

Zimmerman, Emily LBR:EX

From: Zimmerman, Emily LBR:EX
Sent: Wednesday, April 4, 2018 2:52 PM
To: Botterill, Janice LASS:EX
Subject: RE: RE: RE: Employment Standards

Follow Up Flag: Follow up
Flag Status: Completed

Hi Janice,

The advice I received from the Ministry is they can submit a complaint or at least call the 1-800-663-3316 for advice. But to be clear there is six month limitation on back pay and no way to go back 10 years.

I would suggest each employee call the 1-800-663-3316 number and explain their situation then ask the Employment Standards Branch for advice on how to proceed.

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: Thursday, March 29, 2018 3:12 PM
To: Zimmerman, Emily LBR:EX
Subject: FW: RE: RE: Employment Standards

I would appreciate if you could review and advise if staff have a response to my question posed in my email dated Feb 22.

Thanks, Janice

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

From: Janice Botterill <Janice.Botterill@leg.bc.ca>
Sent: March 15, 2018 1:25 PM
To: emily.zimmerman@gov.bc.ca
Subject: FW: RE: RE: Employment Standards

Hi Emily,

Hope you are well. Any chance you have rec'd a response from staff?

Thanks,
Janice

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

From: Botterill, Janice <Janice.Botterill@leg.bc.ca>
Sent: February 22, 2018 9:34 AM
To: 'Zimmerman, Emily LBR:EX' <Emily.Zimmerman@gov.bc.ca>
Subject: RE: RE: Employment Standards

Good Morning Emily

In reviewing the constituent's email, it would appear all employees have surpassed the allowable 6 month timeline (Statutory Limitation period) for making a complaint through the self-help kit.

My interpretation of the Employee Standards Act, Part 10 provides these employees the opportunity to submit a complaint after they have terminated their employment. Let's assume these folks continue to be employed for the next 10 years, can they file a complaint and expect to recover lost wages for a 10 year time period? Is there a time or monetary limitation associated with this kind of complaint?

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

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: Zimmerman, Emily LBR:EX [<mailto:Emily.Zimmerman@gov.bc.ca>]
Sent: Wednesday, February 21, 2018 2:50 PM
To: Botterill, Janice <Janice.Botterill@leg.bc.ca>
Subject: RE: RE: Employment Standards

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>
Sent: February 15, 2018 1:54 PM
To: 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>
Sent: February 5, 2018 11:02 AM
To: Botterill, Janice <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. 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

P: 604-597-8248

F: 604-597-8882

www.Harrybains.ca

From: Botterill, Janice

Sent: January 31, 2018 8:55 AM

To: Zimmerman, Emily <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

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>

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>

Sent: Friday, January 19, 2018 9:47 PM

To: s.22

Subject: Employment Standards

Good Afternoon s.22

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

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

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: Thursday, April 12, 2018 12:51 PM
To: Hughes, Trevor LBR:EX
Subject: FW: Employment Standards Issue RE ^{s.22} URGENT
Attachments: 20180411110610.pdf

Importance: High

Follow Up Flag: Follow up
Flag Status: Completed

Hi Trevor,
MLA Peter Milobar's office has a constituent that is dealing with the ESB.

s.22

She also says she spoke to employment standards and

s.22

Any Advise?

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: Millward, Zach [mailto:Zach.Millward@leg.bc.ca]
Sent: Wednesday, April 11, 2018 11:51 AM
To: Zimmerman, Emily LBR:EX; Minister, LBR LBR:EX
Subject: Employment Standards Issue RE ^{s.22} URGENT
Importance: High

Good morning,

Please find attached consent for the following constituent:

Page 08

Withheld pursuant to/removed as

s.22

This is an urgent request,

s.22

Thank you for your attention to this matter.

Zach

Zach Millward | Constituency Assistant

Peter Milobar, MLA Kamloops – North Thompson

Email: Zach.Millward@leg.bc.ca

Phone #: [250 554 5413](tel:2505545413) Fax #: [250 554 5417](tel:2505545417)

Toll Free #: [1 888 299 0805](tel:18882990805)

www.petermilobarmila.ca

Zimmerman, Emily LBR:EX

From: Zimmerman, Emily LBR:EX
Sent: Tuesday, April 17, 2018 11:18 AM
To: Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX
Subject: FW: Contacts

Follow Up Flag: Follow up
Flag Status: Flagged

This is an email from MLA Thornthwaite regarding developing a specific facility so workers who suffer from trauma/PTSD have a place to access for support while recovering.
Contacts name, phone and email below.

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: Hosseinzadeh, Nick [mailto:Nick.Hosseinzadeh@leg.bc.ca]
Sent: Tuesday, April 17, 2018 10:27 AM
To: Zimmerman, Emily LBR:EX
Subject: Contacts

Hi Emily,

Hope you are well. I am following up per a conversation the Minister and MLA Thornthwaite had during Budget estimates. He asked that we send relevant contacts per their exchange (<https://youtu.be/GC8DdKG2oVE>).

s.22

Thanks,

Nick Hosseinzadeh | Constituency Assistant
Jane Thornthwaite, MLA
North Vancouver – Seymour
#217-1233 Lynn Valley Road

North Vancouver, B.C.
P: 604.983.9852 | F: 604.983.9978
www.janethornthwaitemla.bc.ca

Zimmerman, Emily LBR:EX

From: Zimmerman, Emily LBR:EX
Sent: Thursday, April 19, 2018 1:25 PM
To: Garnier, Jack LBR:EX; Cheevers, Michael LBR:EX
Subject: RE: Casefile

Follow Up Flag: Follow up
Flag Status: Completed

s.22

Speaking with Nancy earlier - s.22 as the worker did not put in the claim until
after he was let go BUT

s.22 who had TFW working under deplorable condition: s.22

s.22

If this was the case I am not surprised that the worker made the claim after the fact.
Still we need to wait for the decision from the Review Panel so we can see what their decision is.

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: Garnier, Jack LBR:EX
Sent: Thursday, April 19, 2018 11:16 AM
To: Zimmerman, Emily LBR:EX
Subject: Casefile

Off to you ☺

FYI, a ministers response is in the works for an earlier claim. Not regarding his case, however in relation. The response will be regarding the claim that his ex-employer^{s.22} is operating under infractions of the safety code. Cliff 55282, for more info.

Jack

Zimmerman, Emily LBR:EX

From: Zimmerman, Emily LBR:EX
Sent: Monday, April 23, 2018 3:31 PM
To: Hughes, Trevor LBR:EX; Bains, Harry LBR:EX; Cheevers, Michael LBR:EX
Subject: RE: s.22 - Concerns relating to request for review of current newspaper carriers wages

Follow Up Flag: Follow up
Flag Status: Completed

Is this letter something we can forward to the Employment Standards Coalition to include in their submission. Or do we have an avenue to keep individual requests for changes?

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: Hughes, Trevor LBR:EX
Sent: Saturday, April 21, 2018 9:51 AM
To: Bains, Harry LBR:EX; Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX
Subject: RE: s.22 - Concerns relating to request for review of current newspaper carriers wages

We can send him a letter about the ESA issues.

From: Bains, Harry LBR:EX
Sent: Saturday, April 21, 2018 8:52 AM
To: Hughes, Trevor LBR:EX; Cheevers, Michael LBR:EX; Zimmerman, Emily LBR:EX
Subject: Fwd: s.22 - Concerns relating to request for review of current newspaper carriers wages

Sent from my iPhone

Begin forwarded message:

From: "Button, Judy LASS:EX" <Judy.Button@leg.bc.ca>
Date: April 20, 2018 at 4:26:13 PM PDT

To: "Bains, Harry LBR:EX" <Harry.Bains@gov.bc.ca>

Subject: s.22

- Concerns relating to request for

review of current newspaper carriers wages

Good day Hon Harry Bains:

Attached herewith copy of letter received from MLA Eric Foster constituent in his words concerns relating to above captioned subject. Please at your earliest convenience able to review and respond to letter. Copy of response would be much appreciated.

Thank you,
Judy Button
Office Assistant