com](mailto:infocfcc88@gmail.com), or by phone with Fiona Chan at 604.248.2348 ext 140 by **March 23, 2018**.

Yours sincerely,

Fiona Chan,  
Assistant to Pius Chan  
Chair, Public Relations Committee  
Guangdong Community Association of Canada Organizer of the 9th Conference of the World  
Guangdong Community Federation  
Email: [fiona@profitek.com](mailto:fiona@profitek.com)  
Tel: 604.248.2348 ext 140

**Bains, Harry LBR:EX**

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**From:** Bains, Harry LBR:EX  
**Sent:** Wednesday, May 23, 2018 6:39 AM  
**To:** Cooling, Karen LBR:EX; Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: CHNL: Purdy - prison guard assaults ■

Sent from my iPhone

Begin forwarded message:

**From:** <tno@gov.bc.ca>  
**Date:** May 23, 2018 at 6:22:10 AM PDT  
**To:** Undisclosed recipients;;  
**Subject:** CHNL: Purdy - prison guard assaults ■

CHNL (Kamloops)

23-May-2018 06:00

Quoted: Bob Price, Angelo Iacobucci, Dean Purdy

Copyright

TNO...

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## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Wednesday, May 23, 2018 6:41 AM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX  
**Subject:** Fwd: Notice of Group Termination [IWOV-MDC.FID212348]  
**Attachments:** image001.png; ATT00001.htm; LT Minister Bains re Notice of Group Termination May 22 2018.PDF; ATT00002.htm

Sent from my iPhone

Begin forwarded message:

**From:** Natasha Jategaonkar <[NJategaonkar@mathewsdinsdale.com](mailto:NJategaonkar@mathewsdinsdale.com)>  
**Date:** May 22, 2018 at 5:51:01 PM PDT  
**To:** "Harry.Bains@gov.bc.ca" <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>  
**Cc:** Jennifer Wiegele <[JWiegele@mathewsdinsdale.com](mailto:JWiegele@mathewsdinsdale.com)>  
**Subject:** Notice of Group Termination [IWOV-MDC.FID212348]

Good afternoon,

Please see attached a Notice of Group Termination delivered in accordance with Section 64 of the Employment Standards Act.

Regards  
Natasha

**Bains, Harry LBR:EX**

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**From:** Bains, Harry LBR:EX  
**Sent:** Monday, May 28, 2018 12:30 PM  
**To:** Hughes, Trevor LBR:EX; Zimmerman, Emily LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Negligence and Worksafe BC

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** May 28, 2018 at 11:19:43 AM PDT  
**To:** <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>  
**Subject:** Negligence and Worksafe BC

Dear Minister Bains

s.22



## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Thursday, May 31, 2018 5:39 AM  
**To:** Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX  
**Subject:** Fwd: 10th annual Top 25 Canadian Immigrant Awards  
**Attachments:** You Are Cordially Invited Minister Bains.pdf; ATT00001.htm

Sent from my iPhone

Begin forwarded message:

**From:** "Jetelina, Margaret" <mjetelina@metroland.com>  
**Date:** May 29, 2018 at 11:36:33 PM PDT  
**To:** "Harry.Bains@gov.bc.ca" <Harry.Bains@gov.bc.ca>  
**Subject:** 10th annual Top 25 Canadian Immigrant Awards

Dear Minister Harry Bains,

We would be humbly honoured to have you attend, as a representative of the B.C. government, the 10th annual the RBC Top 25 Canadian Immigrant Awards ceremony in Vancouver this year on Wednesday, June 27, 2018. It's a special year as we will be celebrating the **10th anniversary** of these awards, which will have honoured 250 amazing Canadian immigrants including this year's honourees. This is the only national awards program that recognizes the important contribution of immigrants and refugees to Canada on a national scale. Presented by Canadian Immigrant magazine, the awards have been proudly sponsored by RBC since 2009.

At the ceremony, the Top 25 Canadian Immigrants of 2018 will be honoured with plaques and a cocktail-style reception. It's an inspirational event, where the contributions that these amazing individuals have made to their adopted country will be celebrated. We hope you can share in the celebration of this year's winners.

We cordially invite you to attend, and speak to the audience of winners and community influencers at the event.

VANCOUVER CEREMONY DETAILS:

Date: Wednesday, June 27, 2018

Venue: 36<sup>th</sup> Floor, RBC Building, 1055 West Georgia Street, Vancouver, BC.

Time: Ceremony: 5-6 p.m.; Reception: 6-7 p.m.

We sincerely hope you will grace the occasion with your presence and give your congratulations to the many immigrant stories of success and inspiration. To learn more about the awards, please see [canadianimmigrant.ca/canadas-top-25-immigrants](http://canadianimmigrant.ca/canadas-top-25-immigrants).

Thank you,

Margaret Jetelina  
Editor, Canadian Immigrant  
Tel: 604-612-9148  
[editor@canadianimmigrant.ca](mailto:editor@canadianimmigrant.ca)  
[www.canadianimmigrant.ca](http://www.canadianimmigrant.ca)

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