

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Leduc, Danine LBR:EX](#)  
**Subject:** RE: Question - Gauging MHB interest - Invitation to attend Labour Learning Day - ministry all staff event  
**Date:** August 2, 2019 1:17:07 PM

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He has a cabinet meeting Wednesday morning, so Tuesday would work. I suspect he will just want to drop in.

K

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**From:** Leduc, Danine LBR:EX  
**Sent:** August 2, 2019 12:51 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Question - Gauging MHB interest - Invitation to attend Labour Learning Day - ministry all staff event

Hi Karen,

We are holding a “labour learning day” to bring the ministry staff together for some key training on indigenous relations/cultural sensitivity and other topics. It’s two days so that we can keep the front counters open and everyone can still attend one day.

It’s in Richmond, **Sept 17&18** – would Minister be interested in coming to meet staff on either (or both!) of the days? We were thinking in the afternoon, in a meet and greet style but of course are open to whatever he might prefer. If these dates don’t work, perhaps we could obtain a video greeting? I know staff would love to get a chance to interact a bit with him.

The planning team would like to invite him, we just wanted to connect with you first.

Thanks

Danine

Danine Leduc  
Assistant Deputy Minister  
Ministry of Labour (BC)  
778-698-3563 (Tel)  
250-208-2850 (Cell)

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Aaron, Sage PREM:EX](#); [Devereux, Rick GCPE:EX](#); [Holmwood, Jen PREM:EX](#)  
**Cc:** [Scott, Samantha LBR:EX](#)  
**Subject:** pitch from MOL  
**Date:** August 2, 2019 1:15:27 PM  
**Attachments:** [MOLMA Pitch Eliminating the Self Help Kit - 2019.08.02.docx](#)

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We are hoping for August 28.

Thanks  
Karen

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Brensrud, Stacey LASS:EX](#)  
**Subject:** RE:s.22  
**Date:** August 2, 2019 10:43:03 AM  
**Attachments:** [image001.png](#)

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Our ADM continues to communicate directly with s.22 and hopefully there will be a resolve to his situation.

Have a nice long weekend.

Karen

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**From:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Sent:** July 25, 2019 11:32 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW:s.22

Hello Karen,  
I'm following up on s.22 to see if there are any updates. Thanks again for your help with this file,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
Phone: (250)805-0323  
Kimberley: 362 Wallinger Ave. V1A 1Z4  
Toll-Free Phone: 1-844-432-2300  
[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

---

**From:** Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]  
**Sent:** Tuesday, July 16, 2019 10:37 AM  
**To:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Subject:** RE: s.22

Hi Stacey:

Our Assistant Deputy Minister has been speaking with s.22 I will leave it in her hands at this time, but will follow up with her in a week or so.

I will let you know how things proceed.

Karen

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**From:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Sent:** Tuesday, July 16, 2019 9:19 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Cc:** Loganberg, Rachel LASS:EX <[Rachel.Loganberg@leg.bc.ca](mailto:Rachel.Loganberg@leg.bc.ca)>  
**Subject:** RE: s.22

Good morning Karen,

Thanks so much for your reply. s.22  
s.22

I am happy to speak on the phone, yes of course, but I think it would be more effective to reach out to s.22  
s.22

If there is anything at all that you need from me, please call. Any updates would be great if you would be so kind as to provide us with that information as it unfolds. s.13  
s.13

Thanks and please do keep in touch,

Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA





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**From:** Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]  
**Sent:** Monday, July 15, 2019 1:59 PM  
**To:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Subject:** RE: s.22

Hi Stacey:

Can we set up a time to speak on the phone? I would like to understand what the situation is with s.22

Thank you

Karen

Karen Cooling (she/hers)  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 778-974-6025 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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**From:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Sent:** Monday, July 15, 2019 12:53 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW:s.22

Hi Karen I am following up to see if you received this email from last week,  
Thank you,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
Phone: (250)805-0323  
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Toll-Free Phone: 1-844-432-2300  
[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

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**From:** Brensrud, Stacey  
**Sent:** Thursday, July 11, 2019 12:04 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW:s.22



Stacey Brensrud  
Constituency Assistant  
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[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

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**From:** Brensrud, Stacey  
**Sent:** Thursday, July 11, 2019 12:03 PM  
**To:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** s.22

Hello,

Please find attached a report from constituent s.22  
form on file for him from June 19 2019 correspondence.  
s.22

You already should have a consent

Please help this constituent as there is nothing I can do to help him at this level.  
Thanks very much,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
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[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Horgan, M.L.A. John LASS:EX](#)  
**Subject:** RE: Language: Fix this broken system.  
**Date:** August 2, 2019 10:33:30 AM

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Hi Sheldon:

My apologies for the delay. We have had a number of these letters to Minister Bains. Below is suggested text for you based on our sent letter.

Thank you for your recent email regarding employment laws in British Columbia (BC).

With respect to issues under the *Employment Standards Act* (Act), my mandate letter to the Honourable Harry Bains, Minister of Labour, included direction to update employment standards to reflect the changing nature of workplaces and ensure they are applied evenly and enforced. Additionally, the British Columbia Law Institute (BCLI), a not-for-profit law reform agency, recently completed a four-year independent review of employment standards with the goal of making recommendations for reform of the Act. The review identified the contemporary needs and circumstances of BC's workplaces, and included an examination of employment standards and evolving trends in other jurisdictions. The BCLI released its final report and recommendations on December 10, 2018. The report can be viewed here: <https://www.bcli.org/bcli-releases-report-on-the-employment-standards-act>.

As you are now likely aware, Government recently passed amendments to the Act (through Bill 8) which incorporate recommendations from the BCLI, as well as from the BC Employment Standards Coalition, the BC Federation of Labour, and feedback from workers, employers and the public. The amendments touch on four priority areas of employment standards, with changes to:

- better protect children and youth from dangerous work;
- make it easier for workers to get help when they feel their rights have been violated;
- provide more job protection to people dealing with difficult personal circumstances, including up to 10 non-consecutive days of unpaid, job-protected leave and a further unpaid, job-protected leave of up to 15 weeks if the employee, the employee's child, or a dependent adult in the employee's care experiences domestic violence; and,
- ensure people are paid the wages they are owed -- and that those that violate the law do not have an unfair economic advantage.

For further details on Bill 8, you may wish to view the following News Release: <https://news.gov.bc.ca/releases/2019LBR0013-000815>.

Government is also committed to delivering timely resolution to employment standards complaints. As such, we are working towards modernizing our service delivery to improve timeliness of complaint processing. In Budget 2019, the government is investing \$14 M in new funds over three years to transform employment standards protections and increase enforcement in the province. The new funds will increase our staffing level for complaints resolution and deliver proactive enforcement activities and more education and outreach

activities so workers know their rights and employers know their obligations in BC's workplaces.

Government has also recently passed Bill 30, the *Labour Relations Code Amendment Act*. Bill 30 amends the *Labour Relations Code* to support the recommendations put forward by an independent review panel after a thorough public consultation and engagement process last year with labour organizations, businesses, industry, individual people and legal professionals.

One of the main objectives of Bill 30 is to improve the process under which employees will be able to access their rights to union representation and collective bargaining. Bill 30 implements several important changes designed to enhance protections for employees considering unionization against the risk of employer interference or intimidation. This includes shortening the timeline between when the application is made and when the vote happens. Bill 30 also gives the Labour Relations Board broader discretion to grant union certification when an employer is found to have unduly interfered with the certification process.

Another key feature of Bill 30 is that it extends "successorship" protection to contract retendering in several sectors where workers have been historically vulnerable to contract retendering. Importantly, this will provide improved stability and job security for thousands of workers who provide:

- non-clinical health care services;
- building cleaning services;
- security services;
- bus transportation services; and,
- food services.

These changes, along with other amendments made by Bill 30, improve fairness for workers as well as promote stable and productive labour relations to the benefit of employers and British Columbians more broadly.

For more information on Bill 30, you may wish to view the recent News Release and background documents: <https://news.gov.bc.ca/releases/2019LBR0015-000823>.

Thank you again for taking the time to provide your input on these important matters.

I hope this is helpful.

Karen

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**From:** Horgan.MLA, John <John.Horgan.MLA@leg.bc.ca>  
**Sent:** July 17, 2019 3:19 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Language: Fix this broken system.

Hi Karen

Thanks for the chat. As I mentioned, we do have some language but it isn't sufficient to answer the

concerns here. I have 3-4 letters like this one needing to be answered.

Thanks in advance for checking with staff on language to answer these constituents.

Cheers  
Sheldon

**Sheldon D Kitzul** | Constituency Assistant to Honourable John Horgan, MLA, Langford-Juan de Fuca  
#122 - 2806 Jacklin Road Victoria BC V9B 5A4 | P: 250-391-2801 | F: 250-391-2804  
Office Hours: Monday – Friday, 10 am to 4 pm

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**From:** s.22  
**Sent:** Sunday, April 14, 2019 8:03 AM  
**To:** Horgan.MLA, John <[John.Horgan.MLA@leg.bc.ca](mailto:John.Horgan.MLA@leg.bc.ca)>  
**Subject:** Fix this broken system.

Dear John Horgan

Due to weak employment laws and a lack of enforcement, workers like s.22  
- a general labourer who wasn't paid for his work - have had to fight an uphill battle against wage theft!

s.22 and thousands like him are struggling to get by in our expensive province. Wage theft makes it impossible for workers to support themselves and their family.

Weak laws and poor enforcement benefit corporations at the expense of workers. When workers can't get justice, it hurts all of us.

Enough! s.22 deserves to be treated with respect and dignity.

John Horgan, you can help workers like s.22 have the financial security they deserve by strengthening employment laws and improving enforcement.

Workers in BC need additional protections so they can build a good life for themselves and their family.

I'm calling for other improvements to worker legislation including:

- 10 days paid leave and 15 weeks unpaid leave for intimate, personal and relationship violence (domestic violence);
- No exemptions to the Employment Standards Act so that all workers are protected by the

basic minimum standards;

- Protection for workers' jobs, wages, benefits and union during a contract flip; and
- A one-step process so workers who want to join a union can do so without fear or intimidation.

Workers deserve better. It's time to change the law!

Sincerely

s.22

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Anderson, Dulcy LASS:EX](#)  
**Subject:** RE: VPG constit. employment issue  
**Date:** August 2, 2019 10:24:54 AM  
**Attachments:** [image001.png](#)

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Hi Dulcy:

This is the response I received from our DMO:

“His complaint was filed on May 21, 2019 and is one of five filed against the employer. The other complaints were filed on July 3, 5, and 8. The file was assigned on July 22 as a multi-complainant investigation. Staff are in the very preliminary stages of investigating the complaints and it appears thus far that the employer s.22

s.22

So you can tell the constituent that the Branch is beginning the investigation.

If you need anything further, let me know.

Karen

---

**From:** Anderson, Dulcy <[Dulcy.Anderson@leg.bc.ca](mailto:Dulcy.Anderson@leg.bc.ca)>  
**Sent:** July 19, 2019 10:54 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** VPG constit. employment issue

s.22

Please find consent form attached. Constit. name is s.22

Thank you!

Dulcy

Dulcy Anderson | Constituency Assistant | David Eby, MLA Vancouver-Point Grey  
[dulcy.anderson@leg.bc.ca](mailto:dulcy.anderson@leg.bc.ca) | 604-660-1297 | 2909 West Broadway, Vancouver, BC  
V6K2G6 | [davidebymla.ca](mailto:davidebymla.ca)

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**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Hughes, Trevor LBR:EX](#)  
**Subject:** RE: FW: Re:  
**Date:** August 2, 2019 10:21:12 AM

---

Thank you

K

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** August 1, 2019 2:52 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Re: FW: Re:

Confirmed file is at EST with documents being gathered then it will be assigned to an EST member for review and decision. Called s.22 and left him a voicemail with this update.

On Aug 1, 2019, at 1:42 PM, Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)> wrote:

Can you reach out to him?

K

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** June 27, 2019 4:20 PM  
**To:** Bains, Harry LBR:EX <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>; Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** RE: Re:

I have confirmed that this is an open appeal so the Employment Standards Tribunal is managing the process for submissions. Hopefully the money owing is in trust at ESB so that if the employer loses the appeal the money can then be paid.

---

**From:** Bains, Harry LBR:EX  
**Sent:** June 27, 2019 1:29 PM  
**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Fwd: Re:

Sent from my iPhone

Begin forwarded message:

**From:**s.22

**Date:** June 26, 2019 at 3:40:30 PM PDT

**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)

**Subject:** Re:

Dear Harry and Trevor.

I would like to let you both know of the terrible way your ministry has left me feeling.

s.22

Although I feel that the laws ought to apply to both employer and employee and as his lawyer requested a delay in the appeal process due to the lawyer and her client being on holidays. I cannot understand how a lawyer's holidays are are reasonable grounds to delay this case any longer.s.22

s.22

s.22

s.22

I cannot understand how a person with so many violations of the wildlife act the forest and range Act and the safe serving regulations can continue to operate and use the wildlife of this province for his personal profit while he cannot obey the laws set out by the province of British Columbia and pay his employees fairly.

To have a government employee tell me that a lawyer's holidays our reason to delay the payments that he has been ordered to pay to me seems completely unfair

I hope that this matter will be resolved quickly and reasonably

s.22

On Thu, Mar 14, 2019, 11:23 AM s.22

wrote:

Dear Harry.

Thank you for addressing my letter and passing it on to Trevor who spoke with me twice and had looked into the matter. He also insured me that the case would be resolved by the end of Feb.2019 well it is now the middle of March and I have still not heard anything. Trevor did agree that the process has taken too long and admitted that funding and staff have been cut in the past and therefore delays like this are common. It has been 16 months since I first put the claim in.

I was brought up believing that the NDP government was there to look out for the working class. The ones that don't have huge write offs on their tax return, the ones that go to work pay their taxes and contribute to their communities. I also realize that businesses need to grow and create profits but should not be allowed to profit from breaking the law's that have been set out by the government.

The people of this province deserve to have an employment resolution in a speedy and fair manner.

I wish you luck in trying to improve the system for all the workers that keep this great province rolling.

Thanks

s.22

On Feb 8, 2019 10:45 AM, s.22

wrote:

Dear minister.

s.22

How is it that the process takes so long? I have no problem standing up to employers that so not follow the laws in bc . but I am few and far between. How are new people in the workforce expected to stand up for themselves when the process is so drawn out. I have not been able to secure work in my former career as the employer has told other employers to not hire me as I went to the Labour board.

So my question is ..so do you provide adequate employees within your ministry to deal with all the complaints in a timely fashion.

And if not why?

s.22

s.22

During my arbitration it was admitted that he does not follow the rules for any of his employees but until they come forward your office would do nothing. The employees feel that if they do go to the employment standards branch then they will be fired or not rehired. This I believe to be illegal and a type of blackmail. Why can your office not audit this employers payroll and bring him into compliance for all employees, old young white colored or new to the workplace. I feel your ministry is letting down the working citizens of BC. I look forward to your response and will give you several days before going public with my concerns about the incompetence of the BC employment standards.

s.22

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Hourston, Sveah LBR:EX](#)  
**Cc:** [Scott, Samantha LBR:EX](#); [Garnier, Jack AGRI:EX](#); [Reddy, Arthi LBR:EX](#)  
**Subject:** RE: UBCM Minister Meetings- LBR  
**Date:** August 2, 2019 10:15:02 AM

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Yes, MHB should attend.

Karen

---

**From:** Hourston, Sveah LBR:EX  
**Sent:** August 1, 2019 3:58 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Cc:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; Garnier, Jack LBR:EX <[Jack.Garnier@gov.bc.ca](mailto:Jack.Garnier@gov.bc.ca)>; Reddy, Arthi LBR:EX <[Arthi.Reddy@gov.bc.ca](mailto:Arthi.Reddy@gov.bc.ca)>  
**Subject:** FW: UBCM Minister Meetings- LBR  
**Importance:** High

Hi Karen – I have just received a meeting request for MHB at UBCM. DMO recommendation is to accept this one if MO agrees?

I am also including Jack on this to please hold the times stated below that Minister's are expected to be available to meet that week. If you can please notify me of any times during those periods where MHB is not available, I would be happy to relay that to the organizers.

If you have any questions at this time, please let me know.

Thanks!  
Sveah

---

**From:** Behrens, Marlene GCPE:EX  
**Sent:** August 1, 2019 3:09 PM  
**To:** Hourston, Sveah LBR:EX <[Sveah.Hourston@gov.bc.ca](mailto:Sveah.Hourston@gov.bc.ca)>  
**Cc:** Gabitous, Jason MAH:EX <[Jason.Gabitous@gov.bc.ca](mailto:Jason.Gabitous@gov.bc.ca)>; Madoc-Jones, Sian GCPE:EX <[Sian.MadocJones@gov.bc.ca](mailto:Sian.MadocJones@gov.bc.ca)>  
**Subject:** UBCM Minister Meetings- LBR  
**Importance:** High

Hi Sveah,

I understand you are once again the primary contact for UBCM Ministerial Meeting requests for the Minister of Labour- can you confirm that is the case?

Please find attached the list of meeting requests received for your Minister this year; there is only one that has come in, but the format is a bit different this year. Instead of depending on the submission of briefing notes, we have asked local governments to include all relevant information in

their initial meeting request submission. As such, you will find a few extra columns in your report, which will include up to 3 topics, with a background summary, and a brief request for each. This is intended to replace the information collected in briefing notes.

I would appreciate it if you could get back to me by **Monday, August 12<sup>th</sup>** with confirmation of whether your Minister will be able to take this meeting.

Please note that Ministers are expected to be available for meeting scheduling any time during the following range (excluding whipped events scheduled during these times):

- Tuesday, September 24, 8:00 am – 5:00 pm
- Wednesday, September 25, 8:00 am – 5:00 pm
- Thursday, September 26, 8:00 am – 5:00 pm
- Friday, September 27, 8:00 am – 10:00 am

If your Minister is not available during any of these times, please notify us ASAP, and we will endeavour to make accommodations wherever possible.

Thank you for your help,

**Marlene Behrens** | Event Coordinator  
Government Communications and Public Engagement  
778-584-1253 | [Marlene.Behrens@gov.bc.ca](mailto:Marlene.Behrens@gov.bc.ca)

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Minister, LBR LBR:EX](#)  
**Subject:** RE: 58018 Incoming Please Investigate and Help  
**Date:** August 2, 2019 9:27:21 AM

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Approved.

K

---

**From:** Minister, LBR LBR:EX  
**Sent:** August 2, 2019 9:20 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** RE: 58018 Incoming Please Investigate and Help

Hi Karen,

Can you please review and approve attached final draft a DIRECT REPLY to this person.

Thank you!

*Jenelyn*

---

**From:** Cooling, Karen LBR:EX  
**Sent:** July 31, 2019 9:07 AM  
**To:** Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)>  
**Subject:** FW: 58018 Incoming Please Investigate and Help

Hi Jenelyn:

Danine has provided approved language from JTT. We can do a direct reply for 58018

Thanks

K

---

**From:** Leduc, Danine LBR:EX  
**Sent:** July 31, 2019 8:45 AM  
**To:** Cooling, Karen LBR:EX  
**Subject:** RE: 58018 Incoming Please Investigate and Help

Hi Karen, sorry for the delay – JTT’s advice is that it is the federal government, and they passed along the following JTT-approved messaging.

- We regret to hear about your employment challenges in B.C.
- Concerns related to Labour Market Impact Assessments (LMIAs) and work permits are investigated by the Government of Canada
- Incidents of abuse or misuse of the Temporary Foreign Worker (TFW) program can be



submitted through a Government of Canada online form found here:

- <https://www.canada.ca/en/employment-social-development/services/foreign-workers/fraud.html>

Let me know if you need more.

Thank you,

Danine

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**From:** Cooling, Karen LBR:EX

**Sent:** July 29, 2019 4:51 PM

**To:** Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>

**Subject:** FW: 58018 Incoming Please Investigate and Help

Can you please check to see if this would be us or JTT?

Thanks

K

---

**From:** Minister, LBR LBR:EX

**Sent:** July 18, 2019 9:37 AM

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

**Subject:** FW: 58018 Incoming Please Investigate and Help

Good morning Karen!

For review and action Please Thank you!

This is another foreign employment issue and I am guessing this falls on the ministry of JTT?

*Jenelyn*

**From:** s.22

**Sent:** July 16, 2019 3:26 PM

**To:** Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)>

**Cc:** [contact@cbsa.gc.ca](mailto:contact@cbsa.gc.ca)

**Subject:** 58018 Incoming Please Investigate and Help

Hi

Please Find Attachment

Thanks.

s.22

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Minister, LBR LBR:EX](#)  
**Cc:** [Garnier, Jack AGRI:EX](#)  
**Subject:** Re: 58063 Incoming FW: General issues  
**Date:** August 2, 2019 9:19:50 AM

---

Thank you

K

Sent from my iPhone

On Aug 2, 2019, at 9:14 AM, Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)> wrote:

I have already changed the HOLD on the Minister's calendar into CONFIRMED.

*Jenelyn*

---

**From:** s.22  
**Sent:** August 2, 2019 7:19 AM  
**To:** Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)>  
**Subject:** Re: 58063 Incoming FW: General issues

Hello good morning,  
Yes it is okay I will wait with best regards  
s.22

Get [Outlook for Android](#)

---

**From:** Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)>  
**Sent:** Wednesday, July 31, 2019 9:10:39 AM  
**To:** s.22  
**Subject:** FW: 58063 Incoming FW: General issues

Good Morning s.22

Thank you for sending your issues stated below. The Honourable Harry Bains will call you on August 12 at 11am.

Please confirm if this works for you or if another time is needed to be set.

Thank you and hoping to hear back from you.

*Jenelyn Hontiveros*

*Administrative Assistant to the*  
**Honourable Harry Bains**  
Minister of Labour

---

**From:** Bains.MLA, Harry <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Sent:** July 25, 2019 11:51 AM  
**To:** Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)>  
**Subject:** 58063 Incoming FW: General issues

---

**From:** s.22  
**Sent:** Thursday, July 25, 2019 7:59 AM  
**To:** Bains.MLA, Harry <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Cc:** Muhammad Khalid <[mkhalidtung@hotmail.com](mailto:mkhalidtung@hotmail.com)>  
**Subject:** General issues

Hello good morning Mr. Bains,  
s.22 and have some general concerns regarding  
1 rcmp, 2 employment standards act and regulations, 3 taxi industry.  
I asked for appointment to your staff but bring in your notice briefly  
1 rcmp, s.22 and every year police take  
finger print with fee from drivers.  
2 Employment standards act and regulations, it is very perfect but taxi company  
didn't bother and department responsible and court deal differently with lawyer  
power.  
3 Taxi industry, Abusing his status and denying the honor of labor.  
Please let know me your availability, I will be obliged.  
With best regards  
s.22

Sent from my Samsung device

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Minister, LBR LBR:EX](#)  
**Subject:** RE: 58086 Incoming FW: Pay Transparency in the BC Tech Industry  
**Date:** August 1, 2019 2:08:48 PM

---

Info /file

Thanks  
K

---

**From:** Minister, LBR LBR:EX  
**Sent:** August 1, 2019 2:05 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW: 58086 Incoming FW: Pay Transparency in the BC Tech Industry

For review and action if needed.. says no need to response, so info/file?

*Jenelyn*

---

**From:** Popham.MLA, Lana <[Lana.Popham.MLA@leg.bc.ca](mailto:Lana.Popham.MLA@leg.bc.ca)>  
**Sent:** August 1, 2019 1:58 PM  
**To:** Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)>  
**Subject:** 58086 Incoming FW: Pay Transparency in the BC Tech Industry

Hi

I am forwarding you this email for your consideration. We have responded to our constituent, so you do not need to respond.

Thanks

***Maureen***

Maureen Rogers  
Constituency Assistant to  
Hon. Lana Popham

260 4243 Glanford Avenue  
Victoria BC V8Z 4B9

250 479 4154

**From:** Popham.MLA, Lana  
**Sent:** Thursday, August 1, 2019 1:54 PM  
**To:** s.22  
**Subject:** RE: Pay Transparency in the BC Tech Industry

Dear s.22

My name is Maureen and I am Min. Popham's constituency assistant. My apologies for our late response.

Thank you for your email on pay transparency. Our BC Government has done much work around pay equity, however, there is no plan for the Ministry of Labour to introduce pay transparency legislation at this time. We are aware that pay transparency is an important issue for our government and we know there is work to be done.

I will forward your email to the Ministry of Labour for their consideration.

Thank you for taking the time to communicate with our office.

Sincerely,

*Maureen*

Maureen Rogers  
Constituency Assistant to  
Hon. Lana Popham

260 4243 Glanford Avenue  
Victoria BC V8Z 4B9

250 479 4154

**From:** s.22  
**Sent:** Thursday, June 20, 2019 7:40 AM  
**To:** Popham.MLA, Lana <[Lana.Popham.MLA@leg.bc.ca](mailto:Lana.Popham.MLA@leg.bc.ca)>  
**Subject:** Pay Transparency in the BC Tech Industry

Hi Honourable Lana Popham,

s.22, and I am a constituent of the Saanich South riding.

I'm writing to you to bring to your attention the issue of pay equity, pay transparency, and the need for supportive provincial legislation in this regard.

s.22

s.22 I have noticed first-hand how lack of legislative support for enforcing compensation transparency exacerbates the wage gap, leads to lack of equal pay for equal work, and perpetuates structural and systematic biases that work against under-represented

groups in the tech industry, particularly women, visible minorities, newcomers, and less well-connected people, as well as people with introverted personality who are often at a disadvantage in playing salary negotiation games.

Moreover, the current state of affairs gives employers a disproportionate and asymmetric advantage in controlling the market by giving them the power to prohibit employees from collaborating and sharing information about wages in a free-market fashion, while employers often have the means to collect (and sometimes share) information about compensations in the job market, a situation that leads to systematic wage suppression.

I think the Pay Transparency Act of 2018 in Ontario sets a good example in providing legislative support for mandating a minimal level of transparency to improve pay equity, and to close loopholes that allow employers to contractually force employees into compensation secrecy covenants. I believe this legislation can significantly improve the current state of affairs in this regard.

In particular, the Ontario legislation:

- prohibits employers from seeking compensation history information about an applicant,
- requires prospective employers to provide a salary range for advertised positions,
- prohibits employers from penalizing employees for making inquiries about salaries or disclosing their own salaries, and
- requires employers with more than 100 employees to collect and prepare annual compensation transparency reports.

Considering this, I would like to urge you and your caucus to consider tabling similar legislation for British Columbia in the next session.

Regards,

s.22

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Millward, Zach LASS:EX](#)  
**Subject:** RE: Constituent Case -s.22  
**Date:** August 1, 2019 2:07:04 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)

---

Hi Zach:

I have checked with the Ministry. The WAO is still happy to help as much as they can but they don't complete application forms for clients.

I'm sorry that I couldn't be of more assistance.

Karen

---

**From:** Millward, Zach <[Zach.Millward@leg.bc.ca](mailto:Zach.Millward@leg.bc.ca)>  
**Sent:** July 12, 2019 3:24 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** RE: Constituent Case - s.22

Hi Karen,

Yes I believe she has contacted them and didn't get anywhere. I thought you already had the relevant documentation but I see that was not initially sent; please see attached.

Can we look into this and see what's to be done?

Thanks,

Zach

---

**From:** Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]  
**Sent:** Friday, July 12, 2019 2:50 PM  
**To:** Millward, Zach <[Zach.Millward@leg.bc.ca](mailto:Zach.Millward@leg.bc.ca)>  
**Subject:** RE: Constituent Case -s.22

Hi Zach:

Has your constituent contacted the Workers Advisors Office? This is the agency that helps folks with their WorkSafe claims. s.22

s.22

Karen

Karen Cooling (she/hers)  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 778-974-6025 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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---

**From:** Millward, Zach <[Zach.Millward@leg.bc.ca](mailto:Zach.Millward@leg.bc.ca)>  
**Sent:** Friday, July 5, 2019 3:32 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW: Constituent Case -s.22

Hi Karen,

See below.

Thank you!

Zach

---

**From:** Millward, Zach  
**Sent:** Friday, July 5, 2019 3:30 PM  
**To:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** FW: Constituent Case -s.22

Good afternoon Samantha,

My colleague sent the email below to Emily Zimmerman, s.22  
s.22 Could you look into the issue below, if it hasn't been already?

Thank you in advance,



Zach

**Zach Millward** | Constituency Assistant

***Peter Milobar, MLA Kamloops – North Thompson***

Email: [Zach.Millward@leg.bc.ca](mailto: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.petermilobarmla.ca](http://www.petermilobarmla.ca)

---

**From:** Leite, Andrea C

**Sent:** Friday, July 5, 2019 3:27 PM

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

**Subject:** FW: Constituent Case - s.22

---

**From:** Leite, Andrea C

**Sent:** Tuesday, June 11, 2019 10:26 AM

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

**Subject:** Constituent Case - s.22

Good Morning Emily,

I am hoping you can assist with a constituent case. MLA Milobar met with the following constituent and asked that her case be further looked into by the Ministry (consent form attached):

s.22

- s.22

-

s.22

- Requesting a review of decision made by the Workers' Compensation Appeal Tribunal on June 28, 2017.
- Requesting assistance in resubmitting an application for Judicial Review. s.22

s.22

Additional background information can be obtained from s.22

If you need further information, do not hesitate in contacting me.

Many thanks,  
Andrea

Andrea Leite, Constituency Assistant  
Peter Milobar, MLA | Kamloops – North Thompson  
*Environment and Climate Change Critic*  
618B Tranquille Road | Kamloops, BC V2B 3H6  
Office 250-554-5413 Toll Free 1-888-299-0805

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**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Hughes, Trevor LBR:EX](#)  
**Subject:** FW: VPG constit. employment issue  
**Date:** August 1, 2019 1:46:22 PM  
**Attachments:** [image001.png](#)  
s.22

---

Can we get an update on this one?

K

---

**From:** Anderson, Dulcy <[Dulcy.Anderson@leg.bc.ca](mailto:Dulcy.Anderson@leg.bc.ca)>  
**Sent:** July 19, 2019 10:54 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** VPG constit. employment issue

s.22

Please find consent form attached. Constit. name is s.22

Thank you!  
Dulcy

Dulcy Anderson | Constituency Assistant | David Eby, MLA Vancouver-Point Grey  
[dulcy.anderson@leg.bc.ca](mailto:dulcy.anderson@leg.bc.ca) | 604-660-1297 | 2909 West Broadway, Vancouver, BC  
V6K2G6 | [davidebymla.ca](mailto:davidebymla.ca)

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**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Hughes, Trevor LBR:EX](#)  
**Subject:** FW: Re:  
**Date:** August 1, 2019 1:42:33 PM

---

Can you reach out to him?

K

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** June 27, 2019 4:20 PM  
**To:** Bains, Harry LBR:EX <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>; Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** RE: Re:

I have confirmed that this is an open appeal so the Employment Standards Tribunal is managing the process for submissions. Hopefully the money owing is in trust at ESB so that if the employer loses the appeal the money can then be paid.

---

**From:** Bains, Harry LBR:EX  
**Sent:** June 27, 2019 1:29 PM  
**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Fwd: Re:

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** June 26, 2019 at 3:40:30 PM PDT  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Re:

Dear Harry and Trevor.

I would like to let you both know of the terrible way your ministry has left me feeling.

s.22

s.22

Although I feel that the laws ought to apply to both employer and employee and as his lawyer requested a delay in the appeal process due to the lawyer and her client being on holidays. I cannot understand how a lawyer's holidays are reasonable grounds to delay this case any longer. s.22

s.22

s.22

s.22 I cannot understand how a person with so many violations of the wildlife act the forest and range Act and the safe serving regulations can continue to operate and use the wildlife of this province for his personal profit while he cannot obey the laws set out by the province of British Columbia and pay his employees fairly.

To have a government employee tell me that a lawyer's holidays our reason to delay the payments that he has been ordered to pay to me seems completely unfair

.

I hope that this matter will be resolved quickly and reasonably

s.22

On Thu, Mar 14, 2019, 11:23 AM s.22

wrote:

Dear Harry.

Thank you for addressing my letter and passing it on to Trevor who spoke with me twice and had looked into the matter. He also insured me that the case would be resolved by the end of Feb.2019 well it is now the middle of March and I have still not heard anything. Trevor did agree that the process has taken too long and admitted that funding and staff have been cut in the past and therefore delays like this are common. It has been 16 months since I first put the claim in.

I was brought up believing that the NDP government was there to look out for the working class. The ones that don't have huge write offs on their tax return, the ones that go to work pay their taxes and contribute to their communities. I also realize that businesses need to grow and create profits but should not be allowed to profit from breaking the law's that have been set out by the government.

The people of this province deserve to have an employment resolution in a speedy and fair manner.

I wish you luck in trying to improve the system for all the workers that keep this great province rolling.

Thanks

s.22

On Feb 8, 2019 10:45 AM, s.22

wrote:

Dear minister.

s.22

How is it that the process takes so long? I have no problem standing up to employers that do not follow the laws in bc . but I am few and far between. How are new people in the workforce expected to stand up for themselves when the process is so drawn out. I have not been able to secure work in my former career as the employer has told other employers to not hire me as I went to the Labour board.

So my question is ..so do you provide adequate employees within your ministry to deal with all the complaints in a timely fashion.

And if not why?

s.22

During my arbitration it was admitted that he does not follow the rules for any of his employees but until they come forward your office would do nothing. The employees feel that if they do go to the employment standards branch then they will be fired or not rehired.

This I believe to be illegal and a type of blackmail. Why can your office not audit this employers payroll and bring him into compliance for all employees, old young white colored or new to the workplace.

I feel your ministry is letting down the working citizens of BC.

I look forward to your response and will give you several days before going public with my concerns about the incompetence of the BC employment standards.

s.22

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Minister, LBR LBR:EX](#)  
**Subject:** RE: 58081 Incoming Re: 57608 Incoming Labor code  
**Date:** August 1, 2019 1:40:57 PM

---

Info/file

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

From: Minister, LBR LBR:EX  
Sent: July 31, 2019 1:40 PM  
To: Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
Subject: FW: 58081 Incoming Re: 57608 Incoming Labor code

For review and action. Attached is the Minister's response on July 26 to Dave

Jenelyn

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

From: s.22  
Sent: July 31, 2019 1:17 PM  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Subject: 58081 Incoming Re: 57608 Incoming Labor code

Hi.

Thank you for your response.

I just want you to know that I did in fact call Worksafe B.C. about the issue at my workplace.

There response was that it would be better for me not to pursue the issue as I may be fired because of it. So with that I gave up on any form of support from Worksafe.

You also mention that there will be better protection if we want to unionize.

While I appreciate all the efforts you are taking to protect workers one thing is missing when it comes to unionization in B.C.

What we need is some form of protection from employers who say "we will just shut down the company and operate it from elsewhere".

I say this because it happened to us and we were forced to decertify.

The code has to have wording and strong enforcement to address these kind of threats. It should also include that if a company does close because of a union drive that they cannot sell there products in B.C. until the matter is resolved.

I believe in a strong and fair Labor code for all.

Thank You

s.22

On 2019-07-26 3:42 p.m., Minister, LBR LBR:EX wrote:

> Please find attached a letter from the Honourable Harry Bains, Minister of Labour.

>

> Thank you,

>

> Office of the Minister

> Ministry of Labour

>

>

> -----Original Message-----

> From: s.22

> Sent: April 30, 2019 1:39 PM

> To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>

> Subject: 57608 Incoming Labor code

>

> Hi Minister.

>

> I was hoping you would further make changes to the labor code to

> include the following,

>

> 1. Either get rid of performance plans in the work place or give employees the option to opt out.

> Performance plans are abusive and very demeaning and are not in line with the current bullying and harassment laws.

>

> 2. Do not allow employers to have a 1 minute late policy.

>

> 3. Give more power to employees to speak up in the workplace without the employer saying that's the way it is deal with it. This is of huge concern to me when it comes to safety.

>

> 4. We as employees need more power and protection from bullying and harassing employers. The stress is unbelievable.

>

> 5. We need the code to reflect a layoff rule to be as follows. Layoff must be done by seniority in a non union workplace. As it stands now employers can layoff whomever they choose. This is not fair at all.

> Employers must recall layed off employees first before hiring.

>

> 6. Work boots must be provided by employer once a year.

>

> 7. Any or all posted positions must be paid by employer for all training required. I say this because where I work they only paid 80% of the training course at bcit wich seems wrong since the employer needed that position filled.

>

> 8. Out right ban the practice of production goals or quotas. Employers use this practice to punish there employees. I understand that production is a part of every day business and essential for success.

> But to use goals and quotas as a punishment is not right.

>

> 9. Overtime should not be mandatory. It's 2019 the code should be ,overtime is by volunteer basis only. All overtime should be double time after 40 hours.

>

> There is so much more I could suggest and would like to.I thank you

> for taking the time to look over my email Thank You s.22

>



**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Minister, LBR LBR:EX](#)  
**Subject:** RE: 58023 Incoming Work safe  
**Date:** August 1, 2019 1:39:12 PM

---

Info/file – he will be receiving a response soon.

K

---

**From:** Minister, LBR LBR:EX  
**Sent:** July 18, 2019 9:42 AM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** FW: 58023 Incoming Work safe

For review and action.

I have attached a second incoming as additional for the below.

Please be noted: this person is part of 57878 response that you have on hand for the Minister's approval

*Jenelyn*

---

**From:** s.22  
**Sent:** July 17, 2019 2:44 PM  
**To:** Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)>  
**Subject:** 58023 Incoming Work safe

So I read you want to make work safe more worker friendly.  
s.22

So I tried to find a lawyer who handles work safe issues and I then found out that you can't sue work safe so there are no lawyers specialized in that area.  
Please explain to me how this works for the workers of b.c. and let me know what I should do now.

s.22

Sent from my Bell Samsung device over Canada's largest network.

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Bains, Harry LBR:EX](#)  
**Subject:** FW: FYI: BC Gov News - Public Accounts confirm investing in people pays dividends \*\* includes 2018/19 executive compensation disclosure  
**Date:** August 1, 2019 10:57:50 AM  
**Attachments:** [image003.png](#)

---

FYI from Ralph McGinn

K

---

**From:** McGinn, Ralph <Ralph.McGinn@worksafebc.com>  
**Sent:** July 18, 2019 4:22 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Cc:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Subject:** Fwd: FYI: BC Gov News - Public Accounts confirm investing in people pays dividends \*\* includes 2018/19 executive compensation disclosure

Can you bring this to Ministers attention

Sent from my iPhone

Begin forwarded message:

**From:** "Strugnell, Wendy" <[Wendy.Strugnell@worksafebc.com](mailto:Wendy.Strugnell@worksafebc.com)>  
**Date:** July 18, 2019 at 4:14:12 PM PDT  
**To:** "McGinn, Ralph" <[Ralph.McGinn@worksafebc.com](mailto:Ralph.McGinn@worksafebc.com)>  
**Subject:** Fwd: FYI: BC Gov News - Public Accounts confirm investing in people pays dividends \*\* includes 2018/19 executive compensation disclosure

s.22

Sent from my iPhone

Begin forwarded message:

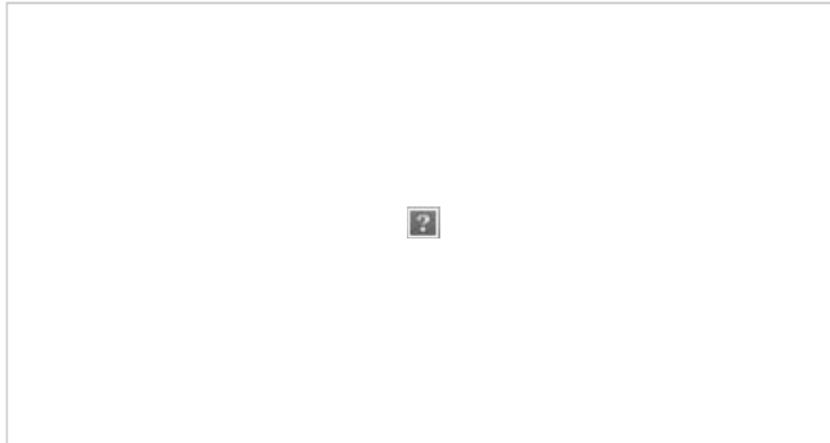
**From:** "Draper, Kindree PSEC:EX" <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>  
**Date:** July 18, 2019 at 3:42:21 PM PDT  
**To:** Undisclosed recipients;;  
**Subject:** FYI: BC Gov News - Public Accounts confirm investing in people pays dividends \*\* includes 2018/19 executive compensation disclosure

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Good afternoon!

Today marked the release of [Public Accounts for the 2018-2019 Fiscal Year](#).

Highlights include:



Additional information is available in the [presentation given by Minister of Finance](#). The annual executive compensation disclosure was not included as part of her remarks in the press gallery. A transcript of the presentation will be sent when it becomes available – likely tomorrow.

The top 10 is provided as a [backgrounder to the news release](#) (see also below) as well as a link to the [PSEC Secretariat's disclosure page](#) where the [2018/19 statements](#) have all been posted now.

## Executive compensation remains fair and affordable

Government is committed to ensuring that executive compensation is fair and transparent for the public, and that public sector boards are held accountable for their compensation decisions.

That is why each year, the Ministry of Finance discloses executive compensation to provide the public with a clear, concise description of the link between pay and performance for senior management and executive employees in key decision-making positions across the provincial public sector.

British Columbia is considered a national leader in reporting standards of executive compensation, which includes base salary, pensions, holdbacks, bonuses, severances and an explanation of the compensation paid.

The Public Sector Employers Act requires disclosure of an organization's CEO/president and the next four highest ranking or highest paid executives with decision-making authority, earning an annualized base salary of \$125,000 or more during a fiscal year. These disclosure requirements apply to over 120 of B.C.'s public

sector employers, including the public service, Crown corporations, post-secondary institutions, research universities and health authorities. The 60 K-12 school districts disclose by the end of year.

Disclosure statements can be found on the websites of the employers, as well as the Public Sector Employers' Council

Secretariat: <https://www2.gov.bc.ca/gov/content/governments/services-for-government/public-sector-management/compensation/executive-compensation-disclosures>

#### **The highest paid executives in B.C.'s public sector in 2018-19:**

##### **1. Thomas Bechard, president and CEO, Powerex**

Salary: \$358,800  
Holdback/bonus: \$540,000  
Benefits: \$19,348  
Pension: \$17,512  
All other compensation: \$2,839  
Total compensation 2018-19: \$938,499  
Total compensation 2017-18: \$898,258

##### **2. Santa J. Ono, president and vice-chancellor, University of British Columbia**

Salary: \$470,000  
Holdback/bonus: \$0  
Benefits: \$11,931  
Pension: \$46,050  
All other compensation: \$73,791  
Total compensation 2018-19: \$601,772  
Total compensation 2017-18: \$595,848

##### **3. Chris O'Riley, president and COO, BC Hydro**

Salary: \$365,190  
Holdback/bonus: \$34,223  
Benefits: \$29,273  
Pension: \$78,516  
All other compensation: \$47,698  
Total compensation 2018-19: \$554,900  
Total compensation 2017-18: \$529,184

##### **4. Brenda Leong, chair, BC Securities Commission**

Salary: \$439,764  
Holdback/bonus: \$0  
Benefits: \$12,754  
Pension: \$43,317  
All other compensation: \$7,013  
Total compensation 2018-19: \$502,848  
Total compensation 2017-18: \$639,702

##### **5. Ken Cretney, president and CEO, BC Pavilion Corporation**

Salary: \$247,797  
Holdback/bonus: \$173,872

Benefits: \$13,254  
Pension: \$24,408  
All other compensation: \$13,620  
Total compensation 2018-19: \$472,951  
Total compensation 2017-18: \$372,453

**6. Nicolas Jimenez, president and CEO, ICBC**

Salary: \$381,601  
Holdback/bonus: \$0  
Benefits: \$17,443  
Pension: \$67,257  
All other compensation: \$2,482  
Total compensation 2018-19: \$468,783  
Total compensation 2017-18: \$382,132

**7. Andrew Szeri, vice-president academic and provost, University of British Columbia**

Salary: \$395,698  
Holdback/bonus: \$0  
Benefits: \$8,312  
Pension: \$38,620  
All other compensation: \$1,785  
Total compensation 2018-19: \$444,415  
Total compensation 2017-18: \$326,124

**8. Andrew Petter, president, Simon Fraser University**

Salary: \$328,870  
Holdback/bonus: \$33,000  
Benefits: \$9,986  
Pension: \$32,468  
All other compensation: \$35,586  
Total compensation 2018-19: \$439,910  
Total compensation 2017-18: \$439,460

**9. James Cassels, president and vice chancellor, University of Victoria**

Salary: \$378,388  
Holdback/bonus: \$0  
Benefits: \$7,318  
Pension: \$47,138  
All other compensation: \$135  
Total compensation 2018-19: \$432,979  
Total compensation 2017-18: \$423,215

**10. Mark Poweska, executive vice-president, operations, BC Hydro**

Salary: \$285,667  
Holdback/bonus: \$54,303  
Benefits: \$20,484  
Pension: \$61,418  
All other compensation: \$874  
Total compensation 2018-19: \$422,746

Total compensation 2017-18: \$405,720

Note: Total compensation includes base salary, holdback or bonus, statutory and health benefits and pension contributions, as well as other allowances and/or payments, which may include vacation payout, sick leave payout, vehicle allowance, paid parking, severance/salary continuance, retirement allowance, professional fees and administrative leave.

**Kindrée Draper**  
**Director, Corporate Relations**  
**Ministry of Finance**  
**T: 250 356-5639 | C: 250 889-4196**  
[gov.bc.ca/PSEC](http://gov.bc.ca/PSEC)



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**From:** [Cooling, Karen LBR:EX](#)  
**To:** [FOI Economy Sector MAH:EX](#)  
**Subject:** FW: RESPONSE | RE: FOR REVIEW, COMMENTS AND APPROVAL: LBR-2019-93951 (Minister Messages - April 2019) - 26 pages. Pls. respond by August 8  
**Date:** August 1, 2019 10:44:52 AM

---

Approved with additional severing as per email below.

Karen

---

**From:** FOI Economy Sector MAH:EX  
**Sent:** August 1, 2019 10:14 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Cc:** FOI Economy Sector MAH:EX <[FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca)>  
**Subject:** RESPONSE | RE: FOR REVIEW, COMMENTS AND APPROVAL: LBR-2019-93951 (Minister Messages - April 2019) - 26 pages. Pls. respond by August 8

Hi Karen,

I'll request that Central FOI extend the severing to include this text before sending to DMO for review.

Please send MO approval to [FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca) by **Thursday, August 8, 2019.**

Thank you,

Nicole

---

**From:** Cooling, Karen LBR:EX  
**Sent:** Wednesday, July 31, 2019 3:51 PM  
**To:** FOI Economy Sector MAH:EX  
**Subject:** RE: FOR REVIEW, COMMENTS AND APPROVAL: LBR-2019-93951 (Minister Messages - April 2019) - 26 pages. Pls. respond by August 8

s.13

Karen

---

**From:** FOI Economy Sector MAH:EX  
**Sent:** July 31, 2019 1:55 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>

**Cc:** Garnier, Jack LBR:EX <[Jack.Garnier@gov.bc.ca](mailto:Jack.Garnier@gov.bc.ca)>; Hourston, Sveah LBR:EX <[Sveah.Hourston@gov.bc.ca](mailto:Sveah.Hourston@gov.bc.ca)>; Massy, Cara LBR:EX <[Cara.Massy@gov.bc.ca](mailto:Cara.Massy@gov.bc.ca)>; FOI Economy Sector MAH:EX <[FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca)>

**Subject:** FOR REVIEW, COMMENTS AND APPROVAL: LBR-2019-93951 (Minister Messages - April 2019) - 26 pages. Pls. respond by August 8

Please send approval/comments to [FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca) by **Thursday, August 8, 2019.**

**Request Wording:**

*Records of any and all emails, text messages, BBMs, slack messages, and WhatsApp messages – excluding attachments - sent from the Minister/Minister of State. (Date Range for Record Search: From 04/01/2019 To 04/30/2019).*

**Note to Reviewers:**

- This is a cross government request sent to all ministries and the Office of the Premier.
- Records were provided by MO; no harms were noted.
- All proposed severing is identified by red boxes pursuant to section 21 and 22 of FOIPPA.
- Pages 4, 6, 8, 9, 11, 12, 14, 15, 17 are fully withheld pursuant to section 22; pages 20-26 are fully withheld pursuant to section 21.
- Once the MO approves, sign-off will be moved to ADM Lord and the DMO for final review.
- This package will be published on Open Information.

Thank you,

**Nicole Forward**

Senior Analyst, FOIPPA | Information Management and Strategic Initiatives  
Management Services Division

T: 778-698-7858 | E: [Nicole.forward@gov.bc.ca](mailto:Nicole.forward@gov.bc.ca)

**Providing services to:**

The Ministry of Municipal Affairs and Housing;  
The Ministry of Jobs, Trade and Technology;  
The Ministry of Labour; and  
The Ministry of Tourism, Arts and Culture.



**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Brensrud, Stacey LASS:EX](#)  
**Subject:** RE: s.22  
**Date:** July 16, 2019 10:36:00 AM  
**Attachments:** [image001.png](#)

---

Hi Stacey:

Our Assistant Deputy Minister has been speaking with s.22 will leave it in her hands at this time, but will follow up with her in a week or so.

I will let you know how things proceed.

Karen

---

**From:** Brensrud, Stacey <Stacey.Brensrud@leg.bc.ca>  
**Sent:** Tuesday, July 16, 2019 9:19 AM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Cc:** Loganberg, Rachel LASS:EX <Rachel.Loganberg@leg.bc.ca>  
**Subject:** RE: s.22

Good morning Karen,

Thanks so much for your reply. s.22  
s.22

I am happy to speak on the phone, yes of course, but I think it would be more effective to reach out to s.22  
s.22

s.22

If there is anything at all that you need from me, please call. Any updates would be great if you would be so kind as to provide us with that information as it unfolds. s.13

s.13

Thanks and please do keep in touch,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
Phone: (250)805-0323  
Kimberley: 362 Wallinger Ave. V1A 1Z4  
Toll-Free Phone: 1-844-432-2300  
[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

---

**From:** Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]

**Sent:** Monday, July 15, 2019 1:59 PM

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

**Subject:** RE: s.22

Hi Stacey:

Can we set up a time to speak on the phone? I would like to understand what the situation is with s.22

Thank you

Karen

Karen Cooling (she/hers)  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 778-974-6025 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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*delete the message.*

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**From:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Sent:** Monday, July 15, 2019 12:53 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW: s.22

Hi Karen I am following up to see if you received this email from last week,  
Thank you,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
Phone: (250)805-0323  
Kimberley: 362 Wallinger Ave. V1A 1Z4  
Toll-Free Phone: 1-844-432-2300  
[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

---

**From:** Brensrud, Stacey  
**Sent:** Thursday, July 11, 2019 12:04 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW: s.22



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
Phone: (250)805-0323  
Kimberley: 362 Wallinger Ave. V1A 1Z4  
Toll-Free Phone: 1-844-432-2300  
[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

---

**From:** Brensrud, Stacey  
**Sent:** Thursday, July 11, 2019 12:03 PM  
**To:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** s.22

Hello,

Please find attached a report from constituent s.22  
form on file for him from June 19 2019 correspondence.  
s.22

You already should have a consent

Please help this constituent as there is nothing I can do to help him at this level.

Thanks very much,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
Phone: (250)805-0323  
Kimberley: 362 Wallinger Ave. V1A 1Z4  
Toll-Free Phone: 1-844-432-2300  
[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Millward, Zach LASS:EX](#)  
**Subject:** RE: Constituent Case -s.22  
**Date:** July 12, 2019 2:49:00 PM  
**Attachments:** [image001.png](#)  
[image003.png](#)

---

Hi Zach:

Has your constituent contacted the Workers Advisors Office? This is the agency that helps folks with their WorkSafe claims. s.22

s.22

Karen

Karen Cooling (she/hers)  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 778-974-6025 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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---

**From:** Millward, Zach <[Zach.Millward@leg.bc.ca](mailto:Zach.Millward@leg.bc.ca)>  
**Sent:** Friday, July 5, 2019 3:32 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW: Constituent Case -s.22

Hi Karen,

See below.

Thank you!

Zach

---

**From:** Millward, Zach  
**Sent:** Friday, July 5, 2019 3:30 PM  
**To:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>

**Subject:** FW: Constituent Case -s.22

Good afternoon Samantha,

My colleague sent the email below to Emily Zimmerman, s.22  
s.22 Could you look into the issue below, if it hasn't been already?

Thank you in advance,

Zach

**Zach Millward** | Constituency Assistant

***Peter Milobar, MLA Kamloops – North Thompson***

Email: [Zach.Millward@leg.bc.ca](mailto: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.petermilobarmla.ca](http://www.petermilobarmla.ca)

---

**From:** Leite, Andrea C

**Sent:** Friday, July 5, 2019 3:27 PM

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

**Subject:** FW: Constituent Case -s.22

---

**From:** Leite, Andrea C

**Sent:** Tuesday, June 11, 2019 10:26 AM

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

**Subject:** Constituent Case -s.22

Good Morning Emily,

I am hoping you can assist with a constituent case. MLA Milobar met with the following constituent and asked that her case be further looked into by the Ministry (consent form attached):

s.22

- s.22

- 

- Requesting a review of decision made by the Workers' Compensation Appeal Tribunal on June 28, 2017.
  - Requesting assistance in resubmitting an application for Judicial Review. s.22
- s.22

Additional background information can be obtained from s.22

If you need further information, do not hesitate in contacting me.

Many thanks,  
Andrea

Andrea Leite, Constituency Assistant  
Peter Milobar, MLA | Kamloops – North Thompson  
*Environment and Climate Change Critic*  
618B Tranquille Road | Kamloops, BC V2B 3H6  
Office 250-554-5413 Toll Free 1-888-299-0805

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**From:** [Janet Patterson](#)  
**To:** [Scott, Samantha LBR:EX](#); [Cooling, Karen LBR:EX](#)  
**Subject:** Updated Version of memo re Workers Compensation Act  
**Date:** August 30, 2019 6:30:05 PM  
**Attachments:** [SUMMARY OF RECOMMENDED LEGISLATIVE CHANGES TO WCA.docx](#)

---

Hi Sam and Karen

So sorry. In error, I sent you an early version of my memo. (Its been a long day!)

Please disregard the last email and accept the attached version as my recommendations for legislative change. (There are no substantive changes)

Thank you. Janet



**From:** [Janet Patterson](#)  
**To:** [Scott, Samantha LBR:EX](#)  
**Cc:** [Cooling, Karen LBR:EX](#)  
**Subject:** Workers Compensation Act  
**Date:** August 30, 2019 6:16:20 PM  
**Attachments:** [Summary of Recommendations for Legislative Change - Aug 30 19.docx](#)

---

HI Samantha

I have sent the attached recommendations re legislative changes to the Workers' Compensation Act to Karen and she suggested that I send them to you as well.

Sorry to do this at the beginning of a long weekend but its been a long journey.

Please call if you have any questions.

Thank you. Janet

s.22

**From:** [FOI Economy Sector MAH:EX](#)  
**To:** [Scott, Samantha LBR:EX](#); [Massy, Cara LBR:EX](#); [Butler, Lisa M JEDC:EX](#); [Kirby, Kyla JEDC:EX](#)  
**Cc:** [Cooling, Karen LBR:EX](#); [Garnier, Jack AGRI:EX](#); [Hourston, Sveah LBR:EX](#); [FOI Economy Sector MAH:EX](#); [Leduc, Danine LBR:EX](#); [White, Joanna JEDC:EX](#)  
**Subject:** CALL FOR RECORDS - New FOI Request: LBR-2019-95015 (Intergovernmental msgs for BC Forestry) : Pls respond by September 4  
**Date:** August 28, 2019 1:08:31 PM

---

The Ministry of Labour (LBR) has received the following new request (applicant type: Political Party):

**Any and all correspondence (including letters, emails and notes of verbal communication) between the BC provincial government (including Premier's office and Premier's office staff, ministers, parliamentary secretaries, deputy ministers, assistant deputy ministers, minister's office staff) and the government of Canada (including Prime Minister and Prime Minister's office staff, ministers, parliamentary secretaries, deputy ministers, assistant deputy ministers, ministers's office staff), regarding assistance for BC forestry-dependent workers and/or communities. (Date Range for Record Search: From 09/01/2018 To 08/13/2019) (Date Range for Record Search: From 09/01/2018 To 08/13/2019)**

**Please note:**

- This is a cross government request (XGR-2019-94985)
- If you believe this Call for Records should be directed to someone other than those it has been addressed, please advise.
- If you have responsive records, please combine them into one clean pdf, and provide a second pdf version with program area harms highlighted and rationale.
- If you expect this search for records to take more than 3 hours, please do not proceed. Contact our office immediately.

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

Response is requested by: **September 4, 2019**, if possible.

Thank you.

**Joshua Galbraith**

**FOI Analyst**

**Information Management and Strategic Initiatives,  
Management Services Division**

**Ph:** 778 698-1314 - **e:** [Joshua.Galbraith@gov.bc.ca](mailto:Joshua.Galbraith@gov.bc.ca)

*Providing services to: The Ministry of Municipal Affairs and Housing, the Ministry of Jobs, Trade and Technology, the Ministry of Labour, and the Ministry of Tourism, Arts and Culture*

**From:** [FOI Economy Sector MAH:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Cc:** [Garnier, Jack AGRI:EX](#); [Scott, Samantha LBR:EX](#); [FOI Economy Sector MAH:EX](#)  
**Subject:** FOR REVIEW, COMMENTS AND APPROVAL: LBR-2019-94391 (Senior MA Outlook Conversation History June - July 2019) 76 pages. Please respond by September 4 or sooner if possible  
**Date:** August 28, 2019 7:35:29 AM  
**Attachments:** [G - Sign Form.pdf](#)  
[LBR-2019-94391 Redline.pdf](#)

---

Please send approval/comments to [FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca) by **Wednesday, September 4, 2019 or sooner if possible.**

**Request Wording:**

*Copies of any Conversation History as recorded in Outlook on the Minister's Senior Ministerial Assistant(s) computer(s)/computer profile (Date Range for Record Search: From 05/01/2019 To 06/30/2019)*

*This is a XGOV request sent to all Ministries: XGR-2019-94276*

**Note to Reviewers:**

- Records were provided by the MO.
- Advised by Central IAO on August 21, the applicant excluded all call logs. The call logs in this package have been removed as NR.
- All proposed severing is identified by red boxes.
- Once approved by the MO, the package will be forwarded to DM Hughes and ADM Lord, 'Delegated Head' for final approval.
- These records will be published to Open Information.

Thank you,

*Vicki Hudson, CIAPP-P*

Manager, Information Management and Strategic Initiatives

Management Services Division

T: 250-387-2044; E: [vicki.hudson@gov.bc.ca](mailto:vicki.hudson@gov.bc.ca);

**Providing service to: Ministry of Jobs, Trade & Technology**

**Ministry of Municipal Affairs & Housing**

**Ministry of Tourism, Arts & Culture**

**Ministry of Labour**

**From:** [Leduc, Danine LBR:EX](#)  
**To:** [Scott, Samantha LBR:EX](#); [Cooling, Karen LBR:EX](#)  
**Cc:** [Hughes, Trevor LBR:EX](#); [Blakely, John H LBR:EX](#); [Tanner, Michael A LBR:EX](#); [Lord, Michael JTT:EX](#); [McCaffrey, Julianne GCPE:EX](#); [Wey, Melody GCPE:EX](#); [Massy, Cara LBR:EX](#)  
**Subject:** eBinder - Minister's Briefing Materials - August 29  
**Date:** August 27, 2019 3:42:29 PM  
**Attachments:** [eBinder\\_Minister's Briefing Materials\\_August 29 2019.pdf](#)

---

Hi Sam and Karen,

Attached is the material for Thursday's briefing. Please call if you have questions.

The OIC package of material for the agenda item under "Labour Relations" is being hand-delivered in hard copy by Trevor tomorrow at the event in Surrey for Minister.

Please call if you have questions.

Thank you,

Danine

Danine Leduc  
Assistant Deputy Minister  
Ministry of Labour (BC)  
778-698-3563 (Tel)  
250-208-2850 (Cell)

**From:** [Cleaver, Sheila C FIN:EX](#)  
**To:** [FIN FSA TRAVEL CARD CONTACTS](#)  
**Cc:** [McKinstry, Cindy D FIN:EX](#); [Lozano, Rebeca FIN:EX](#); [Poldrugovac, Saija FIN:EX](#)  
**Subject:** RE: Cash advance limits on BMO Travel cards  
**Date:** August 26, 2019 11:32:22 AM

---

To: BMO Travel cardholders

Just to update you on the Email below.

This issue has been fixed and you can now withdraw \$200 if required for your Government Business Travel.

Thank You.

*Sheila Cleaver*

Corporate CardCoordinator-Purchase Card/Travel Card/BTA  
Min of Finance, Minister's Offices and the Office of the Premier  
3rd Fl. 617 Government St. Victoria, BC V8W 9V1  
**Phone#** (778) 698-8586

---

**From:** Cleaver, Sheila C FIN:EX  
**Sent:** July 11, 2019 12:21 PM  
**To:** FIN FSA TRAVEL CARD CONTACTS  
**Cc:** McKinstry, Cindy D FIN:EX; Lozano, Rebeca FIN:EX; Poldrugovac, Saija FIN:EX  
**Subject:** Cash advance limits on BMO Travel cards

To: BMO Travel cardholders

BMO is currently doing updates to their system and as a result, the Daily Cash Advance amount on your BMO Travel card has been reduced from \$200.00 to \$180.00 **temporarily**. I will follow up with another Email next month once it is back to the \$200.00 allowable amount.

So if you need to use this option for your government travel in the next few weeks, \$180 is the maximum allowed.

Thank You.

*Sheila Cleaver*

Corporate CardCoordinator-Purchase Card/Travel Card/BTA  
Min of Finance, Minister's Offices and the Office of the Premier  
3rd Fl. 617 Government St. Victoria, BC V8W 9V1  
**Phone#** (778) 698-8586

**From:** [Hughes, Trevor LBR:EX](#)  
**To:** [Wey, Melody GCPE:EX](#); "[Janet Patterson](#)"  
**Cc:** [Cooling, Karen LBR:EX](#); [Scott, Samantha LBR:EX](#)  
**Subject:** RE: [Fwd: WSBC in the Media]  
**Date:** August 26, 2019 9:46:03 AM

---

Agreed.

---

**From:** Wey, Melody GCPE:EX  
**Sent:** August 26, 2019 9:31 AM  
**To:** 'Janet Patterson' <[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Cc:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** RE: [Fwd: WSBC in the Media]

This is more an opinion editorial – it's a guest column – from Liberal MLA Greg Kylo who's expressing his view. We could ask the editor if we can provide a reply in kind or response from Minister Bains.<sup>s.13</sup>

---

**From:** Janet Patterson <[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)>  
**Sent:** August 26, 2019 9:19 AM  
**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>  
**Cc:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** [Fwd: WSBC in the Media]

s.13

Janet

FYI, I am meeting with other employer reps who are not in the Employers Forum, reaching out to the EF. consulting with the EAO. I will also be sending questions for a further analysis of the over 300 employer questionnaires.

Janet K. Patterson  
Reviewer  
WCB Review 2019

[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)

<https://engage.gov.bc.ca/workerscompensationreview/>

---

Subject: WSBC in the Media  
From: "Trudeau, Rhonda" <[Rhonda.Trudeau@worksafebc.com](mailto:Rhonda.Trudeau@worksafebc.com)>  
Date: Mon, 08/26/2019 08:31 AM  
To: 'Jim Parker' <[j.parker@wcbreview.ca](mailto:j.parker@wcbreview.ca)>, Janet Patterson <[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)>

<https://www.saobserver.net/columns/column-potentially-valuable-worksafebc-review-let-down-by-bias/>

s.13

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 from WorkSafeBC.

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**From:** [FIN FSA MIN OFF, FIN FSA MIN OFF FIN:EX](#)  
**To:** [Cooling, Karen LBR:EX](#); [Scott, Samantha LBR:EX](#)  
**Cc:** [Garnier, Jack AGRI:EX](#)  
**Subject:** FY20 JULY FINANCIAL MANAGEMENT REPORTS  
**Date:** August 23, 2019 10:02:28 AM  
**Attachments:** [WFR GL BALANCES JULY FY20 LABOUR.pdf](#)  
[WFR GL TRANSACTIONS DETAILS JULY FY20 LABOUR.pdf](#)

---

Good Morning ,

Attached are your financial management reports for the month of July.

Please let me know if you have any questions.

Thanks!

Pat

Pat Laird  
Ministry of Finance  
Corporate Services Division  
Executive Financial Clerk  
Phone: 778 698-8590  
Serving the Ministries of Finance, the Office of the Premier, all Minister's Offices and various other entities



**From:** [Brar.MLA, Jagrup LASS:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Subject:** FW:s.22  
**Date:** August 22, 2019 4:24:54 PM  
**Attachments:** [Policy #96.20.pdf](#)  
[Harry Bains informed of Missing Policy #96.20.pdf](#)  
[Restoring the Balance by Paul Petrie.pdf](#)

---

Hello Karen,

Please find below correspondence from s.22 concerning WCB. I will reach out to you tomorrow morning if you are available.

Best,



**Deanna Fasciani**, Constituency Assistant to  
Jagrup Brar, MLA for Surrey-Fleetwood  
P: 604-501-3227 | F: 604-501-3232  
#301A – 15930 Fraser Hwy, Surrey BC V4N 0X8  
[Jagrup.Brar.MLA@leg.bc.ca](mailto:Jagrup.Brar.MLA@leg.bc.ca) | [www.jagrupbrar.ca](http://www.jagrupbrar.ca)

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**From:**s.22  
**Sent:** Wednesday, August 21, 2019 4:08 PM  
**To:** Brar.MLA, Jagrup <[Jagrup.Brar.MLA@leg.bc.ca](mailto:Jagrup.Brar.MLA@leg.bc.ca)>  
s.22

**Subject:** s.22

August 21st 2019

Dear MLA Jagrup Brar,

I was recently informed, by s.22 that you were not aware of the abuse WorkSafeBC is forcing upon British Columbians, by taking advantage of Policy #96.20, which Unfortunately, was somehow removed from WorkSafeBC's current Rehabilitation Services and Claims Manual (RSCM Vol II). In March 2018, this discrepancy was confirmed on page 37, of a consultation report that was sanctioned by the B.C. Ministry of Labour, Restoring the Balance by Paul Petrie. Here is a link to the Petrie Report:

<https://www.worksafebc.com/en/resources/about-us/reports/restoring-balance-worker-centered-approach?lang=en>

For your reference, I have attached a copy of Policy #96.20, and the Petrie Report, which captures the dire state of the Workers Compensation System, and how it has been failing Injured Workers for over 30 years. Also, in case you are not aware, a Review of the Workers Compensation System is currently underway; here is a link to the release regarding the Review Process:

<https://engage.gov.bc.ca/govtogetherbc/consultation/workers-compensation-system-review/>

Current Minister of Labour, Harry Bains, has been aware of this discrepancy since at least April 6th 2016; unfortunately, his failure to take appropriate action with the information provided in that email, has prolonged the pain and suffering of numerous Civilians across British Columbia; each of their Injury Claims have been adversely affected by this discrepancy.

Here is a chronological list of key events that have been documented in various levels of Government, and Law Enforcement to date.

- 1) Policy #96.20 discrepancy was identified in January 2015.
- 2) Current Minister of Labour, Harry Bains, was informed of this discrepancy on April 6th 2016, through his government issued email account; [harry.bains.mla@eg.bc.ca](mailto:harry.bains.mla@eg.bc.ca)
- 3) January 4th 2017, Deputy Minister of Labour, Trevor Hughes, states Policy #96.20 was REPLACED in 2009, by Policy #96.30.
- 4) February 24th 2017, WorkSafeBC President/CEO, Diana Miles, responds to Critic of Labour at that time, Hon. Shane Simpson, stating Policy #96.20 was RETIRED in 2009
- 5) On November 17th 2017, a group of Injured Workers met with Minister of Labour, Harry Bains, and pleaded our grievances. Here is a link to the video recording of this meeting; <https://www.youtube.com/watch?v=K29MdeKjsuI&t=853s>

Please note:

\* at the 10:53 mark of this video, I raise the Policy #96.20 discrepancy

\* at the 13:50 mark, I ask Minister Bains who appoints WorkSafeBC Board; he confirmed he does.

6) April 2018, the Policy #96.20 discrepancy was confirmed on page 37 of a government sanctioned report, Restoring the Balance by Paul Petrie. Here is a link to the Petrie Report: <https://www.worksafebc.com/en/resources/about-us/reports/restoring-balance-worker-centered-approach?lang=en>

Please note:

On page 39, Mr. Petrie has recommended WorkSafeBC Board consider a new Policy #96.20, but this recommendation has still not been implemented.

Currently, we are awaiting the results of the Review into the Workers Compensation System; I have provided a written submission, along with medical evidences that support the legitimacy of my claim, and Ms. Janet Patterson was also informed of my “Application for Reconsideration”, which was registered with WCAT Workers Tribunal Office since January 2017, BUT they have STILL not provided me with a decision, because that particular department that overlooks Reconsiderations is severely underfunded.

Unfortunately, we continue to be subjected to these injustices, which are clearly in violation of National and International Human Rights Legislation.

If you require further details and evidences, please schedule a 45 minute meeting.

Thank you for your time and consideration.

Best regards,

s.22

**From:** [Williams, Chelsea S LASS:EX](#)  
**Subject:** Week in Review: August 19-22  
**Date:** August 22, 2019 11:53:57 AM

---

Hi everyone,

Here are a few highlights from our New Democrat government this week:

**Major service increases for SkyTrain, Bus and SeaBus**

- For too long, the BC Liberal government chose to neglect Metro Vancouver's overloaded and underfunded transit system while people waited on crowded platforms and watched full trains roll by. We're doing things differently and investing in better transportation for people, so that they can spend less time commuting and more time with family and friends.
- Just ahead of the busiest week of the year for commuters, TransLink is increasing SkyTrain, bus, and SeaBus service to help increase capacity and lower wait times. For the first time ever, increases are being made to all three of those modes at one time as a result of significant investments from all levels of government.
- These improvements are funded through Phase One of the Mayor's Council 10-Year Vision. The New Democrat government is committed to funding 40 per cent of the capital costs of the Mayors' Council 10-Year Vision.

**More choices, stronger protection for people in assisted living**

- People in assisted living residences, including supportive recovery homes, will have access to more care options and added protection as amendments to the Community Care and Assisted Living Act come into force.
- Effective Dec. 1, 2019, these changes and new regulations will give seniors, people living with disabilities and community-care clients, as well as people living in supportive recovery homes, the flexibility to stay in their community, while ensuring that they get the quality of care they need.

**New supports help seniors stay connected to their communities**

- The Ministry of Health is supporting improved transportation for seniors to help them maintain meaningful social connections and independence in their local communities.
- The Province is providing approximately \$1.23 million through regional health authorities to 13 community organizations throughout British Columbia for projects that improve transportation services for seniors. Community groups will purchase 12 buses and vans and make other improvements to existing transportation services for seniors to help them age in place, stay physically active and socially engaged.

**Safety improved at high-collision locations ([click here for locations](#))**

- High-friction surfaces are now in place at 14 locations in the Lower Mainland and on

southern Vancouver Island, helping drivers maintain better control in both dry and wet conditions and reducing rear-end collisions.

- The \$3.9-million project is a partnership between the Ministry of Transportation and Infrastructure and ICBC, which will be monitoring these intersections to determine effectiveness and whether the treatment will be used at other locations.

#### **Long-term solution coming to Ten Mile Slide on Highway 99**

- Work is set to get underway shortly on a project to stabilize Ten Mile Slide on Highway 99. This work will improve the long-term safety and reliability at one of the most technically challenging sites to maintain in the province.
- “We understand the impact highway conditions have had on the Xaxli’p community, the tourism industry and local businesses,” said Claire Trevena, Minister of Transportation and Infrastructure on Tuesday, August 20. “I would like to thank Xaxli’p for working closely with the ministry to advance this project, which will mean safer travel through the area for years to come.”

**Chelsea Williams** | Research & Communications Officer | BC New Democrat Government  
Caucus

c: 778-678-1024 | [chelsea.williams@leg.bc.ca](mailto:chelsea.williams@leg.bc.ca) | [www.bcndpcaucus.ca](http://www.bcndpcaucus.ca)

**From:** [Scott, Samantha LBR:EX](#)  
**To:** [FOI Economy Sector MAH:EX](#)  
**Cc:** [Garnier, Jack AGRI:EX](#); [Cooling, Karen LBR:EX](#)  
**Subject:** RE: FOR REVIEW, COMMENTS AND APPROVAL: LBR-2019-93830 (MA Messages - March 2019) - 32 pages. Pls. respond by August 23  
**Date:** August 21, 2019 2:21:14 PM

---

Approved.

Thanks,

**Samantha Scott** | Ministerial Assistant to the Honourable Minister Bains  
Ministry of Labour  
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-679-4889

---

**From:** FOI Economy Sector MAH:EX  
**Sent:** August 16, 2019 9:32 AM  
**To:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Cc:** Garnier, Jack LBR:EX <[Jack.Garnier@gov.bc.ca](mailto:Jack.Garnier@gov.bc.ca)>; FOI Economy Sector MAH:EX <[FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca)>; Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FOR REVIEW, COMMENTS AND APPROVAL: LBR-2019-93830 (MA Messages - March 2019) - 32 pages. Pls. respond by August 23

Please send approval/comments to [FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca) by **Friday, August 23, 2019**.

**Request Wording:**

*Records of any and all emails, text messages, BBMs, slack messages, and WhatsApp messages – excluding attachments – sent from the Minister's Ministerial Assistant(s), where such a position existed and was staffed (Date Range for Record Search: From 03/01/2019 To 03/31/2019)*

**Note to Reviewers:**

- This is a cross government request sent to all ministries and the Office of the Premier.
- Records were provided by MO; no harms were noted.
- All proposed severing is identified by red boxes pursuant to sections 13, 17 and 22 of FOIPPA.
- Once MO approves, sign-off will be moved to the DMO and ADM Lord for final review.
- This package will be published on Open Information.

Thank you,

**Nicole Forward**

Senior Analyst, FOIPPA | Information Management and Strategic Initiatives  
Management Services Division  
T: 778-698-7858 | E: [Nicole.forward@gov.bc.ca](mailto:Nicole.forward@gov.bc.ca)

**Providing services to:**

The Ministry of Municipal Affairs and Housing;

The Ministry of Jobs, Trade and Technology;

The Ministry of Labour; and

The Ministry of Tourism, Arts and Culture.

**From:** [Scott, Samantha LBR:EX](#)  
**To:** [FOI Economy Sector MAH:EX](#)  
**Cc:** [Hourston, Sveah LBR:EX](#); [Massy, Cara LBR:EX](#); [Garnier, Jack AGRI:EX](#); [Cooling, Karen LBR:EX](#)  
**Subject:** RE: FOR REVIEW, COMMENTS and APPROVAL - LBR-2019-94124 (MO emails with E. Zimmerman) : 16 pages please respond by Aug 22  
**Date:** August 21, 2019 1:22:59 PM

---

Approved. Thanks.

**Samantha Scott** | Ministerial Assistant to the Honourable Minister Bains  
Ministry of Labour  
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-679-4889

---

**From:** FOI Economy Sector MAH:EX  
**Sent:** August 20, 2019 11:21 AM  
**To:** Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** FOI Economy Sector MAH:EX <FOI.Inbox@gov.bc.ca>; Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>; Massy, Cara LBR:EX <Cara.Massy@gov.bc.ca>; Garnier, Jack LBR:EX <Jack.Garnier@gov.bc.ca>; Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** FOR REVIEW, COMMENTS and APPROVAL - LBR-2019-94124 (MO emails with E. Zimmerman) : 16 pages please respond by Aug 22

Please send approval/comments to [FOI.Inbox@gov.bc.ca](mailto:FOI.Inbox@gov.bc.ca) by **Thursday, August 22, 2019** or sooner if possible.

**Request Wording:**

Records of any and all emails between the Minister's Office Staff and Emily [Zimmerman@leg.bc.ca](mailto:Zimmerman@leg.bc.ca) .  
(Date Range for Record Search: From 05/01/2019 To 05/31/2019)

**Note to Reviewers:**

- - Records were provided by the MO. No harms noted.
- - Severing has been applied pursuant to Section 22 (personal) of FOIPPA.
  - 
  - Once the MO approves, we will forward to the DMO, then ADM Lord for final approval.
  - The response will be posted to the Open Information website.

Thank you.

**John Flatman**  
Senior Analyst, FOIPP  
Information Management and Strategic Initiatives,



**Management Services Division**

Ph: 778 698-3505 | e: [John.Flatman@gov.bc.ca](mailto:John.Flatman@gov.bc.ca)

*Providing services to: The Ministry of Municipal Affairs and Housing, the Ministry of Jobs, Trade and Technology,  
the Ministry of Labour, and the Ministry of Tourism, Arts and Culture*

**From:** Clerical Inventory PSA:EX  
**Subject:** IMPORTANT - New Clerical Inventory Posting  
**Date:** August 21, 2019 11:39:25 AM  
**Importance:** High

---

Good Morning,

You have been identified as someone who currently supervises and/or hires Clerk 9/ Clerk Stenographer 9 employees in Victoria. To ensure the inventory database has qualified, interested, engaged inventory members ready to accept job opportunities, we have new inventory intakes every three to four months. We will be accepting new applications submitted to an inventory posting from **August 23 until September 8 (11:00 pm Pacific Time)**. In addition, we will be removing current inventory members that are no longer available or interested in BCPS job opportunities.

The inventory is designed to be inclusive and attract a broad range of applicants, including high-potential job seekers that may not have years of experience but have great aptitude, are tech savvy and are able to adapt and learn quickly.

**Key Inventory Features**

- You will have the option to use a referral service to quickly fill auxiliary, temporary and permanent vacancies; or you can post to the inventory membership.
- Once an inventory member receives a permanent appointment, they will be removed from the inventory. They can reapply to future intakes. This ensures more stability and permanence in clerical roles.
- Current members of the inventory have been given the option to renew or remove themselves from the inventory.

**What does this mean for you as a hiring manager?**

Applicant inventories save you time and effort when hiring by providing you with screened and skill-tested applicants. You can quickly fill your vacancy using our applicant referral service. You can also post your vacancy to the inventory.

When you need to fill a Clerk 9 position, go to [MyHR](#) to submit your hiring request as you have always done and a recruiter will contact you to support you through the process and help you determine the best way to fill your vacancy.

**What does this mean for you as a supervisor?**

You may have employees who are currently seeking Clerk 9 positions in Victoria. Please encourage your staff to apply to the inventory to gain access to job opportunities in Victoria. Please be sure to share this information with all your auxiliary and regular Clerk 9 employees, including those on layoff.

**Additional Information**

Regular and auxiliary employees must be members of the inventory to be considered for Clerk 9 opportunities in Victoria. Members cannot be added outside the inventory intake window.

Read about applicant inventories on [MyHR](#).

Clerical Inventory Team  
BC Public Service Agency

Contact us at [clerical.inventory@gov.bc.ca](mailto:clerical.inventory@gov.bc.ca)

**From:** [Parte, Maura PREM:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Cc:** [Hockin, Amber PREM:EX](#)  
**Subject:** New EA OIC  
**Date:** August 21, 2019 9:56:34 AM  
**Attachments:** [465-2019.pdf](#)

---

Hello, the appointing order for Jasmeet is through and public today, effective September 9. M

**From:** [Janet Patterson](#)  
**To:** [Hughes, Trevor LBR:EX](#)  
**Cc:** [Cooling, Karen LBR:EX](#)  
**Subject:** [Fwd: Submissions regarding Bogyo Report]  
**Date:** August 19, 2019 11:45:32 AM  
**Attachments:** [SUBMISSIONS REC"D REGARDING BOGYO REPORT.pdf](#)

---

Hi Trevor

Attached is a summary of the written submissions commenting on the Bogyo report. All these submissions were posted and for ease of identification, I have included the submission name as it appears on the web-site.

Thank you. Janet

Janet K. Patterson  
Reviewer  
WCB Review 2019

[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)

<https://engage.gov.bc.ca/workerscompensationreview/>

---

Subject: Submissions regarding Bogyo Report  
From: D Russell <d.russell@wcbreview.ca>  
Date: Mon, 08/19/2019 11:23 AM  
To: Janet Patterson <j.patterson@wcbreview.ca>  
Cc: Jim Parker <j.parker@wcbreview.ca>, Donna Hanson <d.hanson@wcbreview.ca>

Attached is the list of the submissions that were received that commented on the Bogyo Report. There are 14 in total and I have confirmed that all 14 have been posted on the website. The name of the file that is posted is indicated in the last column on the attached chart. Let me know if you require any other information.

Doreen Russell  
WCB Review 2019  
Phone: 604-233-6790  
Toll free (within BC) 1-833-633-2790  
Email: [Info@wcbreview.ca](mailto:Info@wcbreview.ca)

**From:** [Leite, Andrea C LASS:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Cc:** [Millward, Zach LASS:EX](#)  
**Subject:** RE: Constituent Case -s.22  
**Date:** August 16, 2019 9:38:51 AM  
**Attachments:** [image001.png](#)  
[image003.png](#)  
[image004.png](#)

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Good Morning Karen,

As per the initial email sent **Tuesday, June 11, 2019 10:26 AM** (see start of email thread), our office is still seeking assistance with the following constituent case:

s.22

Requesting:

- A review of decision made by the Workers' Compensation Appeal Tribunal on June 28, 2017.
- Assistance in resubmitting an application for Judicial Review. s.22

Update from s.22 as of August 7, 2019:

- s.22
- 
- 
- 
- 

As you are unable to be of any more assistance, can you please forward this casefile to whoever it is in the Ministry that is able to assist in this case?

Many thanks,

Andrea Leite, Constituency Assistant  
Peter Milobar, MLA | Kamloops – North Thompson  
*Environment and Climate Change Critic*  
618B Tranquille Road | Kamloops, BC V2B 3H6  
Office 250-554-5413 Toll Free 1-888-299-0805

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**From:** Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]  
**Sent:** Thursday, August 1, 2019 2:07 PM  
**To:** Millward, Zach <[Zach.Millward@leg.bc.ca](mailto:Zach.Millward@leg.bc.ca)>  
**Subject:** RE: Constituent Case -s.22

Hi Zach:

I have checked with the Ministry. The WAO is still happy to help as much as they can but they don't complete application forms for clients.

I'm sorry that I couldn't be of more assistance.

Karen

---

**From:** Millward, Zach <[Zach.Millward@leg.bc.ca](mailto:Zach.Millward@leg.bc.ca)>  
**Sent:** July 12, 2019 3:24 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** RE: Constituent Case -s.22

Hi Karen,

Yes I believe she has contacted them and didn't get anywhere. I thought you already had the relevant documentation but I see that was not initially sent; please see attached.

Can we look into this and see what's to be done?

Thanks,

Zach

---

**From:** Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]  
**Sent:** Friday, July 12, 2019 2:50 PM  
**To:** Millward, Zach <[Zach.Millward@leg.bc.ca](mailto:Zach.Millward@leg.bc.ca)>  
**Subject:** RE: Constituent Case - s.22

Hi Zach:

Has your constituent contacted the Workers Advisors Office? This is the agency that helps folks with their WorkSafe claims. **s.22**

**s.22**

Karen

Karen Cooling (she/hers)  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 778-974-6025 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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**From:** Millward, Zach <[Zach.Millward@leg.bc.ca](mailto:Zach.Millward@leg.bc.ca)>  
**Sent:** Friday, July 5, 2019 3:32 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW: Constituent Case -**s.22**

Hi Karen,

See below.

Thank you!

Zach

---

**From:** Millward, Zach  
**Sent:** Friday, July 5, 2019 3:30 PM  
**To:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** FW: Constituent Case -**s.22**

Good afternoon Samantha,

My colleague sent the email below to Emily Zimmerman,**s.22**  
**s.22** Could you look into the issue below, if it hasn't been already?

Thank you in advance,

Zach

**Zach Millward** | Constituency Assistant

***Peter Milobar, MLA Kamloops – North Thompson***

Email: [Zach.Millward@leg.bc.ca](mailto: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.petermilobarmla.ca](http://www.petermilobarmla.ca)

---

**From:** Leite, Andrea C

**Sent:** Friday, July 5, 2019 3:27 PM

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

**Subject:** FW: Constituent Case -s.22

---

**From:** Leite, Andrea C

**Sent:** Tuesday, June 11, 2019 10:26 AM

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

**Subject:** Constituent Case -s.22

Good Morning Emily,

I am hoping you can assist with a constituent case. MLA Milobar met with the following constituent and asked that her case be further looked into by the Ministry (consent form attached):

s.22

- s.22

-



s.22

- Requesting a review of decision made by the Workers' Compensation Appeal Tribunal on June 28, 2017.
  - Requesting assistance in resubmitting an application for Judicial Review.s.22
- s.22

Additional background information can be obtained from s.22

If you need further information, do not hesitate in contacting me.

Many thanks,  
Andrea

Andrea Leite, Constituency Assistant  
Peter Milobar, MLA | Kamloops – North Thompson  
*Environment and Climate Change Critic*  
618B Tranquille Road | Kamloops, BC V2B 3H6  
Office 250-554-5413 Toll Free 1-888-299-0805

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**From:** [Janet Patterson](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Subject:** Fwd: [Fwd: Workers Compensation System Review]  
**Date:** August 14, 2019 3:49:43 PM  
**Attachments:** [image001.png](#)  
[Employer Community Letter Re Patterson Memo Aug 14 FINAL.pdf](#)

---

FYI. We are preparing a response for this afternoon. J

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

**From:** **Janet Patterson** <[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)>  
**Date:** Wed, Aug 14, 2019 at 3:48 PM  
**Subject:** [Fwd: Workers Compensation System Review]  
**To:** s.22

Janet K. Patterson  
Reviewer  
WCB Review 2019

[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)

<https://engage.gov.bc.ca/workerscompensationreview/>

---

**Subject:** Workers Compensation System Review  
**From:** Doug Alley <[doug@employersforum.org](mailto:doug@employersforum.org)>  
**Date:** Wed, 08/14/2019 01:27 PM  
**To:** [info@wcbreview.ca](mailto:info@wcbreview.ca), Janet Patterson <[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)>

Ms. Patterson:

Please see the attached letter from the Employer Community withdrawing from your review. Accordingly, we wish to advise you that we are also cancelling our meeting with you set for next Monday.

Doug Alley  
Managing Director  
The Employers' Forum  
[doug@employersforum.org](mailto:doug@employersforum.org)  
Phone: 778-265-8813



**From:** [Della Mattia, Emily LASS:EX](#)  
**Subject:** Caucus release: BC Liberals still putting lawyer friends and donors ahead of motorists on changes to ICBC  
**Date:** August 14, 2019 3:17:03 PM

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Hi everyone,

The following release went out from caucus earlier. Please help us amplify it.

Twitter: <https://twitter.com/BCNDPCaucus/status/1161762785639800832>

Facebook: <https://www.facebook.com/BCNDPCaucus/posts/2565354050194111>

Web: <https://bit.ly/2yXZJ8J>

Thanks,  
Emily

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**From:** [Hughes, Trevor LBR:EX](#)  
**To:** [Scott, Samantha LBR:EX](#)  
**Cc:** [Cooling, Karen LBR:EX](#)  
**Subject:** FW: Workers' Compensation system review  
**Date:** August 14, 2019 2:16:48 PM  
**Attachments:** [image001.png](#)  
[Employer Community Letter Re Patterson Memo Aug 14 FINAL.pdf](#)  
**Importance:** High

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Here is the letter the employers told me was coming....

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**From:** Doug Alley <doug@employersforum.org>  
**Sent:** August 14, 2019 1:37 PM  
**To:** OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>; Bains, Harry LBR:EX <Harry.Bains@gov.bc.ca>; Wright, Don J. PREM:EX <Don.J.Wright@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Mihlar, Fazil JTT:EX <Fazil.Mihlar@gov.bc.ca>; Wilkinson.MLA, Andrew LASS:EX <Andrew.Wilkinson.MLA@leg.bc.ca>; Weaver.MLA, Andrew LASS:EX <Andrew.Weaver.MLA@leg.bc.ca>  
**Subject:** Workers' Compensation system review

Please see the attached letter from the Employer Community withdrawing from the current review being conducted by Ms. Janet Patterson. Please note this response is endorsed by 46 sectoral and cross-sectoral business organizations which collectively represent small, medium and large businesses in virtually all aspects of the British Columbia economy.

Doug Alley  
Managing Director  
**The Employers' Forum**  
[doug@employersforum.org](mailto:doug@employersforum.org)  
Phone: 778-265-8813



**From:** [Garnier, Jack AGRI:EX](#)  
**To:** [Scott, Samantha LBR:EX](#); [Hontiveros, Jenelyn LBR:EX](#); [Cooling, Karen LBR:EX](#)  
**Subject:** FW: Migration of SharePoint files to new server  
**Date:** August 13, 2019 12:07:49 PM  
**Attachments:** [image002.png](#)

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FYI

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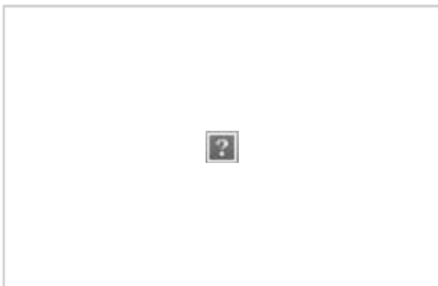
**From:** Tsang, Robin FIN:EX  
**Sent:** August 13, 2019 12:07 PM  
**To:** Garnier, Jack LBR:EX <Jack.Garnier@gov.bc.ca>  
**Cc:** PREM Tech <PREM.Tech@gov.bc.ca>  
**Subject:** RE: Migration of SharePoint files to new server

Hi Jack:

The migration has completed. Below is the link for the new location and the names that have permission. Please let them know.

Just a reminder that this new server is to replace the SharePoint, which is transitory, for files access from the Minister's iPad. All other documents should still be saved in the J: drive.

s.15



Thanks,  
Robin

**From:** [McCaffrey, Julianne GCPE:EX](#)  
**To:** [Hughes, Trevor LBR:EX](#); [Leduc, Danine LBR:EX](#); [Cooling, Karen LBR:EX](#); [Scott, Samantha LBR:EX](#)  
**Cc:** [Wey, Melody GCPE:EX](#)  
**Subject:** FYI: Looking at WorkSafe BC work related incidents for the month of July, the jobsite is still a dangerous place for BC workers  
**Date:** August 12, 2019 12:38:31 PM

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FYI: you'll recall the request from this gentleman who wanted a laundry list of accomplishments for his political news blog. Here's the outcome:

<http://acuriouslookatpoliticsinbc.blogspot.com/2019/08/looking-at-worksafe-bc-work-related.html>

Julianne McCaffrey  
Communications Director  
Ministry of Labour



**From:** [Della Mattia, Emily LASS:EX](#)  
**Subject:** Caucus release: More troubling allegations about BC Liberal fundraising practices demonstrate that little has changed under Andrew Wilkinson's watch  
**Date:** August 9, 2019 11:13:32 AM

---

Hi everyone,

The following release went out from caucus this morning. Please help us share it.

Twitter: <https://twitter.com/BCNDPCaucus/status/1159889888143015936>

Facebook: <https://www.facebook.com/BCNDPCaucus/posts/2555267487869434>

Web: <https://bcndpcaucus.ca/news/more-troubling-allegations-about-bc-liberal-fundraising-practices-demonstrate-that-little-has-changed-under-andrew-wilkinsons-watch>

Thanks,  
Emily

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**From:** [Hughes, Trevor LBR:EX](#)  
**To:** ["Janet Patterson"](#)  
**Cc:** [Cooling, Karen LBR:EX](#)  
**Subject:** RE: Submissions on the Boygo Report  
**Date:** August 8, 2019 3:54:23 PM

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The below should be fine. Thanks.

--

Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

Office: (778) 974-2189  
Mobile: (250) 508-4273

---

**From:** Janet Patterson <[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)>  
**Sent:** August 8, 2019 2:56 PM  
**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Submissions on the Boygo Report

Hi Trevor:

We received 12 submissions in response to the release of the Bogyo Report with an extended timeline for responses. Since the Review cannot address any issues raised in the report, I will provide the Ministry with these submissions, for your consideration. FYI, it is our view that all 12 submissions met the criteria for posting and therefore, they have been, or will be, forwarded to the Ministry for review.

Can you please advise me whether you would like to have these submissions provided separately or with a cover letter, or if this is sufficient notice for you to review the submissions when they are provided for posting.

Thank you.

Janet K. Patterson  
Reviewer  
WCB Review 2019

[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)

<https://engage.gov.bc.ca/workerscompensationreview/>

**From:** [Harper, Samuel CITZ:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Cc:** [Ritzer, Andreas MAH:EX](#); [Security Economy Sector MAH:EX](#); [Bersenev, Elena Y MAH:EX](#); [Garnier, Jack AGRI:EX](#)  
**Subject:** Privacy Incident 2019-1535 **s.13; s.15** Closing Report  
**Date:** August 8, 2019 11:37:02 AM

---

Hello Karen,

Thank you for reporting this incident on July 29, 2019.

**s.13; s.15**

Thank you again for reporting this incident.

**Samuel Harper**

Investigative Analyst  
Privacy, Compliance and Training Branch  
Corporate Information and Records Management Office  
Ministry of Citizens' Services  
PO Box 9406, Stn Prov Gov, Victoria BC V8W 9V1  
(236) 478-1480  
[Samuel.Harper@gov.bc.ca](mailto:Samuel.Harper@gov.bc.ca)

*My pronouns are he, him, and his.*

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**From:** [Janke, Debra FIN:EX](#)  
**To:** [Scott, Samantha LBR:EX](#); [Cooling, Karen LBR:EX](#)  
**Cc:** [Garnier, Jack AGRI:EX](#); [Laird, Patricia FIN:EX](#)  
**Subject:** Minister Bains: July, 2019 Monthly Proactive Documents  
**Date:** August 8, 2019 11:35:45 AM  
**Attachments:** [Redlined JULY MINISTER BAINS.pdf](#)

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To: MINISTERIAL ASSISTANTS  
ADMIN CO-ORDINATOR

Enclosed please find the Minister's monthly transactions that have been redacted to remove items that require severing. If you hover over the text that shows the redaction with a red box around it, you will see why that information is being redacted. Please review the file for accuracy. If there is an item that you feel should be redacted please contact Patricia Laird via email by the 22nd day of the month for resolution/correction. If there are no edits to be made, we do not require a response at this time.

Please share the package with your GCPE contact within 1 business day.

This email is a preliminary copy and approval will be required for the Quarterly release which will include this month and the other months in the quarter.

Thank you and please give me a call if you have any questions.

Best regards,

Debra

Debra Janke  
Executive Financial Clerk, Ministers' Office Support Services  
Corporate Financial and Facilities Services Branch  
Ministry of Finance  
Phone: 778 698-8564 Fax: (250) 356-7326  
Email: [Debra.Janke@gov.bc.ca](mailto:Debra.Janke@gov.bc.ca)  
Website: <http://www.min.fin.gov.bc.ca>  
Serving all Ministers' Offices and the Office of the Premier

**From:** [Della Mattia, Emily LASS:EX](#)  
**Subject:** Caucus release: BC Liberal arrogance on Denman Island ferry conversion leaves mess for waterways, community residents  
**Date:** August 8, 2019 10:50:11 AM

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Hi everyone,

The following release went out from caucus this morning. Please help us amplify it (especially if you're on the coast!)

Web: <http://bcndpcaucus.ca/news/bc-liberal-arrogance-on-denman-island-ferry-conversion-leaves-mess-for-waterways-community-residents/>

Twitter: <https://twitter.com/BCNDPCaucus/status/1159520425140817920>

Facebook: <https://www.facebook.com/BCNDPCaucus/posts/2553316264731223>

Thanks,

Emily

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**From:** [Janet Patterson](#)  
**To:** [Hughes, Trevor LBR:EX](#); [Cooling, Karen LBR:EX](#)  
**Subject:** Additional issues for consultation - WCB Review 2019  
**Date:** August 6, 2019 5:26:33 PM  
**Attachments:** [Memo to Stakeholders-August 6 2019.docx](#)

---

Greetings.

FYI, the attached memo just went out to stakeholders about the next stage of consultations for the WCB Review.

Janet K. Patterson  
Reviewer  
WCB Review 2019

[j.patterson@wcbreview.ca](mailto:j.patterson@wcbreview.ca)

<https://engage.gov.bc.ca/workerscompensationreview/>

**From:** [Bains, MLA, Harry LASS:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Subject:** FW: OIC Inquiry  
**Date:** August 6, 2019 2:56:07 PM  
**Attachments:** [image002.png](#)

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**From:** Scott, Samantha LBR:EX [mailto:[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)]  
**Sent:** Tuesday, August 6, 2019 1:51 PM  
**To:** Bains, MLA, Harry <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Subject:** RE: OIC Inquiry

Hey Jasmeet,

Did you send this to Karen s.22

Thanks,

**Samantha Scott** | Ministerial Assistant to the Honourable Minister Bains  
Ministry of Labour  
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-679-4889

---

**From:** Bains, MLA, Harry <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Sent:** July 8, 2019 11:07 AM  
**To:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** FW: OIC Inquiry  
**Importance:** High

Hey Sam!

s.22

I am forwarding this your way as we do not have an EA yet.

Warmly,

**Jasmeet Sangha**

| Constituency Assistant for Hon. Harry Bains, MLA for Surrey-Newton |  
| #105 – 7327 137 Street, Surrey BC, V3W 1A4 |  
| P: 604-597-8248 | F: 604-574-8882 | E: [Jasmeet.Sangha@leg.bc.ca](mailto:Jasmeet.Sangha@leg.bc.ca)



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---

**From:** Khan, Ayesha  
**Sent:** Sunday, July 7, 2019 10:28 PM  
**To:** Bains.MLA, Harry <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Subject:** Fw: OIC Inquiry

Hey Jasmeet/Preet,

Can one of you please forward this to the EA for the Labour Minister?

Ayesha

---

**From:** Yano, Brady FIN:EX <[Brady.Yano@gov.bc.ca](mailto:Brady.Yano@gov.bc.ca)>  
**Sent:** July 4, 2019 11:47 AM  
**To:** Khan, Ayesha  
**Subject:** RE: OIC Inquiry

Hey Ayesha,

I've been informed that this needs to be redirected to Labour for response.

Thanks,  
Brady

---

**From:** Yano, Brady FIN:EX  
**Sent:** July 3, 2019 12:15 PM  
**To:** Khan, Ayesha LASS:EX <[Ayesha.Khan@leg.bc.ca](mailto:Ayesha.Khan@leg.bc.ca)>  
**Subject:** RE: OIC Inquiry

Thanks for clarifying!

---

**From:** Khan, Ayesha <[Ayesha.Khan@leg.bc.ca](mailto:Ayesha.Khan@leg.bc.ca)>  
**Sent:** July 3, 2019 12:12 PM  
**To:** Yano, Brady FIN:EX <[Brady.Yano@gov.bc.ca](mailto:Brady.Yano@gov.bc.ca)>  
**Subject:** Re: OIC Inquiry

Oops! I used the wrong signature.

I'm out of MLA Garry Begg's office!

A

---

**From:** Yano, Brady FIN:EX <[Brady.Yano@gov.bc.ca](mailto:Brady.Yano@gov.bc.ca)>

**Sent:** July 3, 2019 12:04 PM

**To:** Khan, Ayesha

**Subject:** RE: OIC Inquiry

Hi Ayesha,

Happy to look into this one for you. Just to clarify, this inquiry is coming from MLA Chow's office?

Thanks,  
Brady

---

**From:** Khan, Ayesha <[Ayesha.Khan@leg.bc.ca](mailto:Ayesha.Khan@leg.bc.ca)>

**Sent:** July 3, 2019 11:54 AM

**To:** Yano, Brady FIN:EX <[Brady.Yano@gov.bc.ca](mailto:Brady.Yano@gov.bc.ca)>

**Subject:** Re: OIC Inquiry

Hey Brady,

Just writing to you today with the following questions from a constituent regarding Order in Councils:

1. What are the steps for employers to be added into the Social Services Employers Association?
2. What role does the Labour Board play?
3. Are all OIC's determined by the OIC committee, or are they decided by the relevant Minister?
4. When an Order in Council meeting is set, which MLAs are present? How often do they meet?
5. What is the turnaround time from the decision of the OIC to when the information becomes public?

Thanks for your help!!

Ayesha



**Ayesha Khan** | عائشة خان



**Ayesha Khan** | عائشة خان

Constituency Assistant to the Hon. George Chow, MLA for Vancouver-Fraserview  
P: 604-660-2035 | F: 604-660-2368 | #112 - 2609 E 49th Ave, Vancouver BC V5S 1J9  
[George.Chow.MLA@leg.bc.ca](mailto:George.Chow.MLA@leg.bc.ca) | [www.georgechowmla.ca](http://www.georgechowmla.ca)

**From:** [Leduc, Danine LBR:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Subject:** RE: Personal ID and Employment Question  
**Date:** August 2, 2019 3:10:34 PM

---

Hi Karen,

We looked into this (and I also connected with Trevor). It appears from the attachment that the employer is using the worker's ID to link a timekeeping/payment system to the individual temporary worker for each shift (the worker must use the timekeeping badge to swipe in at the beginning of a shift, out at lunch, back in after lunch and again at the end of the day). If this is correct, and the temporary workforce changes daily, there does not appear to be any employment standards provision that would be impacted. We note the temporary agency must still comply with provincial privacy legislation; the *Personal Information Protection Act* likely applies to the employer's handling of personal information. The worker is able to complain directly to the Office of the Information and Privacy Commissioner about the employer's processes.

Let me know if you would like additional information,

Thank you,

Danine

---

**From:** Cooling, Karen LBR:EX  
**Sent:** July 31, 2019 9:22 AM  
**To:** Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Subject:** FW: Personal ID and Employment Question

Hi Danine:

Here is some further information on the case we discussed earlier about an employer holding a person's ID. You will note that the employee is required to hand over their ID at every shift.

Thoughts?

Karen

---

**From:** Yuen, Esther <[Esther.Yuen@leg.bc.ca](mailto:Esther.Yuen@leg.bc.ca)>  
**Sent:** July 30, 2019 2:43 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Re: Personal ID and Employment Question

Hi Karen,

Thank you for checking into s.22 employment and personal ID question. A copy of the email s.22 had forwarded to me is below (Note: he wrote in the wrong section), and I have attached his 'signed' consent form that I obtained via phone.

If you do get in touch with Rick, please let me know so I can close off the case on my end.

Thanks,

**Esther Yuen**

Constituency Assistant to the Hon. George Chow, MLA for Vancouver-Fraserview  
(604) 660-2035 | #112 -2609 E 49<sup>th</sup> Ave, Vancouver BC V5S 1J9

**From:**s.22

**Sent:** Monday, July 29, 2019 4:00 PM

**To:** Yuen, Esther <Esther.Yuen@leg.bc.ca>

**Subject:** Fwd: Assignment Notification for General Labour Morning at ABL Employment

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

From: s.22

Date: Thu, 11 Jul 2019 at 20:25

Subject: Assignment Notification for General Labour Morning at ABL Employment

To: s.22

Hello Esther

Here is a copy of the message we discussed, regarding Employers and ID. The message does mention signing vests out and returning them if you don't have your own, but that is after and appears to be separate from the collection of the workers ID.

Anything else I can help with, please do not hesitate to ask.

Thanks,  
s.22

**Assignment Details:**

**Client's Name:** s.22

**Client's  
Address/Work  
Location:**

**Reporting to:**

**Job Title:** General Labour Morning

**Start - End Time:** 10:00 AM - 06:30 PM

**Estimated Start -  
End Date:**

07/12/2019 – To Be Determined

Report to<sup>s.22</sup> Enter through side door (off of<sup>s.22</sup>

**Reporting  
Instructions:**

Security will be at side entrance to collect photo ID and give you a badge to use for timesheet purposes. At the end of your shift, security will collect your badge and return your photo ID. This will happen for EVERY shift. Safety vests will be provided if you don't have your own (you must sign vest out and return/sign it back in at the end of each shift).

\*\*\*If you are going to be LATE or ABSENT for your shift, please call the<sup>s.22</sup> BEFORE your schedule start time.

\*\*\*MUST HAVE STEEL TOED SAFETY SHOES & HIGH VISIBILITY VEST\*\*\*

\*\*\*The swipe card is to be used 4x during the shift (swipe in at start of shift, swipe out for lunch, swipe in from lunch, swipe out for the day).

s.22

**Special  
Instructions:**

NO TRANSIT available for the afternoon or night shift

\*\*Bring your lunch as there is no where to buy lunch in the area!

Dear <sup>s.22</sup>

On behalf of<sup>s.22</sup> I am taking the liberty of providing you with the following information outlining all of the details of your temporary work assignment which you have already verbally agreed to.

For all information regarding your assignment, your availability, change of address, personal information updates, health and safety and payroll inquiries please contact:

<sup>s.22</sup>

It is our availability policy that you notify us of your work availability on a weekly basis. We will assume that you are no longer available and that your employment relationship with us is



no longer active should we not receive any updates regarding your work availability status for three consecutive weeks.

All assignments are deemed temporary and can end without notice. There are no guarantees on the length or the amount of hours that you will be working on any given basis.

**From:** [Hughes, Trevor LBR:EX](#)  
**To:** [Janet Patterson](#)  
**Cc:** [Cooling, Karen LBR:EX](#); [Leduc, Danine LBR:EX](#)  
**Subject:** WCB Review - costs and Context  
**Date:** August 2, 2019 2:55:20 PM  
**Attachments:** [58087 - signed.pdf](#)

---

Janet, please see the attached letter.  
Have a great weekend.  
Best,  
T.

--

Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

**From:** [Horgan.MLA, John LASS:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Subject:** RE: Language: Fix this broken system.  
**Date:** August 2, 2019 2:51:06 PM

---

Thank you Karen!!!

---

**From:** Cooling, Karen LBR:EX [mailto:Karen.Cooling@gov.bc.ca]  
**Sent:** Friday, August 2, 2019 10:33 AM  
**To:** Horgan.MLA, John <John.Horgan.MLA@leg.bc.ca>  
**Subject:** RE: Language: Fix this broken system.

Hi Sheldon:

My apologies for the delay. We have had a number of these letters to Minister Bains. Below is suggested text for you based on our sent letter.

Thank you for your recent email regarding employment laws in British Columbia (BC).

With respect to issues under the *Employment Standards Act* (Act), my mandate letter to the Honourable Harry Bains, Minister of Labour, included direction to update employment standards to reflect the changing nature of workplaces and ensure they are applied evenly and enforced. Additionally, the British Columbia Law Institute (BCLI), a not-for-profit law reform agency, recently completed a four-year independent review of employment standards with the goal of making recommendations for reform of the Act. The review identified the contemporary needs and circumstances of BC's workplaces, and included an examination of employment standards and evolving trends in other jurisdictions. The BCLI released its final report and recommendations on December 10, 2018. The report can be viewed here: <https://www.bcli.org/bcli-releases-report-on-the-employment-standards-act>.

As you are now likely aware, Government recently passed amendments to the Act (through Bill 8) which incorporate recommendations from the BCLI, as well as from the BC Employment Standards Coalition, the BC Federation of Labour, and feedback from workers, employers and the public. The amendments touch on four priority areas of employment standards, with changes to:

- better protect children and youth from dangerous work;
- make it easier for workers to get help when they feel their rights have been violated;
- provide more job protection to people dealing with difficult personal circumstances, including up to 10 non-consecutive days of unpaid, job-protected leave and a further unpaid, job-protected leave of up to 15 weeks if the employee, the employee's child, or a dependent adult in the employee's care experiences domestic violence; and,
- ensure people are paid the wages they are owed -- and that those that violate the law do not have an unfair economic advantage.

For further details on Bill 8, you may wish to view the following News Release:

Government is also committed to delivering timely resolution to employment standards complaints. As such, we are working towards modernizing our service delivery to improve timeliness of complaint processing. In Budget 2019, the government is investing \$14 M in new funds over three years to transform employment standards protections and increase enforcement in the province. The new funds will increase our staffing level for complaints resolution and deliver proactive enforcement activities and more education and outreach activities so workers know their rights and employers know their obligations in BC's workplaces.

Government has also recently passed Bill 30, the *Labour Relations Code Amendment Act*. Bill 30 amends the *Labour Relations Code* to support the recommendations put forward by an independent review panel after a thorough public consultation and engagement process last year with labour organizations, businesses, industry, individual people and legal professionals.

One of the main objectives of Bill 30 is to improve the process under which employees will be able to access their rights to union representation and collective bargaining. Bill 30 implements several important changes designed to enhance protections for employees considering unionization against the risk of employer interference or intimidation. This includes shortening the timeline between when the application is made and when the vote happens. Bill 30 also gives the Labour Relations Board broader discretion to grant union certification when an employer is found to have unduly interfered with the certification process.

Another key feature of Bill 30 is that it extends "successorship" protection to contract retendering in several sectors where workers have been historically vulnerable to contract retendering. Importantly, this will provide improved stability and job security for thousands of workers who provide:

- non-clinical health care services;
- building cleaning services;
- security services;
- bus transportation services; and,
- food services.

These changes, along with other amendments made by Bill 30, improve fairness for workers as well as promote stable and productive labour relations to the benefit of employers and British Columbians more broadly.

For more information on Bill 30, you may wish to view the recent News Release and backgrounder documents: <https://news.gov.bc.ca/releases/2019LBR0015-000823>.

Thank you again for taking the time to provide your input on these important matters.

I hope this is helpful.

Karen

---

**From:** Horgan.MLA, John <John.Horgan.MLA@leg.bc.ca>

**Sent:** July 17, 2019 3:19 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** Language: Fix this broken system.

Hi Karen

Thanks for the chat. As I mentioned, we do have some language but it isn't sufficient to answer the concerns here. I have 3-4 letters like this one needing to be answered.

Thanks in advance for checking with staff on language to answer these constituents.

Cheers  
Sheldon

**Sheldon D Kitul** | Constituency Assistant to Honourable John Horgan, MLA, Langford-Juan de Fuca  
#122 - 2806 Jacklin Road Victoria BC V9B 5A4 | P: 250-391-2801 | F: 250-391-2804  
Office Hours: Monday – Friday, 10 am to 4 pm

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**From:** s.22  
**Sent:** Sunday, April 14, 2019 8:03 AM  
**To:** Horgan.MLA, John <[John.Horgan.MLA@leg.bc.ca](mailto:John.Horgan.MLA@leg.bc.ca)>  
**Subject:** Fix this broken system.

Dear John Horgan

Due to weak employment laws and a lack of enforcement, workers like s.22  
- a general labourer who wasn't paid for his work - have had to fight an uphill battle against wage theft!

s.22 and thousands like him are struggling to get by in our expensive province. Wage theft makes it impossible for workers to support themselves and their family.

Weak laws and poor enforcement benefit corporations at the expense of workers. When workers can't get justice, it hurts all of us.

Enough! s.22 deserves to be treated with respect and dignity.

John Horgan, you can help workers like s.22 have the financial security they deserve by strengthening employment laws and improving enforcement.

Workers in BC need additional protections so they can build a good life for themselves and their family.

I'm calling for other improvements to worker legislation including:

- 10 days paid leave and 15 weeks unpaid leave for intimate, personal and relationship violence (domestic violence);
- No exemptions to the Employment Standards Act so that all workers are protected by the basic minimum standards;
- Protection for workers' jobs, wages, benefits and union during a contract flip; and
- A one-step process so workers who want to join a union can do so without fear or intimidation.

Workers deserve better. It's time to change the law!

Sincerely

s.22

**From:** [Leduc, Danine LBR:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Subject:** RE:s.22  
**Date:** August 2, 2019 10:40:21 AM  
**Attachments:** [image001.png](#)

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Hi Karen,

Yes —s.22 has been engaging with me directly and I worked with him and the Patterson review to facilitate a phone conversation (his preference) for him to share his experiences directly. He has recently sent in another email after his engagement with Janet's review asking for me to facilitate the Minister to intervene on his behalf. This will likely come to you through correspondence as a written reply.

Please let me know if you would like a different approach.

Thanks

Danine

---

**From:** Cooling, Karen LBR:EX  
**Sent:** August 2, 2019 10:36 AM  
**To:** Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Subject:** FW:s.22

Is there anything new on this file that I could let Stacey know about?

Thanks

K

---

**From:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Sent:** July 25, 2019 11:32 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW:s.22

Hello Karen,

I'm following up on s.22 file to see if there are any updates. Thanks again for your help with this file,

Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0



Phone: (250)805-0323  
Kimberley: 362 Wallinger Ave. V1A 1Z4  
Toll-Free Phone: 1-844-432-2300  
[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

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**From:** Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]  
**Sent:** Tuesday, July 16, 2019 10:37 AM  
**To:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Subject:** RE: s.22

Hi Stacey:

Our Assistant Deputy Minister has been speaking with s.22 I will leave it in her hands at this time, but will follow up with her in a week or so.

I will let you know how things proceed.

Karen

---

**From:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Sent:** Tuesday, July 16, 2019 9:19 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Cc:** Loganberg, Rachel LASS:EX <[Rachel.Loganberg@leg.bc.ca](mailto:Rachel.Loganberg@leg.bc.ca)>  
**Subject:** RE: s.22

Good morning Karen,

Thanks so much for your reply. s.22  
s.22

I am happy to speak on the phone, yes of course, but I think it would be more effective to reach out to s.22



s.22

If there is anything at all that you need from me, please call. Any updates would be great if you would be so kind as to provide us with that information as it unfolds.<sup>s.13</sup>

s.13

Thanks and please do keep in touch,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
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**From:** Cooling, Karen LBR:EX [<mailto:Karen.Cooling@gov.bc.ca>]

**Sent:** Monday, July 15, 2019 1:59 PM

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

**Subject:** RE: s.22

Hi Stacey:

Can we set up a time to speak on the phone? I would like to understand what the situation is with  
s.22 I have no material other than the violation report that you attached.

Thank you

Karen

Karen Cooling (she/hers)  
Senior Ministerial Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 778-974-6025 | Email: [karen.cooling@gov.bc.ca](mailto:karen.cooling@gov.bc.ca)

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**From:** Brensrud, Stacey <[Stacey.Brensrud@leg.bc.ca](mailto:Stacey.Brensrud@leg.bc.ca)>  
**Sent:** Monday, July 15, 2019 12:53 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW:s.22

Hi Karen I am following up to see if you received this email from last week,  
Thank you,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
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**From:** Brensrud, Stacey  
**Sent:** Thursday, July 11, 2019 12:04 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW:s.22

Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke



Revelstoke: 107 First St. East, V0E 2S0  
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[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

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**From:** Brensrud, Stacey  
**Sent:** Thursday, July 11, 2019 12:03 PM  
**To:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** s.22

Hello,

Please find attached a report from constituent<sup>s.22</sup> You already should have a consent form on file for him from June 19 2019 correspondence.  
s.22

Please help this constituent as there is nothing I can do to help him at this level.  
Thanks very much,



Stacey Brensrud  
Constituency Assistant  
Doug Clovechok, MLA  
Columbia River – Revelstoke  
Revelstoke: 107 First St. East, V0E 2S0  
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[www.dougclovechokmla.ca](http://www.dougclovechokmla.ca)

**From:** [Hughes, Trevor LBR:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Subject:** Re: VPG constit. employment issue  
**Date:** August 1, 2019 2:52:11 PM

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His complaint was filed on May 21, 2019 and is one of five filed against the employer. The other complaints were filed on July 3, 5, and 8. The file was assigned on July 22 as a multi-complainant investigation. Staff are in the very preliminary stages of investigating the complaints and it appears thus far that the employer s.22

s.22

On Aug 1, 2019, at 1:46 PM, Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)> wrote:

Can we get an update on this one?

K

---

**From:** Anderson, Dulcy <[Dulcy.Anderson@leg.bc.ca](mailto:Dulcy.Anderson@leg.bc.ca)>  
**Sent:** July 19, 2019 10:54 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** VPG constit. employment issue

s.22

Please find consent form attached. Constit. name is s.22

Thank you!  
Dulcy

Dulcy Anderson | Constituency Assistant | David Eby, MLA Vancouver-Point Grey  
[dulcy.anderson@leg.bc.ca](mailto:dulcy.anderson@leg.bc.ca) | 604-660-1297 | 2909 West Broadway, Vancouver, BC  
V6K2G6 | [davidbymla.ca](http://davidbymla.ca)

Stay in touch and get involved! Sign up for our [newsletter](#).

<image001.png>

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