

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Monday, March 4, 2019 4:21 PM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX  
**Subject:** Fwd: s.22 in Trouble

Can you look into this please

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** March 4, 2019 at 2:13:39 PM PST  
**To:** "Harry.Bains@gov.bc.ca" <Harry.Bains@gov.bc.ca>  
**Subject:** s.22 in Trouble

Dear Mr Bains,

s.22

s.22 .In an attempt to reduce labour costs he has instructed his management team to Build a New Team. Senior workers are being unfairly treated to a point of resignation. There is little attention paid to maintaining the building and providing quality food. The main focus is to remove senior staff in favour of lower cost junior staff. The numbers dont lie sir. The atmosphere is toxic. As unbelievable as this sounds it is happening in Victoria Bc.

s.22

Please help Mr Bains,  
Yours Truly s.22  
s.22

Sent from Samsung tablet

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Sunday, March 3, 2019 5:08 PM  
**To:** Lana Popham  
**Subject:** Fwd: KRPI: Hunt - ALR restrictions ■

Sent from my iPhone

Begin forwarded message:

**From:** <[tno@gov.bc.ca](mailto:tno@gov.bc.ca)>  
**Date:** March 3, 2019 at 3:41:39 PM PST  
**To:** Undisclosed recipients;;  
**Subject:** KRPI: Hunt - ALR restrictions ■

KRPI (Ferndale, USA)  
KRPI Jasbir Romana  
28-Feb-2019 09:38

Copyright

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TNO...

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## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Tuesday, March 5, 2019 9:06 AM  
**To:** Cheevers, Michael LBR:EX  
**Subject:** Fwd: PLEASE HELP- Threatened and Exploited by Immigration Consultant and Employer for money.

Sent from my iPhone

Begin forwarded message:

**From:** "Hughes, Trevor LBR:EX" <Trevor.Hughes@gov.bc.ca>  
**Date:** March 4, 2019 at 5:04:59 PM PST  
**To:** S.22 "Ahmed.Hussen@parl.gc.ca"  
<Ahmed.Hussen@parl.gc.ca>, "Bains, Harry LBR:EX" <Harry.Bains@gov.bc.ca>, "Minister@cic.gc.ca" <Minister@cic.gc.ca>, "Ralston.MLA, Bruce LASS:EX" <Bruce.Ralston.MLA@leg.bc.ca>, "justin.trudeau@parl.gc.ca" <justin.trudeau@parl.gc.ca>, "OfficeofthePremier, Office PREM:EX" <Premier@gov.bc.ca>  
**Cc:** "LBR Deputy Ministers Office LBR:EX" <LBR.Deputy@gov.bc.ca>  
**Subject:** RE: PLEASE HELP- Threatened and Exploited by Immigration Consultant and Employer for money.

Hello<sup>S.22</sup> thank you for your email. I'm the Deputy Minister of Labour for BC and I am happy to respond on behalf of the Honourable Harry Bains, Minister of Labour. I have responses for you on two fronts. First, on the immigration front (which is a shared responsibility between Canada and BC with the Honourable Bruce Ralston, Minister of Jobs, Trade and Technology). Staff from the provincial immigration programs will follow-up with you directly if they have not already to ensure you have the information you need about work permits and workers at risk. Second, my Ministry is responsible for the Employment Standards Branch. I strongly encourage you to file a complaint with the ESB before April to deal with an overtime wage claim dated back to October 2018 (as there is a 6-month limitation period). You can also make a complaint about any immigration fees but that item may be out of time given it happened in 2017 (but still I encourage you to raise it ASAP). The process is outlined at this website link: <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/complaint-process>  
Thank you again for writing. I hope this information is of assistance to you.  
Trevor.

--  
Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

**From:** s.22  
**Sent:** Monday, March 4, 2019 3:22 AM

**To:** [Ahmed.Hussen@parl.gc.ca](mailto:Ahmed.Hussen@parl.gc.ca); Bains, Harry LBR:EX; [Minister@cic.gc.ca](mailto:Minister@cic.gc.ca); Hughes, Trevor LBR:EX; Ralston.MLA, Bruce LASS:EX; [justin.trudeau@parl.gc.ca](mailto:justin.trudeau@parl.gc.ca); OfficeofthePremier, Office PREM:EX  
**Subject:** PLEASE HELP- Threatened and Exploited by Immigration Consultant and Employer for money.

Dear Sir/Madam.

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, March 5, 2019 9:20 AM  
**To:** Cheevers, Michael LBR:EX  
**Subject:** Fwd: FYI-BCNU welcomes federal NDP support for reduction of workplace violence faced by nurses | Indo-Canadian Voice

Sent from my iPhone

Begin forwarded message:

**From:** "McCaffrey, Julianne GCPE:EX" <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Date:** March 5, 2019 at 9:19:50 AM PST  
**To:** "Bains, Harry LBR:EX" <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>, "Bains.MLA, Harry LASS:EX" <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Subject:** FYI-BCNU welcomes federal NDP support for reduction of workplace violence faced by nurses | Indo-Canadian Voice

<https://www.voiceonline.com/bcnu-welcomes-federal-ndp-support-for-reduction-of-workplace-violence-faced-by-nurses/>

# BCNU welcomes federal NDP support for reduction of workplace violence faced by nurses

March 4, 2019

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DUPLICATE

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Monday, March 11, 2019 5:01 PM  
**To:** Hughes, Trevor LBR:EX  
**Subject:** Re: Backlog at Employment Standards offices

Please do

Sent from my iPhone

On Mar 11, 2019, at 2:37 PM, Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)> wrote:

If you wish, this can be put into the system for a reply letter signed by me or you based on the preference of your office. We would be happy to reply to this person.  
T.

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**From:** Bains, Harry LBR:EX  
**Sent:** Monday, March 11, 2019 12:40 PM  
**To:** Hughes, Trevor LBR:EX; Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX  
**Subject:** Fwd: Backlog at Employment Standards offices

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** March 11, 2019 at 11:12:54 AM PDT  
**To:** "[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)" <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>  
**Subject:** Backlog at Employment Standards offices

Sir:

Congratulations on your party forming government, but to continue in government your government will need to prove you can properly manage the business of the Province. I have every confidence that you and your fellow NDP members will prove able to the task which is why I am writing to alert you that there is a serious backlog in Employment Standard's offices. I am helping my daughter in her struggle to get monies owed from a former employer. The employer knowing how slowly Employment Standards currently manages its files is using this information to avoid paying my daughter. I presume that wrongfully treated employees across the province can tell a similar story. As the saying goes: Justice delayed is Justice denied. If our government is not willing or able to properly fund Employment Standard Branches, I suggest a law be enacted that quadruples the cost to any employer who is found in breach of Employment Standards. This may have the effect of encouraging compliance in obvious cases of illegal labour practices, and thus shorten the waiting period for those cases that need a judicial review of some sort. At very least a complaint applicant should be given some idea of how long the process to be heard might take at any given time. My daughter sent in her complaint almost a month ago, and has not even been assigned a

case manager. S.22  
S.22 How long must she wait?  
Respectfully yours,  
S.22

Sent from Mail for Windows 10

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Wednesday, March 13, 2019 7:33 PM  
**To:** Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX  
**Subject:** Fwd: Work Safe BC experience

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** March 12, 2019 at 5:27:31 AM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Work Safe BC experience

My name is s.22

Two years ago I got injured while working for a private company.

I was told at hospital that I need to start a claim with work safe BC which I did.

s.22

As a result of my accident my manager made very unprofessional and unpleasant comments, my Work Safe Bc manager told me when I mention to her what my boss did that I was using their system and she was there to protect the company not me.

s.22

I'm telling you this all because thru this whole experience I realized that Work Safe BC is not equipped to deal with mental health issues or injuries which contributes to a person.

Now my case is reopen again they sending me to another doctor and is like a crazy circle which never ends.

I really want the public to be aware of that when I need the support the most I never got it, totally the opposite.

s.22

s.22

How many other people were mistreated by their managers, how many other people had to experience what I experience.

Please help me.

My request to you is to look to my case and let me speak up.

I want the board of directors to be aware of what is happening .

s.22

Sent from my iPhone

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Friday, March 15, 2019 12:17 PM  
**To:** Zimmerman, Emily LBR:EX; Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** Fwd: Work safe BC

Can someone look into this and why we haven't replied?  
Sent from my iPhone

Begin forwarded message:

**From:** S.22  
**Date:** March 15, 2019 at 8:14:51 AM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Work safe BC

This is the second contact attempt, to discuss work safe BC. Even when I contact my federal MP he calls me back. I don't know if you feel you don't have to deal with individuals, and that your far to important to handle matters of the public.

That would be a huge mistake, S.22 I will not be afraid to call you out in public, you or Horgan. So for the second time I am requesting a call so we can discuss Work Safe BC. So please give me a call or we can meet after I call Horgan out on this matter in front of the media. You can ask Rita Johnson it won't be pretty. You can reach me S.22 I thank you.

From: S.22

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DUPLICATE



## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Saturday, March 16, 2019 7:51 PM  
**To:** Hughes, Trevor LBR:EX  
**Subject:** Re: wcb laws and policy 5.1 (c), C3-13.00

I think we should reply

Sent from my iPhone

On Mar 16, 2019, at 11:04 AM, Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)> wrote:

s.13

s.13 i, he can make a submission to Janet P about whether the WCA should be further amended in this area.

If you would like a response drafted to this person, let me know and we can put it through the system.  
T.

On Mar 15, 2019, at 9:26 PM, Bains, Harry LBR:EX <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** March 15, 2019 at 3:21:20 PM PDT  
**To:** [HARRY.BAINS@gov.bc.ca](mailto:HARRY.BAINS@gov.bc.ca)  
**Subject:** wcb laws and policy 5.1 (c), C3-13.00

Hello Minister Bains,  
I am reaching out to your office for assistance to "right side up" wcb laws s5.1(c) and policies C3-13.00 that are written today allowing for employers to seek shelter in this home legislation of wcb. It is my understanding a legislator is required in order to have this unfair legislation foreclosed on that offers shelter to an abusive employer by allowing them to hold up inside this wcb home law and policy and receive the protection/ shelter they are keenly aware is available to only them and actively seek this law and policies protections out as it

will thwart challenges brought. It is even argued for by the governing body of this home legislation to shield employers who were abusive. Our justices have acknowledged this legislations power of protection for an abusive employer stating;

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IN THE SUPREME COURT OF BRITISH COLUMBIA

Citation:

Bendera v. Workers' Compensation Appeal Tribunal,

2018 BCSC 552

Date: 20180406

Docket: S152733

Registry: Vancouver

[73] *It is incongruous to the overall scheme of the WCA that*

*bullying and harassing conduct would be compensable **unless** that*

*bullying and harassment was conducted by the worker's employer in the*

*context of an employment-related matter.*

[74] *One can easily imagine harassment in the context of demands*

*concomitant upon threats to a worker's continued employment that are*

*more egregious than the conduct in this case.*

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Thanking you in advance for your attention to this abusive legislation

and in hearing that a resolution to this unjust power imbalance in our

country has been corrected.

Respectfully,

s.22

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Monday, March 18, 2019 8:22 AM  
**To:** Cheevers, Michael LBR:EX

[top](#) [previous](#) [next](#)

### **WorkSafeBC close to completing ammonia inspections after Fernie arena tragedy**

The Free Press

Saturday, March 16, 2019

By Staff1

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[top](#) [previous](#) [Worker Rights & Safety](#)

Sent from my iPhone

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Wednesday, March 20, 2019 6:33 AM  
**To:** Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX; Cooling, Karen LBR:EX; Zimmerman, Emily LBR:EX  
**Subject:** Fwd: wcb laws and policy 5.1 (c), C3-13.00 abusive to employees

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** March 19, 2019 at 12:19:12 PM PDT  
**To:** [HARRY.BAINS@gov.bc.ca](mailto:HARRY.BAINS@gov.bc.ca)  
**Subject:** wcb laws and policy 5.1 (c), C3-13.00 abusive to employees

Hello minister Bains,

What I am referring to is a criminal behaviour...

[32] This view is supported by *Re David Ronald Fitzpatrick*, 2017 ONSC 2342, in which Myers J. held that "bodily harm" includes psychological harm under both the BIA and the Criminal Code.

s.22

Instructions for an abused, harassed worker were followed by me but only drove more abuses;  
**"Workplace Bullying Institute suggests that the most effective action an employee can take is to make an unemotional pitch to the highest level supervisor he or she can"...** "Workers that have been bullied have an **ethical obligation to report** it so that the company has an opportunity to take corrective action. Moreover, **reporting may save others** from the degrading nature of being bullied in the workplace."

I have done that and now am unemployed...it now appears to me the above instructions are speaking of a situation where it is a co-worker harming a worker, not when an employer is the abuser as all employer's and their agents are afforded an "exclusion" for abuses within their insurer, wcb, laws and policies.

Please do what you can to foreclose on these laws and policies at wcb that violates Canadian Human Rights and the ohs right.

Thanking you in advance,  
s.22

----- Forwarded message -----

From: s.22

Date: Fri, Mar 15, 2019, 3:21 PM  
Subject: wcb laws and policy 5.1 (c), C3-13.00  
To: <[HARRY.BAINS@gov.bc.ca](mailto:HARRY.BAINS@gov.bc.ca)>

Hello Minister Bains,

I am reaching out to your office for assistance to "right side up" wcb laws s5.1(c) and policies C3-13.00 that are written today allowing for employers to seek shelter in this home legislation of wcb. It is my understanding a legislator is required in order to have this unfair legislation forclosed on that offers shelter to an abusive employer by allowing them to hold up inside this wcb home law and policy and receive the protection/ shelter they are keenly aware is available to only them and actively seek this law and policies protections out as it will thwart challenges brought. It is even argued for by the governing body of this home legislation to shield employers who were abusive.

Our justices have acknowledged this legislations power of protection for an abusive employer stating;

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IN THE SUPREME COURT OF BRITISH COLUMBIA

Citation:

Bendera v. Workers' Compensation Appeal Tribunal,  
2018 BCSC 552

Date: 20180406

Docket: S152733

Registry: Vancouver

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This home legislation at wcb has become a stick now for employers so inclined and places every worker who falls under this (and is every single worker in BC) into a legislated position of weakness that unfairly allows for the most powerful among us positionally to abuse those positionally weaker, and a continuing history in Canada sadly of these abuses of power, abuses able to be committed safely inside this unjust legislation. We seek an immediate change to this legislated unfairness of power here and in every area of Canada power is afforded an imbalance over any another person or group.

Thanking you in advance for your attention to this abusive legislation and in hearing that a resolution to this unjust power imbalance in our country has been corrected.

Respectfully,

s.22

**Bains, Harry LBR:EX**

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**From:** Bains, Harry LBR:EX  
**Sent:** Thursday, March 21, 2019 10:30 PM  
**To:** Hughes, Trevor LBR:EX  
**Subject:** Re: Janet Patterson contract update

Let's talk about it Friday

Sent from my iPhone

On Mar 21, 2019, at 4:41 PM, Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)> wrote:

Minister, I wanted to give you an update on negotiations with Janet on her contract. s.13;s.17  
s.13;s.17

Please let me know if you wish to discuss (by phone) or a response by email is just fine.  
Thanks.  
T.

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Sunday, March 24, 2019 2:41 PM  
**To:** Garnier, Jack LBR:EX  
**Cc:** Cheevers, Michael LBR:EX  
**Subject:** Fwd: Tribunal Rulings

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** March 24, 2019 at 2:27:36 PM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Tribunal Rulings

Honourable Harry Bains

Minister of Labour  
PO Box 9041 Stn Prov Govt  
Parliament Buildings  
Victoria BC V8W 9E1  
March 25, 2019

**Re: Tribunal File Number:** s.22

Dear Mr. Bains,

I wrote to you on September 11, 2017 regarding s.22 and this file. Once again, the Tribunal heard an appeal from s.22 which was denied and ruled in favour of s.22. s.22 Once again s.22 has not paid any of us the money he owes. After speaking to Kara Crawford, Collections Team Lead, she informed that they could not find any assets for s.22 thus it will be highly unlikely that we will ever see any money. She also said that with the current legislation that her department's hands were basically tied. Mr. Bains, how can this be that s.22 is not being charged with fraud for not following the Tribunal rulings which he has now lost twice? How can it be that after 10 years the Ministry cannot collect funds owing us? I'm sure he is not the only business owner that has not followed the Employment Standards rulings in the past and to be told there is nothing that can be done makes absolutely no sense. Surely you can track him down through his taxes and garnish his wages until he pays back every dollar, he owes to us.

s.22

As you can imagine is extremely disappointing as it is hoped the Ministry of Labour would protect employees from unscrupulous employers like s.22 however, it is clearly evident that under the Liberals and now the NDP Government the Ministry is not capable of fulfilling its commitment to protect

British Columbians from employers that cheat the system. s.22 is free to continue to live his life without paying his debt to people he has cheated how is this possible Mr. Bains?  
“Ensure British Columbians have the same rights and protections enjoyed by other Canadians by reviewing the Labour Code to ensure workplaces support a growing, sustainable economy with fair laws for workers and businesses.” Is this not the mandate you and your office are supposed to uphold?

I would welcome an opportunity to speak to you directly to discuss this matter.

Best regards,

s.22

## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Tuesday, March 26, 2019 2:24 PM  
**To:** Cheevers, Michael LBR:EX; Hughes, Trevor LBR:EX; Zimmerman, Emily LBR:EX  
**Subject:** Fwd: Are you there?

Has anyone replied to this one?

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** March 26, 2019 at 1:20:21 PM PDT  
**To:** [HARRY.BAINS@gov.bc.ca](mailto:HARRY.BAINS@gov.bc.ca)  
**Cc:** [Paige.Robertson@leg.bc.ca](mailto:Paige.Robertson@leg.bc.ca), [PoWah.Ng@leg.bc.ca](mailto:PoWah.Ng@leg.bc.ca)  
**Subject:** Are you there?

Hello again Hon.Minister Bains,

Employee's are being held to a very high standard by our employer's and is backed up by our courts, laws and policies visible here;

2014-06-09

File number: A048-14

Citation: Shaw Cablesystems GP v International Brotherhood of Electrical Workers, Local 213, 2014 CanLII 31320 (CA LA),

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*McKinley, at para. 48; Steel v. Coast Capital Savings Credit Union, 2015 BCCA 127 (CanLII), at para. 30."*

But this same high standard is not seen for an employer who maintains complete control in their labour environment and are the most powerful ones in that environment then are also given a path to a very low

standard and is backed up in our courts, laws and policies;

WCAT-2013-03061 (November 1, 2013)

Copyright

There is an appearance with some language all is fair and just by those who sit in oversight of the labour environment;...

Copyright

except when it involves an employer attacking an employee and is visible in our courts, laws and policies as seen in my earlier email.

Which give rise to abusive work environments and untold damages that weaken families and communities as pointed out here;

Copyright

I do hope that these are being seen and read by you or even a member of your staff as there is a flaw in the legislation you are minister of that allows for abuse of one group over another group. FYI

Respectfully,

s.22



## Bains, Harry LBR:EX

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**From:** Bains, Harry LBR:EX  
**Sent:** Saturday, March 30, 2019 1:30 PM  
**To:** Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX; Cooling, Karen LBR:EX  
**Subject:** Fwd: Abusive employers "exclusion"

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** March 29, 2019 at 10:37:27 AM PDT  
**To:** [HARRY.BAINS@gov.bc.ca](mailto:HARRY.BAINS@gov.bc.ca)  
**Cc:** [harry.bains.MLA@leg.bc.ca](mailto:harry.bains.MLA@leg.bc.ca)  
**Subject:** Abusive employers "exclusion"

Hello hon. minister Mr Bains,

It would seem that my multiple attempts to communicate with you over my concerns of wcb laws and policy are not finding you or have not found any time by you.

I have had no response of any kind to my emails sent to [HARRY.BAINS@gov.bc.ca](mailto:HARRY.BAINS@gov.bc.ca) that they are even being received and, as a minister with staffing, a bounce back should be at least the very lowest of standards.

I will however continue to attempt to communicate my concerns about the abuses workers in BC are legally being subjected to by employers that are afforded an "exclusion" for their behaviour in wcb laws and policy legislation.

I look forward to hearing from you and coming to understand your views on this matter and how it can be resolved to protect the workers of this province, workers should not be viewed as a "renewable resource" by their employer as we can be now under your legislation, this has a devastating direct cost to workers and a cost to this province, and is only beneficial to an already powerful employers bottom line which increases their abusiveness after finding success in "renewing" workers through wcb laws and policy legislation.

All abuse must be confronted and erradicated if we are to be a healthy province in a healthy nation.

s.22