

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 27, 2018 10:23 AM  
**To:** Jack Garnier  
**Subject:** Fw: Letter for s.22  
**Attachments:** Offer Letter - Dec 2018.docx

Sent from my BlackBerry — the most secure mobile device

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**From:** Karen.Cooling@gov.bc.ca  
**Sent:** December 27, 2018 10:20 AM  
**To:** Jack.Garnier@gov.bc.ca  
**Subject:** Fw: Letter for s.22

Sent from my BlackBerry — the most secure mobile device

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**From:** Maura.Parte@gov.bc.ca  
**Sent:** December 24, 2018 12:44 PM  
**To:** Karen.Cooling@gov.bc.ca  
**Subject:** Letter for s.22

Hello Karen,

Attached is an offer letter for s.22 for this new role.  
I don't know if you have discussed this with him yet so I will leave it with you.

I am in the office today and on the 27<sup>th</sup>, 28<sup>th</sup> and 31.

Thank you,  
Maura

Maura Parte  
BC Public Service Agency  
250-213-6377

Page 02 to/à Page 03

Withheld pursuant to/removed as

s.22

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 20, 2018 8:25 AM  
**To:** Talbot, Sarena GCPE:EX  
**Cc:** Harder, Derrick AG:EX  
**Subject:** January

Hi Sarena:

In case I haven't already told you, Derrick will be filling in at Labour for January.

Hope you had a great holiday.

K

Sent from my BlackBerry — the most secure mobile device

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 20, 2018 8:23 AM  
**To:** McCaffrey, Julianne GCPE:EX; Wey, Melody GCPE:EX  
**Cc:** Cheevers, Michael LBR:EX; Harder, Derrick AG:EX  
**Subject:** January

Hi there fabulous GCPE team

Let me link you with the equally fabulous Derrick Harder

s.22

s.22

K

Sent from my BlackBerry — the most secure mobile device

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 20, 2018 8:21 AM  
**To:** Hughes, Trevor LBR:EX  
**Cc:** Harder, Derrick AG:EX

Hi Trevor:

I'm just linking you with Derrick Harder

s.22

Derrick has been briefed on all the major issues and our processes.

As always, don't hesitate to contact me if I can assist, but Derrick will be the lead as of January 1

Regards  
Karen

Sent from my BlackBerry — the most secure mobile device

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 20, 2018 8:18 AM  
**To:** Bains, Harry LBR:EX  
**Cc:** Cheevers, Michael LBR:EX; Harder, Derrick AG:EX  
**Subject:** Fw: Letter to Minister of Labour re Sobeys West and UFCW 1518 (S. 106 Proceedings) AWARD  
**Attachments:** 33409 Sobeys and UFCW (S. 106) Letter to Minister enclosing Interest Arb Award Dec 19 2018.pdf; 33409.2 Sobeys West and UFCW 1518 (Interest Arb) AWARD.pdf  
**Importance:** High

The decision on Sobey's from Arbitrator Ready.

Karen

Sent from my BlackBerry — the most secure mobile device

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**From:** Trevor.Hughes@gov.bc.ca  
**Sent:** December 19, 2018 12:21 PM  
**To:** Karen.Cooling@gov.bc.ca  
**Subject:** FW: Letter to Minister of Labour re Sobeys West and UFCW 1518 (S. 106 Proceedings) AWARD

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**From:** Vince Ready/Cathy Sinclair  
**Sent:** Wednesday, December 19, 2018 11:34 AM  
**To:** Hughes, Trevor LBR:EX  
**Cc:** 'Q. C. Tom Roper'; Gabrielle Scorer; Gary Caroline; Sharen Edgar  
**Subject:** Letter to Minister of Labour re Sobeys West and UFCW 1518 (S. 106 Proceedings) AWARD  
**Importance:** High

Mr. Trevor Hughes  
Deputy Minister of Labour  
Province of British Columbia

Please see attached letter and award for the attention of The Honourable Minister of Labour Harry Bains. Please acknowledge receipt. Thank you.

Cathy Sinclair  
Assistant to Vince Ready  
Ph 604 691-2554  
Fx 604 691-2556  
[vready@arboffice.ca](mailto:vready@arboffice.ca)

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 18, 2018 12:46 PM  
**To:** Birnie, Kayla LBR:EX  
**Subject:** RE: 2018 Employee Attendance Report  
**Attachments:** Cooling, Karen\_2018 employee attendance report.pdf

Hi Kayla:

I have attached my signed report.

Karen

---

**From:** Birnie, Kayla LBR:EX  
**Sent:** Tuesday, December 11, 2018 2:55 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** 2018 Employee Attendance Report

Hey Karen,

Please find attached the 2018 Employee Attendance Report (EAR).

This report shows all leave details and balances for you as at Dec 8/18. This includes Bill 66, OSS, CTO, ETO, Vacation, STIIP-sick leave and special leave.

The EAR report also helps identify any leave not taken that should be scheduled before the end of the calendar year, in order to align with carry over rules.

This year all 2018 leave submitted through TLAM must be approved by 5pm on January 7, 2019. If not, it will remain as an unapproved record in Time and Leave.

Once leave rollover is processed at end of day on the 7<sup>th</sup>, any historical edits for 2018 will then need to be submitted via a LMT or a MyHR ticket.

Please take time to review your EAR report and ensure all leaves are recorded correctly in the system and have been taken from the correct bank.

- Please sign and date the report and return it to myself.

### **If Needed** - Leave Corrections

- The corrections can be entered into the Time and Leave system by you for up to two pay periods after the leave period has ended.
- A Leave Approver can enter missed leave on behalf of an employee in Time and Leave up to four pay periods after the leave period has ended.
- If you need to go back further than four pay periods, you need to submit the electronic leave form or a manual leave form.

Any questions please let me know.

Thanks,

**Kayla Birnie**

Manager, Executive Operations

Ministry of Labour

Phone 778.974.2177



## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Monday, December 17, 2018 2:52 PM  
**To:** Birnie, Kayla LBR:EX  
**Subject:** RE: DM Message: s.22

s.22 Thank you for everything that you have done to make our lives easier here  
at the MO.

s.22

Warm regards,  
Karen

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**From:** Birnie, Kayla LBR:EX  
**Sent:** Friday, December 14, 2018 11:32 AM  
**To:** Campbell, Sue LBR:EX <Sue.Campbell@gov.bc.ca>; Garnier, Jack LBR:EX <Jack.Garnier@gov.bc.ca>; Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>; Cheevers, Michael LBR:EX <Michael.Cheevers@gov.bc.ca>; Zimmerman, Emily LBR:EX <Emily.Zimmerman@gov.bc.ca>  
**Cc:** Hourston, Sveah JTT:EX <Sveah.Hourston@gov.bc.ca>  
**Subject:** DM Message: s.22

Hey Everyone,

I just wanted to pass along the below DM Message s.22 I have  
cc'd Sveah Hourston s.22 and available to help with anything DMO related!

s.22

Thanks & hope everyone gets some time over the Holidays,

**Kayla Birnie**  
Manager, Executive Operations  
Ministry of Labour

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**From:** Birnie, Kayla LBR:EX **On Behalf Of** Hughes, Trevor LBR:EX  
**Sent:** Friday, December 14, 2018 11:09 AM  
**To:** LBR All  
**Subject:** DM Message: s.22



T  
D  
M

Good Morning, All;

s.22

Thanks.

Trevor

Deputy Minister

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Monday, December 17, 2018 2:03 PM  
**To:** Cheevers, Michael LBR:EX  
**Subject:** FW: MO social media questions  
**Attachments:** Minister Social Media.xlsx

Can you please respond to Amanda?

Thanks  
K

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**From:** van Baarsen, Amanda AEST:EX  
**Sent:** Sunday, December 16, 2018 5:12 PM  
**To:** Smith, Jessica C AGRI:EX <Jessica.C.Smith@gov.bc.ca>; Smith, George AG:EX <George.Smith@gov.bc.ca>; Perry, Alisma, MCF:EX <Alisma.Perry@gov.bc.ca>; Arora, Jasleen MCF:EX <Jasleen.Arora@gov.bc.ca>; Maartman, William EDUC:EX <William.Maartman@gov.bc.ca>; Sanderson, Melissa EMPR:EX <Melissa.Sanderson@gov.bc.ca>; Frampton, Caelie ENV:EX <Caelie.Frampton@gov.bc.ca>; Henry, Molly FIN:EX <Molly.Henry@gov.bc.ca>; McLaren, Kenn FLNR:EX <Kenn.McLaren@gov.bc.ca>; Yeung, Lucinda HLTH:EX <Lucinda.Yeung@gov.bc.ca>; McNish, James JTT:EX <James.McNish@gov.bc.ca>; Chang, Stephanie JTT:EX <Stephanie.Chang@gov.bc.ca>; Takkar, Nimmi PSSG:EX <Nimmi.Takkar@gov.bc.ca>; Infante, James SDPR:EX <James.Infante@gov.bc.ca>; Sanderson, Melanie TRAN:EX <Melanie.Sanderson@gov.bc.ca>; Sas, Jonathan IRR:EX <Jonathan.Sas@gov.bc.ca>; Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>; Lindsay-Baugh, Anna MMHA:EX <Anna.LindsayBaugh@gov.bc.ca>; Ashbourne, Craig MAH:EX <Craig.Ashbourne@gov.bc.ca>; Ranjan, Ramesh TAC:EX <Ramesh.Ranjan@gov.bc.ca>  
**Subject:** MO social media questions

G'd'evenin'!

<this email is transitory>

I am nearly finished a chart demonstrating each Minister's social media practises, and realize I did not ask the same questions while I visited each office last month.

Can you quickly shoot me back and email with answers to the following questions? I'll share the complete comparison chart with you once I've roles portion complete. For the meantime, find a teaser chart attached, detailing platforms and frequency of posts 😊

For those I didn't get a chance to see in person – this is to assist in a conversation around social media that my Minister is hoping to have about best practises for our office. Your help will be very appreciated!

1. Do you use DMO drafted tweets and facebook posts?
2. Does your Minister post to social media? If so, on which mediums?
3. Does your EA post to your Minister's social media? If so, on which mediums?
4. Do MAs post to your Minister's social media? If so, on which mediums?
5. Does your CA post to your Minister's social media? If so, on which mediums?
6. Does your Minister approve the copy of staff social media posts? If so, how quick is the approval turnaround?
7. Does your MO coordinate social media posts with your CO?
8. Anything you want to add about the way posts are prioritized?

Thanks for your help!

**Amanda van Baarsen**

Ministerial Assistant to

Hon. Melanie Mark, Minister of Advanced Education, Skills, and Training

Room 133 | Parliament Buildings, Victoria, BC | V8W 9V1

(P) 250-953-0946

*Pronouns: she/her*

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Friday, December 14, 2018 5:51 PM  
**To:** McCaffrey, Julianne GCPE:EX; Bains, Harry LBR:EX; Cheevers, Michael LBR:EX; Garnier, Jack LBR:EX; Campbell, Sue LBR:EX; Zimmerman, Emily LBR:EX  
**Cc:** Wey, Melody GCPE:EX; Beneteau, Nicole GCPE:EX; Thomas, Rishma GCPE:EX; McGachie, Joanne GCPE:EX  
**Subject:** Re: HaPpY HoLiDaYs to your crew from ours!

Great photo! Happy Holidays to you too!

Karen

Sent from my BlackBerry — the most secure mobile device

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**From:** Julianne.McCaffrey@gov.bc.ca  
**Sent:** December 14, 2018 2:07 PM  
**To:** Harry.Bains@gov.bc.ca; Karen.Cooling@gov.bc.ca; Michael.Cheevers@gov.bc.ca; Jack.Garnier@gov.bc.ca; Sue.Campbell@gov.bc.ca; Emily.Zimmerman@gov.bc.ca  
**Cc:** Melody.Wey@gov.bc.ca; Nicole.Beneteau@gov.bc.ca; Rishma.Thomas@gov.bc.ca; Joanne.McGachie@gov.bc.ca  
**Subject:** HaPpY HoLiDaYs to your crew from ours!

Page 16

Withheld pursuant to/removed as

s.22

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Friday, December 14, 2018 2:26 PM  
**To:** McGinn, Ralph WCB:EX  
**Subject:** Re: Report

Yes and he is looking forward to discussing it with you on Monday.

Sent from my BlackBerry — the most secure mobile device

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**From:** Ralph.McGinn@worksafebc.com  
**Sent:** December 14, 2018 12:55 PM  
**To:** Karen.Cooling@gov.bc.ca  
**Subject:** Report

Did you get my response to Minister regarding surplus in Accident Fund and the attached report?

Sent from my iPhone

Since 1917, WorkSafeBC has helped to improve the health and safety of British Columbians in the workplace. Follow us on Facebook, Twitter, LinkedIn, Instagram and YouTube for the latest announcements, jobs, workplace health and safety resources, and news.

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## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 13, 2018 1:20 PM  
**To:** 'Igluka Ivanova'  
**Subject:** RE: CCPA Research Proposal on Precarious Work in BC

Hi Igluka

Thank you for the prompt and my sincere apologies for the delay in responding.

s.13

We are much supportive of the study and look forward to reading the results as the impact of the growing nature of precarious work is a concern for our Ministry.

All the best for the holiday season.

Warm regards,  
Karen

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**From:** Igluka Ivanova <iglika@policyalternatives.ca>  
**Sent:** Wednesday, December 12, 2018 11:10 AM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Re: CCPA Research Proposal on Precarious Work in BC

Hi Karen,

I hope you are well. I haven't heard back from you about this project so I imagine that there wasn't much appetite for supporting this kind of research at the moment but I wanted to double-check. I am planning to submit a funding application for this project to the Vancouver Foundation and I wanted to have your response first (either way) because — of course — having government support for this project would make the application to other funders even stronger.

Thanks in advance,  
Igluka

...

Igluka Ivanova  
Senior Economist and Public Interest Researcher  
Canadian Centre for Policy Alternatives - BC Office  
520 - 700 W Pender St. Vancouver BC V6C 1G8  
Tel: (604) 801-5121 Ext. 232  
[www.policyalternatives.ca](http://www.policyalternatives.ca) | [www.policynote.ca](http://www.policynote.ca)  
Unifor Local 3000

The CCPA-BC is located on unceded Coast Salish territory, including the lands belonging to the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səliłwətaʔt/Selilwitulh (Tsleil-Waututh) Nations.

On Oct 9, 2018, at 3:01 PM, Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)> wrote:

Hi Igluka:

I am still working on this. I hope to be in touch next week.

Karen

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**From:** Igluka Ivanova [<mailto:iglika@policyalternatives.ca>]  
**Sent:** Friday, September 21, 2018 5:20 PM  
**To:** Cooling, Karen LBR:EX  
**Subject:** CCPA Research Proposal on Precarious Work in BC

Hi Karen,

Please find attached two versions of a research proposal from CCPA to undertake a precarious work survey in BC: a brief 2-page version as well as a 6-page full proposal that goes over the project's methodology and context in greater detail.

As you will see, the project involves original data collection on precarious work in BC, partially replicating the survey research done by the Poverty and Employment Precarity in Southern Ontario (PEPSO) team. While the PEPSO study focused on the urban area of Greater Toronto, CCPA proposes to use a representative sample of workers across BC to allow further research into the rural-urban dimensions of precarious work.

s.13,s.17

We have already secured a contribution from Vancity to cover some of the hard costs and are waiting for decisions on our funding requests from SFU Labour Studies and the BC Federation of Labour. We are also in the process of preparing a grant application to the Vancouver Foundation to secure the remaining funds necessary to undertake this project.

The Ministry's contribution will be used to cover some of the hard costs of commissioning a polling firm to recruit a representative sample and administer the survey in BC. Undertaking original survey work in this area is necessary because the data required to study workers' experience of insecurity and precarity in today's labour market simply does not exist. Statistics Canada's flagship job market survey, the Labour Force Survey had its questionnaire last updated in 1997 — before smart phones and broadband Internet gave rise to the gig economy — so it's hardly surprising that the data it collects does not fully reflect workers' current realities.

CCPA's proposed project would fill an important research gap and equip policy-makers in the Ministry of Labour with key new data on the changing nature of workplaces in BC and the challenges faced by workers across the province.

I would welcome the opportunity to discuss the project further. Thank you for your consideration.

Best regards,  
Igluka

...

Igluka Ivanova  
Senior Economist and Public Interest Researcher  
Canadian Centre for Policy Alternatives - BC Office  
520 - 700 W Pender St. Vancouver BC V6C 1G8

Tel: (604) 801-5121 Ext. 232  
[www.policyalternatives.ca](http://www.policyalternatives.ca) | [www.policynote.ca](http://www.policynote.ca)  
Unifor Local 3000

The CCPA-BC is located on unceded Coast Salish territory, including the lands belonging to the xʷməθkʷəy̍əm (Musqueam), Skwxwú7mesh (Squamish) and səliłwətaʔ/Selilwitulh (Tsleil-Waututh) Nations.

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 13, 2018 9:18 AM  
**To:** Cleaver, Sheila C FIN:EX  
**Cc:** Campbell, Sue LBR:EX  
**Subject:** FW: Mastercard spending limit

Hi Sheila:

Can you please increase the per transaction limit of our purchase cards to \$7500?

Thank you

Karen

Karen Cooling  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 250-953-0920 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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**From:** Campbell, Sue LBR:EX  
**Sent:** Thursday, December 13, 2018 8:57 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Mastercard spending limit

Hi

Can you contact Sheila Cleaver and request an increase in spending limit for both Jack and me. With the cost of flights and hotels I think \$7500 should be a good number. Her email is [Sheila.Cleaver@gov.bc.ca](mailto:Sheila.Cleaver@gov.bc.ca)

Thanks  
Sue

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 12, 2018 12:00 PM  
**To:** Parte, Maura PSA:EX  
**Subject:** Re: Your office

Fine with me. Call me when you can.

K

Sent from my BlackBerry — the most secure mobile device

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**From:** Maura.Parte@gov.bc.ca  
**Sent:** December 12, 2018 11:34 AM  
**To:** Karen.Cooling@gov.bc.ca  
**Subject:** RE: Your office

Yes, I am free but not until 2:30 – is that okay?

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**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 12, 2018 11:28 AM  
**To:** Parte, Maura PSA:EX  
**Subject:** Re: Your office

I have time today after 130. Would that work?

Sent from my BlackBerry — the most secure mobile device

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**From:** Maura.Parte@gov.bc.ca  
**Sent:** December 12, 2018 11:05 AM  
**To:** Karen.Cooling@gov.bc.ca  
**Subject:** Your office

Hi Karen, just flagging that we should have a conversation soon about replacing the AC in your office.  
I am going to be conducting interviews next week for vacant AA positions so it would be helpful to know by then.  
I am around all week and happy to discuss. Thanks

Maura Parte  
BC Public Service Agency  
250-213-6377

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 12, 2018 9:52 AM  
**To:** Geary, Vanessa PREM:EX  
**Subject:** Re: s.22

I will be free at about 11. Can you come here?

Thanks  
K

Sent from my BlackBerry — the most secure mobile device

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**From:** Vanessa.Geary@gov.bc.ca  
**Sent:** December 12, 2018 9:18 AM  
**To:** Karen.Cooling@gov.bc.ca  
**Subject:** s.22

Hi - can we have a quick chat about s.22 this morning? I can come to your office or call me at 604/619-0513

Sent from my iPhone

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 11, 2018 3:05 PM  
**To:** Cheevers, Michael LBR:EX  
**Subject:** FW: January request

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**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 11, 2018 3:05 PM  
**To:** Gibbs, Robb GCPE:EX <Robb.Gibbs@gov.bc.ca>  
**Subject:** RE: January request

Pencil him in and we will confirm shortly.

K

---

**From:** Gibbs, Robb GCPE:EX  
**Sent:** Tuesday, December 11, 2018 2:58 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** RE: January request

Can I pencil him in? I think it's a late-morning slot for just 15 minutes.

R

---

Robb Gibbs  
ADM – Strategic Communications  
Government Communications & Public Engagement  
P: 1-778-698-7469  
C: 1-778-584-1242

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 11, 2018 2:56 PM  
**To:** Gibbs, Robb GCPE:EX  
**Subject:** RE: January request

He is available that day, so it may be a good opportunity to him to add to the "good news"

K

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**From:** Gibbs, Robb GCPE:EX  
**Sent:** Tuesday, December 11, 2018 2:54 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** January request

Hi Karen,

Any chance we could get the minister for the CBA conference being held by the Building Trades on January 25? If that date doesn't work, just stop reading now 😊

If the date does work but you want more info, here goes:

As part of the efforts by many who support the CBA concept, the Building Trades decided to hold a one-day conference as a learning opportunity specifically for contractors who may be on the fence re their support/opposition. It is bringing up people who have put in place similar models (eg, LAX and Seattle highways projects) to share their experiences.

Minister Trevena is opening the conference and a TRAN policy person will have a session explaining how the CBA works.

Our hope was that Minister Bains could speak to the "opportunity" frame in terms of how this creates opps for apprentices, women, under-represented groups, Indigenous workers, etc.

That's the elevator pitch.

Thoughts?

Tks,

Robb

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Robb Gibbs  
ADM – Strategic Communications  
Government Communications & Public Engagement  
P: 1-778-698-7469  
C: 1-778-584-1242



## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 11, 2018 11:59 AM  
**To:** Cheevers, Michael LBR:EX; McNish, James JTT:EX  
**Subject:** RE: WOOD PLC meeting re: Issue with Labour

Same

K

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**From:** Cheevers, Michael LBR:EX  
**Sent:** Tuesday, December 11, 2018 11:56 AM  
**To:** McNish, James JTT:EX <James.McNish@gov.bc.ca>; Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** RE: WOOD PLC meeting re: Issue with Labour

I've never heard of them s.13

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**From:** McNish, James JTT:EX  
**Sent:** Tuesday, December 11, 2018 10:59 AM  
**To:** Cooling, Karen LBR:EX; Cheevers, Michael LBR:EX  
**Subject:** WOOD PLC meeting re: Issue with Labour

Hey Team Labour!

We have a meeting request from the below project management company. It appears JM had talked with them about arranging a meeting between with MBR to discuss this issue with your good Ministry.

s.22 Do you have any pressing concern with us taking this meeting? Or have you discussed with JM before? s.22  
any thoughts would be helpful.

Thanks,

-James

---

**From:** Robb, Amanda JTT:EX  
**Sent:** December 10, 2018 4:46 PM  
**To:** Liu, Teresa JTT:EX <[Teresa.Liu@gov.bc.ca](mailto:Teresa.Liu@gov.bc.ca)>; Kwan, Shirley JTT:EX <[Shirley.Kwan@gov.bc.ca](mailto:Shirley.Kwan@gov.bc.ca)>; Potheary, Meagan JTT:EX <[Meagan.Potheary@gov.bc.ca](mailto:Meagan.Potheary@gov.bc.ca)>; Hay, Lorna JTT:EX <[Lorna.Hay@gov.bc.ca](mailto:Lorna.Hay@gov.bc.ca)>; Tan, Alyson JTT:EX <[Alyson.Tan@gov.bc.ca](mailto:Alyson.Tan@gov.bc.ca)>  
**Cc:** Jang, Monica JTT:EX <[Monica.Jang@gov.bc.ca](mailto:Monica.Jang@gov.bc.ca)>  
**Subject:** RE: STAFF/MATERIALS - WOOD PLC, December 17 at 10:15AM

Here is information received just now from Erik Cordua-von Specht:

Thank you again for making these meeting arrangements. We need assistance to understand how we can get a long-standing work averaging variance renewed. Our efforts so far have not been fruitful. Some context and background:

Wood is a project management and engineering company serving government, crown entities and industry. Wood is one of British Columbia's largest consulting company with approximately 1,000 personnel located in communities around the entire province. Further background to Wood is provided below.

As a means to attract and retain personnel, and widely supported by our staff, Wood has provided a DDO program to our staff since 2001. The DDO (Designated Day Off) program provides staff with additional days off over the course of each year by staff working 8.5 hour days in general, with the extra half hour banked. These banked hours are then used to cover the pre-determined/scheduled DDOs.

DDOs are distributed over the course of the year – often creating four-day long weekends by adding a DDO to a long weekend. Additionally, we are able to shut down the operations over the Christmas / New Year's period using DDOs, so staff are able to enjoy this special time of year with their families, without impacting their paycheque and without having to use valuable vacation time. In 2018, for instance, we have/had 13 DDO's which represents 104 hours (13x8) that were accumulated over the course of the year by working 8.5 versus 8 hour days.

From a legislative context, the Employment Standards Act ([http://www.bclaws.ca/Recon/document/ID/freeside/00\\_96113\\_01](http://www.bclaws.ca/Recon/document/ID/freeside/00_96113_01)) provides a provision for averaging work hours. The mechanism is described in Part 4, "Hours of Work and Overtime", Section 37, "Agreements to average work hours", that allows averaging over 1, 2, 3 or 4 week periods. In order for the Christmas / New Year's period to be covered by DDOs, Wood requires work hours to be averaged over a greater period. This too is foreseen under the Act, where under Part 9, "Variances", Section 72 "Application for variance", the "director may provide a variance, per sub-item (h.1), for "a period specified in section 37 (1) (number of weeks covered by an agreement to average hours of work)".

It is Wood's request that the averaging agreement that has been in place since 2001 be renewed under these specific sections of the Act. We are perplexed as to why, when the legislation explicitly permits this type of variance, that the Ministry of Labour is to this point denying the renewal of this long-standing variance. The Ministry is instead advising that Wood is obligated to pay premium overtime to eligible staff, versus allowing an averaging agreement. This is an extremely costly impact on our operation and is pushing us in the direction of cancelling the program – a program that was put in place to the benefit of our staff and has 85% support level from our personnel.

We are seeking guidance from Minister Ralston on how to approach this matter with the government such that we are able to continue with our very popular DDO program.

Please advise should additional information be useful ahead of next week's meeting with the Minister. I will confirm the attendees (likely two people including myself) in the next day or so.

Sincerely,

Erik

**Erik Cordua-von Specht, P.Eng.**  
Manager, Engineering & Services  
400 – 111 Dunsmuir, Vancouver, BC, Canada  
Direct: +1 (604) 664-3214  
Mobile: +1 (604) 916-0335  
[www.woodplc.com](http://www.woodplc.com)

**wood.**

### **Additional Background on Wood**

- Wood is a project management and engineering company serving government, crown entities and industry throughout BC, Canada and the globe.
- Wood is one of British Columbia's largest consulting companies with approximately 1,000 personnel located in communities around the entire province.
- Wood's operations, through predecessor companies (HA Simons, Agra, AMEC and most recently Amec Foster Wheeler) in British Columbia date back to the 1940s.
- In BC, Wood serves multiple industries:
  - Power: we have been serving BC Hydro for over 20 years and are their primary engineering/project delivery service provider in the area of Transmission and Distribution.
  - Infrastructure: we have been delivering, usually as part of teams, the largest and/or most complex significant new water and wastewater treatment plants to Metro Vancouver over the past 20 years.
  - Clean Energy: we have built two of the recent significant wind farms in BC.
  - Mining: we have led or co-led most of the major new mine developments in BC over the past decade.
  - Pulp & Paper: we are the original engineer for most of the facilities that are still active in the province today and are the largest engineering service provider to the industry in the province.
  - LNG: we have been supporting multiple clients in the development and planning of new and existing LNG facilities.
  - Specialty services across all industries in the areas of the Environment, Archeology, Geotechnical, First Nations engagement and regulatory support. Our specialty services also include Training & Development for plant operations and maintenance of facilities.
  - Our BC operations provide services for all of the above industries not just in BC but deliver them to clients across Canada, the Americas and around the globe.
- Wood is publicly traded on the London Stock Exchange and headquartered in Aberdeen, Scotland.

Amanda Robb

Administrative Coordinator to the Honourable Bruce Ralston Minister of Jobs, Trade and Technology  
Administrative Coordinator to the Honourable George Chow Minister of State for Trade

Room 138 | Parliament Buildings | Victoria | British Columbia | V8W 9E2  
Phone: 250-387-9133 | Fax: 250-356-3000 | Email: [amanda.rob主@gov.bc.ca](mailto:amanda.rob主@gov.bc.ca)

---

**From:** Liu, Teresa JTT:EX

**Sent:** December 10, 2018 3:41 PM

**To:** Robb, Amanda JTT:EX <[Amanda.Robb@gov.bc.ca](mailto:Amanda.Robb@gov.bc.ca)>; Kwan, Shirley JTT:EX <[Shirley.Kwan@gov.bc.ca](mailto:Shirley.Kwan@gov.bc.ca)>; Potheary, Meagan JTT:EX <[Meagan.Potheary@gov.bc.ca](mailto:Meagan.Potheary@gov.bc.ca)>; Hay, Lorna JTT:EX <[Lorna.Hay@gov.bc.ca](mailto:Lorna.Hay@gov.bc.ca)>; Tan, Alyson JTT:EX <[Alyson.Tan@gov.bc.ca](mailto:Alyson.Tan@gov.bc.ca)>

**Cc:** Jang, Monica JTT:EX <[Monica.Jang@gov.bc.ca](mailto:Monica.Jang@gov.bc.ca)>

**Subject:** RE: STAFF/MATERIALS - WOOD PLC, December 17 at 10:15AM

**Importance:** High

Hi Amanda,

Just wondering if you've heard anything on this end?

Note that we've checked with all of our divisions and staff have contacted Ministry of Labour, with no answers forthcoming. Staff have suggested checking with EMPR instead?

Thanks,  
Teresa

---

**From:** Robb, Amanda JTT:EX  
**Sent:** December 7, 2018 5:14 PM  
**To:** Liu, Teresa JTT:EX <[Teresa.Liu@gov.bc.ca](mailto:Teresa.Liu@gov.bc.ca)>; Kwan, Shirley JTT:EX <[Shirley.Kwan@gov.bc.ca](mailto:Shirley.Kwan@gov.bc.ca)>; Potheary, Meagan JTT:EX <[Meagan.Potheary@gov.bc.ca](mailto:Meagan.Potheary@gov.bc.ca)>; Hay, Lorna JTT:EX <[Lorna.Hay@gov.bc.ca](mailto:Lorna.Hay@gov.bc.ca)>  
**Cc:** Jang, Monica JTT:EX <[Monica.Jang@gov.bc.ca](mailto:Monica.Jang@gov.bc.ca)>  
**Subject:** RE: STAFF/MATERIALS - WOOD PLC, December 17 at 10:15AM

Hi Teresa,

I have asked Erik to provide his confirmed topics by Monday and will also have him elaborate further re the issue they are having with the Ministry of Labour.

Stay tuned.

Thanks!

Amanda Robb  
Administrative Coordinator to the Honourable Bruce Ralston Minister of Jobs, Trade and Technology  
Administrative Coordinator to the Honourable George Chow Minister of State for Trade

Room 138 | Parliament Buildings | Victoria | British Columbia | V8W 9E2  
Phone: 250-387-9133 | Fax: 250-356-3000 | Email:[amanda.robb@gov.bc.ca](mailto:amanda.robb@gov.bc.ca)

---

**From:** Liu, Teresa JTT:EX  
**Sent:** December 7, 2018 10:51 AM  
**To:** Robb, Amanda JTT:EX <[Amanda.Robb@gov.bc.ca](mailto:Amanda.Robb@gov.bc.ca)>; Kwan, Shirley JTT:EX <[Shirley.Kwan@gov.bc.ca](mailto:Shirley.Kwan@gov.bc.ca)>; Potheary, Meagan JTT:EX <[Meagan.Potheary@gov.bc.ca](mailto:Meagan.Potheary@gov.bc.ca)>; Hay, Lorna JTT:EX <[Lorna.Hay@gov.bc.ca](mailto:Lorna.Hay@gov.bc.ca)>  
**Cc:** Jang, Monica JTT:EX <[Monica.Jang@gov.bc.ca](mailto:Monica.Jang@gov.bc.ca)>  
**Subject:** RE: STAFF/MATERIALS - WOOD PLC, December 17 at 10:15AM

Hi Amanda,

Do we have any further information on this and what the issue they are having with the Ministry of Labour is?

Thanks!  
Teresa

---

**From:** Robb, Amanda JTT:EX  
**Sent:** December 6, 2018 5:17 PM  
**To:** Kwan, Shirley JTT:EX <[Shirley.Kwan@gov.bc.ca](mailto:Shirley.Kwan@gov.bc.ca)>; Potheary, Meagan JTT:EX <[Meagan.Potheary@gov.bc.ca](mailto:Meagan.Potheary@gov.bc.ca)>; Liu, Teresa JTT:EX <[Teresa.Liu@gov.bc.ca](mailto:Teresa.Liu@gov.bc.ca)>; Hay, Lorna JTT:EX <[Lorna.Hay@gov.bc.ca](mailto:Lorna.Hay@gov.bc.ca)>  
**Cc:** Jang, Monica JTT:EX <[Monica.Jang@gov.bc.ca](mailto:Monica.Jang@gov.bc.ca)>  
**Subject:** STAFF/MATERIALS - WOOD PLC, December 17 at 10:15AM

Hi all,

This meeting request is in works for **10:15AM at VCO on Monday December 17<sup>th</sup>**. Attendees and confirmed agenda will be provided by tomorrow.

DMO – staff/materials will be required.

Hailey – can you please cliff and add # to calendar entry?

Thanks,

Amanda Robb

Administrative Coordinator to the Honourable Bruce Ralston Minister of Jobs, Trade and Technology  
Administrative Coordinator to the Honourable George Chow Minister of State for Trade

Room 138 | Parliament Buildings | Victoria | British Columbia | V8W 9E2  
Phone: 250-387-9133 | Fax: 250-356-3000 | Email: [amanda.rob主@gov.bc.ca](mailto:amanda.rob主@gov.bc.ca)

---

**From:** Cordua-von Specht, Erik J <[erik.vonspecht@woodplc.com](mailto:erik.vonspecht@woodplc.com)>  
**Sent:** November 22, 2018 6:45 PM  
**To:** McColl, John-Michael JTT:EX <[JohnMichael.McColl@gov.bc.ca](mailto:JohnMichael.McColl@gov.bc.ca)>  
**Cc:** McNish, James JTT:EX <[James.McNish@gov.bc.ca](mailto:James.McNish@gov.bc.ca)>; Robb, Amanda JTT:EX <[Amanda.Robb@gov.bc.ca](mailto:Amanda.Robb@gov.bc.ca)>  
**Subject:** RE: Meeting with Minister Ralston

Hello John-Michael,

Thank you very much for facilitating this meeting and connecting me with Amanda. I look forward to working with Amanda on the meeting arrangements.

Amanda: my contact information is below – please reach out when convenient.

Best regards,

Erik

**Erik Cordua-von Specht, P.Eng.**  
Manager, Engineering & Services  
400 – 111 Dunsmuir, Vancouver, BC, Canada  
Direct: +1 (604) 664-3214  
Mobile: +1 (604) 916-0335  
[www.woodplc.com](http://www.woodplc.com)

**wood.**

---

**From:** McColl, John-Michael JTT:EX <[JohnMichael.McColl@gov.bc.ca](mailto:JohnMichael.McColl@gov.bc.ca)>  
**Sent:** Thursday, November 22, 2018 5:48 PM  
**To:** Cordua-von Specht, Erik J <[erik.vonspecht@woodplc.com](mailto:erik.vonspecht@woodplc.com)>  
**Cc:** McNish, James JTT:EX <[James.McNish@gov.bc.ca](mailto:James.McNish@gov.bc.ca)>; Robb, Amanda JTT:EX <[Amanda.Robb@gov.bc.ca](mailto:Amanda.Robb@gov.bc.ca)>  
**Subject:** Meeting with Minister Ralston

Hello Erik,

I hope you're well. Your contact information was shared with me by MLA Rick Sultan. This week he met with Minister Ralston to raise an issue that your company is facing with the Ministry of Labour regarding overtime – he asked that Minister Ralston meet with you to gain a better understanding of the situation. The Minister would be happy to do this.

Amanda Robb (cc'd here is the Master of the Minister's schedule. She can help you find a convenient time to meet with the Minister. I'll let her take the conversation from here.<sup>s.22</sup> but my colleague James McNish, also copied here can help.

All the best,

JM

**John Michael McColl**

Senior Ministerial Assistant to Hon. Bruce Ralston  
Minister of Jobs, Trade and Technology  
British Columbia Parliament Buildings | 501 Belleville St, Victoria, BC V8V 2L8  
johnmichael.mccoll@gov.bc.ca | 250.208.6051

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## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Monday, December 10, 2018 7:37 AM  
**To:** Stone, Lynne TRAN:EX  
**Subject:** Re: BC Transit workers

Thanks Lynne.

Karen

Sent from my BlackBerry — the most secure mobile device

---

**From:** Lynne.Stone@gov.bc.ca  
**Sent:** December 7, 2018 4:27 PM  
**To:** Karen.Cooling@gov.bc.ca  
**Subject:** BC Transit workers

Dear Karen,  
Just wanted to give you a heads-up that the minister met with local BC Transit workers today – as their MLA.

s.13

Best,  
Lynne

**Lynne Stone**  
**Executive Assistant to Hon. Claire Trevena**  
**Minister of Transportation and Infrastructure**  
**Phone: 778-676-3562**

## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Friday, December 7, 2018 10:48 AM  
**To:** McCaffrey, Julianne GCPE:EX  
**Subject:** RE: Review pls: Labour Relations Code engagement closes today

Wow.

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** Friday, December 7, 2018 10:45 AM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Cc:** Cheevers, Michael LBR:EX <Michael.Cheevers@gov.bc.ca>  
**Subject:** RE: Review pls: Labour Relations Code engagement closes today

56. DMO was making binders for you, I believe.

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Friday, December 7, 2018 10:44 AM  
**To:** Wey, Melody GCPE:EX  
**Cc:** Cheevers, Michael LBR:EX; McCaffrey, Julianne GCPE:EX  
**Subject:** RE: Review pls: Labour Relations Code engagement closes today

Do we know how many submissions we received?

K

---

**From:** Wey, Melody GCPE:EX  
**Sent:** Friday, November 30, 2018 2:19 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Cc:** Cheevers, Michael LBR:EX <Michael.Cheevers@gov.bc.ca>; McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Subject:** Review pls: Labour Relations Code engagement closes today

Hi Karen- for your review, here's a reactive, have-on hand statement that we can draw from if needed for the Labour Relations Code engagement that closes today. The number of submissions may increase by the end of the day. Let us know if the MO has any email feedback or meetings that you want to add to the count in terms of feedback considered. Approved by Trevor.

Thanks, M



## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Friday, December 7, 2018 10:11 AM  
**To:** Garnier, Jack LBR:EX  
**Subject:** s.12,s.13  
**Attachments:** s.12,s.13 - Final - November 1 2018.pdf

Here is the report

K

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** Friday, December 7, 2018 10:11 AM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** RE: s.12,s.13

Of course. Attached.

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Friday, December 7, 2018 9:47 AM  
**To:** Hughes, Trevor LBR:EX  
**Subject:** s.12,s.13

Hi Trevor:

Not sure if I have the s.12,s.13 with the attachments. Can you please send?

Thanks  
K

Karen Cooling  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 250-953-0920 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 6, 2018 4:54 PM  
**To:** 'Cecil Hershler'  
**Subject:** RE: response to report

Hi Cecil:

I am working on getting a response to your questions. I will be in touch soon.

Thanks for your patience.

Karen

\

---

**From:** Cecil Hershler s.22  
**Sent:** Sunday, December 2, 2018 10:07 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Re: response to report

Hi Karen

Are you able to provide me with an update on any progress at the WCB with respect to implementation of Mr Petrie's report ( or part of it ) and, in particular, WCB's approach to injured workers in chronic pain?

I would appreciate your response.

Sincerely,

Cecil Hershler MD FRCPC

s.22

Sent from my iPad

On Aug 29, 2018, at 7:33 AM, Cecil Hershler s.22 wrote:

Hi Karen,

Thank you for your e-mail.

I would be interested in participating in the review (particularly with respect to chronic pain policy).

My contact information:

s.22

Best,

On Aug 28, 2018, at 4:38 PM, Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)> wrote:

Hi Cecil:

Thank you so much for your patience, my sincere apologies for the time it has taken for me to respond. I was able to forward your comments to Mr. Petrie and he does appreciate your insights.

You know better than I just how complex and multi-faceted chronic pain is. I understand that Mr. Petrie had a 9 week timeframe in which to complete his review. It is not surprising that he was unable to provide a comprehensive review of the chronic pain issue along with all the other issues he addressed.

Mr. Petrie did make a specific recommendation (#28) that the Board amend the chronic pain policy to include loss of earnings pension consideration for workers with more serious chronic pain conditions that impact their employability as a supplement to the current 2.5% award now mandated in policy. Petrie also recommended (#15) that policy be amended to provide wage loss equivalency benefits where temporary wage loss has ended and suitable employment is not available for the worker.

The policy review carried out by Mr. Petrie was commissioned by the WSBC Board of Directors and it is their responsibility to set the process for review of his recommendations and determine which recommendations will be implemented. You recommend that the chronic pain policy review include medical specialists who have clinical experience in both diagnosis and management which chronic pain patients. Would you be interested in participating in that review? I would be happy to forward your suggestions and contact information to the Board Chair, if you would like me to.

Thank you again for your comments and most of all, your keen desire to continue to help injured workers.

Karen Cooling  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 250-953-0920 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Thursday, December 6, 2018 1:33 PM  
**To:** Cheevers, Michael LBR:EX; Campbell, Sue LBR:EX  
**Subject:** RE: Bentall Memorial

I think we sent one last year, let's look through the financials.....

K

---

**From:** Cheevers, Michael LBR:EX  
**Sent:** Thursday, December 6, 2018 1:23 PM  
**To:** Campbell, Sue LBR:EX <Sue.Campbell@gov.bc.ca>; Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** RE: Bentall Memorial

Hi Sue,

s.22

However, if that changes we will be in touch.

That said, I think it would be a good idea to send a wreath. Karen, is this ok?

Mike

---

**From:** Campbell, Sue LBR:EX  
**Sent:** Wednesday, December 5, 2018 3:08 PM  
**To:** Cheevers, Michael LBR:EX; Cooling, Karen LBR:EX  
**Subject:** FW: Bentall Memorial

Would the Minister want to attend the BC Building Trades Unions memorial of the Bentall Construction tragedy on Jan 7. He attended the event on Jan 8/18.

Sue Campbell  
Administrative Coordinator  
**The Honourable Harry Bains**  
Minister of Labour

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**From:** Garnier, Jack LBR:EX  
**Sent:** Wednesday, December 5, 2018 3:01 PM

**To:** Campbell, Sue LBR:EX  
**Subject:** FW: Bentall Memorial

---

**From:** Wey, Melody GCPE:EX  
**Sent:** Wednesday, December 5, 2018 2:59 PM  
**To:** Garnier, Jack LBR:EX  
**Cc:** McCaffrey, Julianne GCPE:EX  
**Subject:** FW: Bentall Memorial

Thanks Jack- and has the Minister confirmed that he will attend and speak? Or has this yet to happen?

---

**From:** Garnier, Jack LBR:EX  
**Sent:** Wednesday, December 5, 2018 2:48 PM  
**To:** Wey, Melody GCPE:EX  
**Subject:** Bentall Memorial

Here you go

## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 5, 2018 4:40 PM  
**To:** Bains, Harry LBR:EX  
**Subject:** FW: Multi Employer Association Submission on the Labour Relations Code Review Panel Report  
**Attachments:** Submission to Minister\_of\_Labour\_LRC\_Committee\_Recommendation\_Report Final-2.pdf  
**Importance:** High

FYI

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** Tuesday, December 4, 2018 1:09 PM  
**To:** Zimmerman, Emily LBR:EX <Emily.Zimmerman@gov.bc.ca>; Cheevers, Michael LBR:EX <Michael.Cheevers@gov.bc.ca>; Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Cc:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; Leduc, Danine MAH:EX <Danine.Leduc@gov.bc.ca>; Blakely, John H LBR:EX <John.Blakely@gov.bc.ca>; Tanner, Michael A LBR:EX <Michael.Tanner@gov.bc.ca>  
**Subject:** Multi Employer Association Submission on the Labour Relations Code Review Panel Report  
**Importance:** High

As discussed just now.  
T.

## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 5, 2018 2:52 PM  
**To:** 'Mary Shortall'  
**Subject:** RE: Minister Bain's speech to BCFL Convention  
**Attachments:** SN - BC Fed Convention - Nov 29 2018 -final.docx

Hi Mary:

My apologies for the delay. Please find attached a copy of the Minister's speech.

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

Karen

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

From: Mary Shortall <mshortall@nfl.nf.ca>  
Sent: Friday, November 30, 2018 6:52 AM  
To: Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
Subject: Re: Minister Bain's speech to BCFL Convention

Thanks Karen. Have a great weekend

Mary Shortall  
President

Newfoundland and Labrador Federation of Labour P.O. Box 8597, Stn. A  
330 Portugal Cove Place  
St. John's, NL, A1B 3P2  
(709)754-1550  
www.nfl.nf.ca  
@nfl\_labour

> On Nov 29, 2018, at 9:43 PM, Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca> wrote:

>

> Hi Mary:

>

> Lovely to meet you too.

>

> I will send you his remarks early next week

>

> Warm regards

> Karen

>

> Sent from my BlackBerry — the most secure mobile device

> From: mshortall@nfl.nf.ca

> Sent: November 29, 2018 6:23 PM

> To: Karen.Cooling@gov.bc.ca

> Subject: Minister Bain's speech to BCFL Convention  
>  
>  
>  
> Hi Karen  
>  
> So nice to meet you and to be so inspired by your amazing work.  
>  
> Thanks in advance for sending me the Minister's remarks to convention. They'll be put to good use making life better for workers !!  
>  
> Here is my contact information.  
>  
> Solidarity!  
>  
> Mary Shortall  
> President  
>  
> Newfoundland and Labrador Federation of Labour P.O. Box 8597, Stn. A  
> 330 Portugal Cove Place  
> St. John's, NL, A1B 3P2  
> (709)754-1550  
> [www.nlfl.nf.ca](http://www.nlfl.nf.ca)<<http://www.nlfl.nf.ca>>  
> @nlfl\_labour  
> Cell phone (709)699-3112  
>  
>  
>



## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 5, 2018 2:12 PM  
**To:** FOI Economy Sector MAH:EX  
**Subject:** RE: CALL FOR RECORDS - NEW FOI REQUEST: LBR-2018-87647 (MO Senior MA notebook) - pls respond by Dec. 11

Of course – my apologies.

K

---

**From:** FOI Economy Sector MAH:EX  
**Sent:** Wednesday, December 5, 2018 1:59 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Cc:** Campbell, Sue LBR:EX <Sue.Campbell@gov.bc.ca>; FOI Economy Sector MAH:EX <FOI.Inbox@gov.bc.ca>  
**Subject:** RE: CALL FOR RECORDS - NEW FOI REQUEST: LBR-2018-87647 (MO Senior MA notebook) - pls respond by Dec. 11

Hi Karen,

This request is for February notebooks – the records attached are for January. Can you please resubmit?

**Scanned images of all pages in all notebooks used by the Minister's Senior Ministerial Assistant (where such a position existed and was staffed). (Date Range for Record Search: From 02/01/2018 To 02/28/2018)**

Thank you,

Nicole

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 5, 2018 10:22 AM  
**To:** FOI Economy Sector MAH:EX  
**Subject:** RE: CALL FOR RECORDS - NEW FOI REQUEST: LBR-2018-87647 (MO Senior MA notebook) - pls respond by Dec. 11

Attached please find our records for this request.

Karen

Karen Cooling  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 250-953-0920 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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**From:** FOI Economy Sector MAH:EX

**Sent:** Tuesday, December 4, 2018 8:55 AM

**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>; Campbell, Sue LBR:EX <[Sue.Campbell@gov.bc.ca](mailto:Sue.Campbell@gov.bc.ca)>

**Cc:** Birnie, Kayla LBR:EX <[Kayla.Birnie@gov.bc.ca](mailto:Kayla.Birnie@gov.bc.ca)>; Samath, Mayura LBR:EX <[Mayura.Samath@gov.bc.ca](mailto:Mayura.Samath@gov.bc.ca)>; Campbell, Tracy MAH:EX <[Tracy.Campbell@gov.bc.ca](mailto:Tracy.Campbell@gov.bc.ca)>; White, Joanna MAH:EX <[Joanna.White@gov.bc.ca](mailto:Joanna.White@gov.bc.ca)>

**Subject:** CALL FOR RECORDS - NEW FOI REQUEST: LBR-2018-87647 (MO Senior MA notebook) - pls respond by Dec. 11

The Ministry of Labour has received the following request from a Political Party applicant:

**Scanned images of all pages in all notebooks used by the Minister's Senior Ministerial Assistant (where such a position existed and was staffed). (Date Range for Record Search: From 02/01/2018 To 02/28/2018)**

**Please note:**

- This is a cross reference request, sent to all offices and the Office of the Premier.
- If you have responsive records, please combine them into one clean PDF, and provide a second PDF version with harms highlighted and rationale.

Please forward the responsive records to our team FOI inbox at [FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca)

Your response is requested by **Tuesday, December 11, 2018** if possible.

Thank you kindly,

Tara MacNair  
Senior Analyst, FOIPPA  
Information Management and Strategic Initiatives  
Management Services Division  
Office: 778.698.2331

Providing Services to:  
Ministry of Municipal Affairs and Housing  
Ministry of Jobs, Trade and Technology  
Ministry of Tourism, Arts and Culture  
Ministry of Labour

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 5, 2018 1:24 PM  
**To:** Ashbourne, Craig MAH:EX  
**Subject:** FW: Asbestos  
**Attachments:** 56796 - Cross-Ministry Working Group - Asbestos.pdf; 56796 - Asbestos Final Report.pdf

Hi Craig:

Attached is the original letter and report on Asbestos.

Thanks  
K

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** Wednesday, December 5, 2018 1:17 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Asbestos

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 5, 2018 1:24 PM  
**To:** Frampton, Caelie ENV:EX  
**Subject:** FW: Asbestos  
**Attachments:** 56796 - Cross-Ministry Working Group - Asbestos.pdf; 56796 - Asbestos Final Report.pdf

Hi Caelie:

Letter to MGH and report attached.

Let me know if you have any questions.

K

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** Wednesday, December 5, 2018 1:17 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Asbestos

## Cooling, Karen LBR:EX

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**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 5, 2018 1:23 PM  
**To:** Singh, Jasmyn HLTH:EX  
**Subject:** FW: Asbestos  
**Attachments:** 56796 - Cross-Ministry Working Group - Asbestos.pdf; 56796 - Asbestos Final Report.pdf

Hi Jas:

Letter to MAD and report attached.

K

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** Wednesday, December 5, 2018 1:17 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Asbestos

## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, December 5, 2018 11:19 AM  
**To:** s.22  
**Subject:** RE: Resume for Co-Op Inquiry

Hi s.22

It was very nice to meet you and I will pass on your resume to our Deputy Minister at my earliest convenience.

Warm regards,  
Karen

Karen Cooling  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 250-953-0920 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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**From:** s.22  
**Sent:** Tuesday, December 4, 2018 11:42 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Resume for Co-Op Inquiry

Hi Karen,

Great meeting today, I found the conversation we had today opened perspective and interests on what the Ministry or Labour handles and how.

Attached is my resume. I hope there is room to move forward with integrating a Co-Op experience with the ministry.

Thank you,

s.22

## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 4, 2018 8:51 PM  
**To:** McCaffrey, Julianne GCPE:EX  
**Subject:** RE: Roll out plan - ESB Multi lingual Line

Such a terrific initiative.

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** Tuesday, December 4, 2018 11:54 AM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>; Zaharia, Sarah GCPE:EX <Sarah.Zaharia@gov.bc.ca>  
**Subject:** Roll out plan - ESB Multi lingual Line

Here's a little half-pager on what I was mentioning about the multi-lingual ESB phone line as well.

## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 4, 2018 8:17 PM  
**To:** 'Brian Ramsay'  
**Subject:** RE: Thank you

Sorry, on Thursday.

K

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 4, 2018 8:16 PM  
**To:** 'Brian Ramsay' <b.ramsay@cflpa.com>  
**Subject:** RE: Thank you

Hi Brian:

I have time between 2 and 4. Would this work for a 15 minute call?

Karen

---

**From:** Brian Ramsay <b.ramsay@cflpa.com>  
**Sent:** Tuesday, December 4, 2018 4:11 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** RE: Thank you

Hi Karen,  
I hope all is well.

s.22

openings Thursday or Friday of this week?  
Thanks,  
Brian

Does your schedule have any

**Brian Ramsay**

Executive Director | CFL Players' Association

T: 1.800.616.6865    W: [www.CFLPA.com](http://www.CFLPA.com)

---

**From:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Sent:** December 4, 2018 1:57 PM  
**To:** Brian Ramsay <b.ramsay@cflpa.com>  
**Subject:** RE: Thank you

Hi Brian:

I am just checking in with you regarding next steps. Can we set up a telephone call in the near future?



Thanks,  
Karen

---

**From:** Brian Ramsay <[b.ramsay@cflpa.com](mailto:b.ramsay@cflpa.com)>  
**Sent:** Wednesday, October 31, 2018 11:28 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Cc:** Brian Ramsay <[b.ramsay@cflpa.com](mailto:b.ramsay@cflpa.com)>  
**Subject:** Thank you

Karen,  
I hope all is well and it was great to have a chance to chat with you on Monday.  
We appreciate your thoughtful comments and look forward to continuing these discussions in the near future.  
Best regards,  
Brian

**Brian Ramsay**

*Executive Director | CFL Players' Association*

---

<b>T:</b> 1.800.616.6865	6205 B Airport Rd, Suite 208
<b>E:</b> <a href="mailto:b.ramsay@cflpa.com">b.ramsay@cflpa.com</a>	Mississauga, ON, L4V 1E3
<b>W:</b> <a href="http://www.CFLPA.com">www.CFLPA.com</a>	<a href="#">Facebook</a>   <a href="#">Twitter</a>

## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Tuesday, December 4, 2018 10:58 AM  
**To:** Groves, Joanna LASS:EX  
**Cc:** Cheevers, Michael LBR:EX  
**Subject:** FW: Caucus Project

s.13

Karen

---

**From:** Sihota, Manveer <Manveer.Sihota@leg.bc.ca>  
**Sent:** Monday, December 3, 2018 3:22 PM  
**To:** Cheevers, Michael LBR:EX <Michael.Cheevers@gov.bc.ca>; Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Caucus Project

Hi folks,

Here at Caucus we're working on a project in which we will have a running list online of accomplishments our government has done. I was working on the "Good jobs and a low-carbon, sustainable economy" and I had a few points from Labour that we would like you folks to review. We would like the project to go live on Friday, so any suggestions before Thursday would be much appreciated.

Here are the points:

s.13

Please reply to Joanna if your reply will come after end of day today, s.22

Thank you!

---

**Manveer Sihota** | Research and Communications Officer | New Democrat BC Government Caucus

 604-512-6433  [manveer.sihota@leg.bc.ca](mailto:manveer.sihota@leg.bc.ca)  <http://bcndpcaucus.ca/>

## Cooling, Karen LBR:EX

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Monday, December 3, 2018 1:59 PM  
**To:** Justin Schmid  
**Subject:** Re: L 1004 Working Definition for Harm Reduction Workers

Thanks Justin.

Karen

Sent from my BlackBerry — the most secure mobile device

---

**From:** jschmid@cupe.ca  
**Sent:** December 3, 2018 9:19 AM  
**To:** Karen.Cooling@gov.bc.ca  
**Subject:** L 1004 Working Definition for Harm Reduction Workers

Good Morning Karen,

Further to our discussion, here is the working definition that CUPE Local 1004 is suggesting for covering the workers they described in the meeting with the Minister:

“Harm reduction worker” means a worker who supports clients or residents at safe consumption, safe injection, health care or residential facilities that are limited to serving clients or residents experiencing addiction and mental health disorders, predominantly concurrently.

Please let me know what further information you need on this matter and if a second meeting is needed with the Minister.

Thank you for your help.

Sincerely,

Justin

---

Justin Schmid  
Legislative Coordinator  
CUPE – BC Region  
O: 604-291-1940  
C: 778-385-0727  
[jschmid@cupe.ca](mailto:jschmid@cupe.ca)

Page 53

Withheld pursuant to/removed as

s.22