

## Zimmerman, Emily LBR:EX

---

**From:** Zimmerman, Emily LBR:EX  
**Sent:** Thursday, February 1, 2018 9:02 AM  
**To:** s.22  
**Subject:** RE: Ministry Contact

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Dear s.22

I have talked to Worksafe and we are hoping to have some information to you by this afternoon.

Thanks

Sincerely,

*Emily Zimmerman*

Executive Assistant to the Honourable Harry Bains  
Minister of Labour  
Room 342, Parliament Buildings, Victoria, BC  
Telephone: 604-290-3103

**Warning:** This email is intended only for the use of the individual or organization to whom it is addressed. It may contain information that is privileged or confidential. Any distribution, disclosure, copying, or other use by anyone else is strictly prohibited. If you have received this in error, please telephone or e-mail the sender immediately and delete the message.

---

**From:** s.22  
**Sent:** Wednesday, January 31, 2018 6:02 AM  
**To:** Zimmerman, Emily LBR:EX  
**Subject:** RE: Ministry Contact

Hi Emily,

I am sending attachment of telephone transcripts from yesterday's conversation that I downloaded from my WorkSafeBC file. s.22  
s.22

Thank You  
s.22

---

**From:** Zimmerman, Emily LBR:EX [<mailto:Emily.Zimmerman@gov.bc.ca>]  
**Sent:** 30 January, 2018 5:38 PM  
**To:** s.22  
**Subject:** Ministry Contact

Sincerely,

*Emily Zimmerman*

Executive Assistant to the Honourable Harry Bains  
Minister of Labour  
Room 342, Parliament Buildings, Victoria, BC  
Telephone: 604-290-3103

**Warning:** *This email is intended only for the use of the individual or organization to whom it is addressed. It may contain information that is privileged or confidential. Any distribution, disclosure, copying, or other use by anyone else is strictly prohibited. If you have received this in error, please telephone or e-mail the sender immediately and delete the message.*

## Zimmerman, Emily LBR:EX

---

**From:** Zimmerman, Emily LBR:EX  
**Sent:** Friday, February 2, 2018 11:02 AM  
**To:** McLachlan, Nancy WCB:EX  
**Subject:** FW: s.22 -road safety letter  
**Attachments:** Road Safety letter for s.22 .pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Hi Nancy – Please find attached the letter to s.22 from Roadsafety BC.  
Thanks  
Sincerely,

*Emily Zimmerman*

Executive Assistant to the Honourable Harry Bains  
Minister of Labour  
Room 342, Parliament Buildings, Victoria, BC  
Telephone: 604-290-3103

**Warning:** This email is intended only for the use of the individual or organization to whom it is addressed. It may contain information that is privileged or confidential. Any distribution, disclosure, copying, or other use by anyone else is strictly prohibited. If you have received this in error, please telephone or e-mail the sender immediately and delete the message.

**From:** s.22  
**Sent:** Friday, February 2, 2018 10:48 AM  
**To:** Zimmerman, Emily LBR:EX  
**Subject:** s.22 -road safety letter

Hi Emily,

Here is the letter s.22 received from road safety BC.

Thank you,  
s.22

## Zimmerman, Emily LBR:EX

---

**From:** Zimmerman, Emily LBR:EX  
**Sent:** Tuesday, February 6, 2018 2:51 PM  
**To:** Conroy.MLA, Katrine LASS:EX  
**Subject:** RE: Employment Standards Act of BC regarding Maternity and Parental Leave.

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Hi Angelika,

I am so sorry for not responding sooner. The BC Employment Standards Act will be amended to match the Employment Insurance program, but at this point we do not have a timeframe for that to happen.

Hope this helps.

Sincerely,

*Emily Zimmerman*

Executive Assistant to the Honourable Harry Bains  
Minister of Labour  
Room 342, Parliament Buildings, Victoria, BC  
Telephone: 604-290-3103

**Warning:** This email is intended only for the use of the individual or organization to whom it is addressed. It may contain information that is privileged or confidential. Any distribution, disclosure, copying, or other use by anyone else is strictly prohibited. If you have received this in error, please telephone or e-mail the sender immediately and delete the message.

---

**From:** Conroy.MLA, Katrine [mailto:Katrine.Conroy.MLA@leg.bc.ca]  
**Sent:** Tuesday, February 6, 2018 2:13 PM  
**To:** Zimmerman, Emily LBR:EX  
**Subject:** RE: Employment Standards Act of BC regarding Maternity and Parental Leave.

Hi Emily,

Just checking in to see if you've had a chance to find someone who can answer the questions below?

---

**From:** Conroy.MLA, Katrine  
**Sent:** Tuesday, January 30, 2018 1:11 PM  
**To:** Zimmerman, Emily LBR:EX <[Emily.Zimmerman@gov.bc.ca](mailto:Emily.Zimmerman@gov.bc.ca)>  
**Subject:** FW: Employment Standards Act of BC regarding Maternity and Parental Leave.

Hi Emily,

Can you direct me to someone at your Ministry that can answer these questions below?  
It seems like a very good point.

Federal parental benefits have been extended to 18 months, but BC's parental leave still only allows for 12.

Thanks for any assistance you can offer!

You can reach me on my private line if you need to: s.22

---

Angelika Brunner, Constituency Assistant

Katrine Conroy, MLA | Kootenay West | #2, 1006 3rd Street | Castlegar, BC | V1N 3A9 | T:250-304-2783 | F: 250-304-2655

---

**To:** Conroy.MLA, Katrine <Katrine.Conroy.MLA@leg.bc.ca>

**Subject:** Employment Standards Act of BC regarding Maternity and Parental Leave.

Hon. Katrine Conroy,

I am contacting you today in search of information regarding changes to employee entitlements offered by Service Canada for parental leave benefits. As of right now there is a conflict between newly offered extended leave benefits and the current provincial employment standards regarding maternity and parental leave. Currently, the provincial employment standards secures 12 months of unpaid leave to employees qualifying for maternal and parental leave. As of Dec 3rd, 2017 the federal government made changes to offer extended parental benefits to pay 12 months of benefits stretched out over 18 months. My question is, will our provincial laws change to keep up with the new offer from service Canada? How can we make these changes? What can I do to achieve changes?

s.22 I live in s.22 and work for s.22

s.22 According to my collective agreement, "*Should the provisions of the Employment Standards Act with respect to Maternity Leave, Parental Leave or Family Responsibility Leave change, the provisions of Article 25.01(ii) (iv) (v) 25.02 or 25.03 will be changed to reflect the changes in the Employment Standards Act.*" As of right now the Employment Standards Act does not reflect any of the new changes offered by Service Canada. This is where I ask you to be my voice. What steps can I take to set change in motion? As of right now to receive these extended benefits I have no leg to stand on without changes being made on the provincial level. I ask that you please send me in the right direction and offer whatever support is in your power. I am sure I am not the only woman wondering about and striving for these changes and I won't be the last.

Thank you,

## Zimmerman, Emily LBR:EX

---

**From:** Zimmerman, Emily LBR:EX  
**Sent:** Thursday, February 15, 2018 4:51 PM  
**To:** Hughes, Trevor LBR:EX  
**Subject:** FW: Employment Standards

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Hi Trevor

I have a question from MLA Thompson's office. They have a constituent who had an issue with her employer. The employer changed the way they were doing payroll and altered the cut-off date for cheques. According to this woman she lost four days wages in the change. She went to EA at the time and filled out the self-help kit and then for some reason withdrew it. Other employees went to ES after she did and were told that they could not make a complaint as it has been longer than six months since this change happened. Is the six month time limit from the date of the incident or the date the employee noticed the wrong doing? There are some notes below if you cannot figure out what I am talking about.

Sincerely,

*Emily Zimmerman*

Executive Assistant to the Honourable Harry Bains  
Minister of Labour  
Room 342, Parliament Buildings, Victoria, BC  
Telephone: 604-290-3103

**Warning:** This email is intended only for the use of the individual or organization to whom it is addressed. It may contain information that is privileged or confidential. Any distribution, disclosure, copying, or other use by anyone else is strictly prohibited. If you have received this in error, please telephone or e-mail the sender immediately and delete the message.

Hi Emily,

You and I chatted about this constituent's inquiry in mid-December. At this time it was suggested the constituent complete the Self Help kit. As you can see from the correspondence below this was attempted/withdrawn and other employees have been in contact with Employment Standards.

These people have been advised by Employee the problem occurred 6 months ago. It is my understanding the employer may have made the changes 6 months ago, however the practice continues today. Employees would continue to be incorrectly paid and I am assuming would like affect any new employees.

I guess the questions for Employee Standards would be, regardless of the time line can a complaint be made? If so what is the process? If not, what would the rationale be, given the incorrect pay problem is ongoing?

Please let me know if you require further information.

Thanks, Janice





Janice Botterill  
Constituency Assistant  
Steve Thomson, MLA  
Kelowna Mission  
102 2121 Ethel Street  
Kelowna, British Columbia V1Y 2Z6  
Office: (250) 712-3620  
E-mail: [Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.\*\**

---

**From:** s.22  
**Sent:** Monday, January 29, 2018 11:08 AM  
**To:** Botterill, Janice <[Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)>  
**Subject:** Re: Employment Standards

Thank you for the reply. Employment standards was no help when I called when the incident happened. I already did a self help kit and then withdrew it but then upon new information it turned out that what I was told was untrue. I am reluctant to fill out another one since the only way I can prove I did not get the money is once I leave for good. However when other employees try to get help from employment standards they are being told that it happened over 6 months ago and thus they cannot get help. Except it is ongoing since employer says they are not withholding the funds, its carried over since it was a push back on the payroll cut off day. Yet somehow that translated into everyone losing 4 days pay and never ever getting it back. Employment standards is doing everything except helping in what should be a very basic issue.

---

**From:** Botterill, Janice <[Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)>  
**Sent:** Friday, January 19, 2018 9:47 PM  
**To:** s.22  
**Subject:** Employment Standards

Good Afternoon<sup>s.22</sup>

In reviewing our office files, it has come to my attention, I have not provided you with the update we received from the Ministry. My apologies.

Ministry staff have advised completing the self-help kit and contacting the Employee Standards help line at 1-800-663-3316 would be the best approach to reviewing your issues. s.22

s.22

I am also including the link for the Ministry website for your review. <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>

## Employment Standards - Province of British Columbia

[www2.gov.bc.ca](http://www2.gov.bc.ca)

The Employment Standards Branch administers the Employment Standards Act and Regulation, which set minimum standards for wages and working conditions in most workplaces.

If you have any further questions, please let me know.

Regards, Janice



Janice Botterill  
Constituency Assistant  
Steve Thomson, MLA  
Kelowna Mission  
102 2121 Ethel Street  
Kelowna, British Columbia V1Y 2Z6  
Office: (250) 712-3620  
E-mail: [Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.\*\**



## Zimmerman, Emily LBR:EX

---

**From:** Zimmerman, Emily LBR:EX  
**Sent:** Wednesday, February 21, 2018 2:50 PM  
**To:** Botterill, Janice LASS:EX  
**Subject:** RE: RE: Employment Standards

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Hi Janice

The response I have is that it is six months from date of incident – Statutory Limitation period. Is there others who have learned more recently that could start a complaint through the self-help kit?

Sincerely,

*Emily Zimmerman*

Executive Assistant to the Honourable Harry Bains  
Minister of Labour  
Room 342, Parliament Buildings, Victoria, BC  
Telephone: 604-290-3103

**Warning:** This email is intended only for the use of the individual or organization to whom it is addressed. It may contain information that is privileged or confidential. Any distribution, disclosure, copying, or other use by anyone else is strictly prohibited. If you have received this in error, please telephone or e-mail the sender immediately and delete the message.

---

**From:** Janice Botterill [mailto:Janice.Botterill@leg.bc.ca]  
**Sent:** Wednesday, February 21, 2018 1:54 PM  
**To:** Zimmerman, Emily LBR:EX  
**Subject:** FW: RE: Employment Standards

Hi Emily,

Any chance you have rec'd a response from staff? Thanks for your attention to this matter.

Janice

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

**From:** Janice Botterill <[Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)>  
**Sent:** February 15, 2018 1:54 PM  
**To:** [Emily.Zimmerman@gov.bc.ca](mailto:Emily.Zimmerman@gov.bc.ca)  
**Subject:** RE: Employment Standards

Hi Emily,

Thanks for the reminder regarding your email address, my apologies :)

Wondering if staff have reviewed and provided you with any information?

Thanks, Janice

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

From: Zimmerman, Emily <[Emily.Zimmerman@leg.bc.ca](mailto:Emily.Zimmerman@leg.bc.ca)>

Sent: February 5, 2018 11:02 AM

To: Botterill, Janice <[Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)>

Subject: RE: Employment Standards

Hi Janice –

Thank you for this update. I will bring this to the Ministry's attention. Could you please communicate with me through my gov. email address [Emily.zimmerman@gov.bc.ca](mailto:Emily.zimmerman@gov.bc.ca). This email address should be closed.

Thanks so much.

Sincerely,

*Emily Zimmerman*

Constituency Assistant to

Harry Bains, MLA

Surrey-Newton

[Harry.bains.mla@leg.bc.ca](mailto:Harry.bains.mla@leg.bc.ca)

P: 604-597-8248

F: 604-597-8882

[www.Harrybains.ca](http://www.Harrybains.ca)

---

**From:** Botterill, Janice

**Sent:** January 31, 2018 8:55 AM

**To:** Zimmerman, Emily <[Emily.Zimmerman@leg.bc.ca](mailto:Emily.Zimmerman@leg.bc.ca)>

**Subject:** FW: Employment Standards

Hi Emily,

You and I chatted about this constituent's inquiry in mid-December. At this time it was suggested the constituent complete the Self Help kit. As you can see from the correspondence below this was attempted/withdrawn and other employees have been in contact with Employment Standards.

These people have been advised by Employee the problem occurred 6 months ago. It is my understanding the employer may have made the changes 6 months ago, however the practice continues today. Employees would continue to be incorrectly paid and I am assuming would like affect any new employees.

I guess the questions for Employee Standards would be, regardless of the time line can a complaint be made? If so what is the process? If not, what would the rationale be, given the incorrect pay problem is ongoing?

Please let me know if you require further information.

Thanks, Janice



Janice Botterill  
Constituency Assistant  
Steve Thomson, MLA  
Kelowna Mission  
102 2121 Ethel Street  
Kelowna, British Columbia V1Y 2Z6  
Office: (250) 712-3620  
E-mail: [Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.\*\**

---

**From:** s.22  
**Sent:** Monday, January 29, 2018 11:08 AM  
**To:** Botterill, Janice <[Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)>  
**Subject:** Re: Employment Standards

Thank you for the reply. Employment standards was no help when I called when the incident happened. I already did a self help kit and then withdrew it but then upon new information it turned out that what I was told was untrue. I am reluctant to fill out another one since the only way I can prove I did not get the money is once I leave for good. However when other employees try to get help from employment standards they are being told that it happened over 6 months ago and thus they cannot get help. Except it is ongoing since employer says they are not withholding the funds, its carried over since it was a push back on the payroll cut off day. Yet somehow that translated into everyone losing 4 days pay and never ever getting it back. Employment standards is doing everything except helping in what should be a very basic issue.

---

**From:** Botterill, Janice <[Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)>  
**Sent:** Friday, January 19, 2018 9:47 PM  
**To:** s.22  
**Subject:** Employment Standards

Good Afternoon <sup>s.22</sup>

In reviewing our office files, it has come to my attention, I have not provided you with the update we received from the Ministry. My apologies.

Ministry staff have advised completing the self-help kit and contacting the Employee Standards help line at 1-800-663-3316 would be the best approach to reviewing your issues. s.22

s.22

I am also including the link for the Ministry website for your review. <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>

## Employment Standards - Province of British Columbia

[www2.gov.bc.ca](http://www2.gov.bc.ca)

The Employment Standards Branch administers the Employment Standards Act and Regulation, which set minimum standards for wages and working conditions in most workplaces.

If you have any further questions, please let me know.

Regards, Janice



Janice Botterill  
Constituency Assistant  
Steve Thomson, MLA  
Kelowna Mission  
102 2121 Ethel Street  
Kelowna, British Columbia V1Y 2Z6  
Office: (250) 712-3620  
E-mail: [Janice.Botterill@leg.bc.ca](mailto:Janice.Botterill@leg.bc.ca)

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.\*\**

Page 13 to/à Page 15

Withheld pursuant to/removed as

s.22;s.13