

From: [Hughes, Trevor LBR:EX](#)
To: [Wright, Don J. PREM:EX](#)
Cc: [Kennedy, Christine PREM:EX](#)
Subject: Draft - Paid Sick Leave During the COVID-19 Crisis
Date: April 28, 2020 5:42:18 PM
Attachments: [59460 - Paid Sick Leave BN.pdf](#)
Importance: High

Don, further to our discussion yesterday morning, my team has prepared the attached for discussion with you. I am NOT sending it to MHB until you and I have talked about it. It's a bit longer than I asked for but in hindsight is okay with me because of the detailed analysis.

Look forward to talking.

T.

MINISTRY OF LABOUR
INFORMATION NOTE

Cliff #: 59460

Date: April 28, 2020

PREPARED FOR: Honourable Harry Bains, Minister of Labour

ISSUE: Paid Sick Leave During the COVID-19 Crisis

BACKGROUND:

A recent outbreak of COVID-19 at two poultry processing plants in the Lower Mainland has raised questions about the effectiveness of measures aimed at stopping the spread of the virus in workplaces.

According to media reports, some employees who were exhibiting symptoms of COVID-19 were continuing to work, and thus spreading the virus to their co-workers. However, it is not clear from these reports as to the reasons why these employees continued to work or why their employer allowed them to continue to work.

Possible explanations have included speculation that:

- The employer threatened the employees with job-loss if they did not continue to work;
- The employees were not aware of their existing right to job-protected unpaid leave and of their potential eligibility for federal or provincial benefits that may have covered at least part of any wage loss;
- This lack of awareness of their rights may have been exacerbated due to some or many of these employees having language or other issues making them particularly vulnerable, possibly because they were migrant or temporary foreign workers; or
- Despite the existing protections, employees needed to have more of their wages covered in order for them to not work.

The Premier, the Provincial Health Officer and others have strongly and repeatedly made the point that if a worker is sick, they should stay home. However, this incident has given rise to questions about whether workers and employers have adequate knowledge about existing entitlements and responsibilities, whether existing protections and incentives are sufficient, and whether greater paid sick leave benefits should be provided during the COVID-19 crisis.

This briefing note summarizes the existing protections and benefits, ^{s.13}

DISCUSSION:

Existing Protections:

The *Employment Standards Act*:

On March 23, 2020, the *Employment Standards Act* (the Act) was amended (Bill 16-2020) to provide unpaid job protected leave to employees in British Columbia during the COVID-19 crisis. This leave is available to an employee if, in relation to COVID-19, they meet one of several categories of eligibility (e.g., diagnosed with COVID-19 and staying at home on an order of the provincial health officer).

With respect to the outbreak at the poultry processing plants and the allegation that employees may have felt compelled to continue to work because of threats from their employer, the employees' jobs are protected under the Act, and any action by the employer to terminate employment for reasons related to COVID-19 would contravene the Act.

The Canada Emergency Response Benefit:

The Canada Emergency Response Benefit (CERB) provides temporary income support to workers who have stopped working related to COVID-19. The CERB provides \$500 per week for a maximum of 16 weeks, and is available from March 15, 2020 to October 3, 2020. The CERB is available to workers:

- Residing in Canada, who are at least 15 years old;
- Who have stopped working because of reasons related to COVID-19 or are eligible for Employment Insurance (regular or sickness benefits);
- Who had employment and/or self-employment income of at least \$5,000 in 2019 or in the 12 months prior to the date of their application; and
- Who have not quit their job voluntarily.

A person is not required to be a Canadian citizen or permanent resident of Canada in order to be eligible for the CERB. This means that temporary foreign workers and other foreign nationals working in British Columbia may receive the CERB as long as they

meet the eligibility requirements, which include residing in Canada and having a valid Social Insurance Number. In addition, unlike Employment Insurance (regular or sickness benefits), there is no waiting period before a person may begin receiving the benefit. Finally, a provincial one-time payment of \$1,000 is also available to people whose ability to work has been affected due to COVID-19.

With respect to the outbreak at the poultry processing plants and the suggestion that the sick employees needed to work because they had no access to financial supports, the employees are eligible for the \$500/week CERB benefit along with the one-time provincial benefit of \$1,000, regardless of whether they are migrant or temporary foreign workers, as long as they meet the other eligibility requirements.

Workers' Compensation Benefits under the *Workers Compensation Act*

Workers' compensation benefits are available for an injury or illness that arises out of and over the course of employment. This means that benefits may be payable to a worker who has been diagnosed with COVID-19 if the disease arose out of or over the course of employment. To accept a claim for workers' compensation, WorkSafeBC may thus require evidence that the employee came into contact with the virus while working – for example, a health care worker having treated a known infected patient.

WorkSafeBC has announced plans to conduct an expedited consultation on a proposal to establish an occupational disease presumption for COVID-19. A presumption would mean that if workers in certain occupations are diagnosed with COVID-19, it is presumed that their disease is work-related and evidence that they specifically caught COVID-19 at work is not required. If enacted, this presumption would make it easier for workers to obtain workers' compensation benefits if they are working in certain occupations where the scientific and medical evidence show they are at greater risk of exposure to COVID-19. However, under both the current rules and the rules that could be established if a presumption is enacted, a COVID-19 diagnosis would be required. Workers' compensation would not be available for workers who withdraw from work for preventative reasons.

A presumption would not operate to presume that a person has COVID-19 if they are simply showing COVID-19 symptoms. As indicated, eligibility for workers' compensation requires a diagnosis of COVID-19, but a presumption would remove the requirement for specific evidence that it was contracted through work. In other words, once diagnosed with COVID-19, work-relatedness is presumed.

WorkSafeBC's guidance with respect to COVID-19 is as follows:

- Every employer should have a policy around sick leave and compensation if a worker cannot work due to COVID-19 concerns. These policies must abide by

the *Employment Standards Act*, which sets standards for payment, compensation, and working conditions in most workplaces;

- Workers who have to undergo quarantine due to COVID-19 concerns and are not entitled to employer-paid sick leave should apply for the federal CERB benefit; and
- Workers' compensation benefits are only available for a work-related injury or illness and are not provided to workers who withdraw from work for preventative reasons.

With respect to the outbreak at the poultry processing plants and the suggestion that sick employees needed to work because they had no access to financial supports, workers' compensation benefits may be payable to some workers who have been diagnosed with COVID-19 under certain circumstances. s.13

s.13

s.13

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Withheld pursuant to/removed as

s.13; s.14

s.13

NEXT STEPS/CONCLUSION:

TBD

From: [Tanner, Michael A LBR:EX](#)
To: [Hughes, Trevor LBR:EX](#)
Cc: [Blakely, John H LBR:EX](#); [Leduc, Danine LBR:EX](#); [Hourston, Sveah LBR:EX](#)
Subject: FW: Paid sick leave
Date: April 30, 2020 2:37:33 PM

Trevor – following is what we have on paid sick leave under ES legislation across Canada...

From: Webb, Jennifer LBR:EX
Sent: April 30, 2020 1:21 PM
To: Blakely, John H LBR:EX ; Tanner, Michael A LBR:EX
Subject: FW: Paid sick leave
Hi, this was done in mid-March. Thank you.

From: Blakely, John H LBR:EX <John.Blakely@gov.bc.ca>
Sent: March 17, 2020 11:13 AM
To: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Cc: Tanner, Michael A LBR:EX <Michael.Tanner@gov.bc.ca>; Webb, Jennifer LBR:EX <Jennifer.Webb@gov.bc.ca>; Omware, Sarah LBR:EX <Sarah.Omware@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Subject: FW: Paid sick leave

Trevor, as per below, PEI (1 day), Quebec (2 days) and the federal jurisdiction (3 days) have days of paid leave that can be used for personal sickness or illness. The federal provisions came into force late last year. Ontario also had two paid days, but they were repealed by the current government. Thanks

From: Webb, Jennifer LBR:EX <Jennifer.Webb@gov.bc.ca>
Sent: March 17, 2020 11:08 AM
To: Tanner, Michael A LBR:EX <Michael.Tanner@gov.bc.ca>; Blakely, John H LBR:EX <John.Blakely@gov.bc.ca>
Subject: FW: Paid sick leave

PEI has one paid day per year after five years of employment; all employees get three unpaid sick days per year.

Quebec has 2 days paid sick leave per year:

*After 3 months of uninterrupted service, an employee may benefit from a **total** of 2 days of paid absence per year:*

- *to take care of a relative or person with whom he or she acts as an informal caregiver,*
- **in case of sickness,**
- *for organ or tissue donation,*
- *following an accident, domestic violence, sexual violence or a crime*

Feds have three days of paid leave:

Personal Leave: *Employees will be permitted to take up to five days of leave per year for illness and other prescribed activities, such as "addressing any urgent matter concerning themselves or their family members." If the employee has three continuous months of service with the employer, **the first three days of the leave will be paid.** The employee can be required to provide documentation in situations where it is "reasonably practicable" for them to do so.*

No paid sick leave for Alberta, Saskatchewan, Manitoba, Ontario, Nova Scotia, New Brunswick, and Newfoundland.

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>

Sent: March 17, 2020 10:34 AM

To: Blakely, John H LBR:EX <John.Blakely@gov.bc.ca>; Tanner, Michael A LBR:EX <Michael.Tanner@gov.bc.ca>; Webb, Jennifer LBR:EX <Jennifer.Webb@gov.bc.ca>; Omware, Sarah LBR:EX <Sarah.Omware@gov.bc.ca>

Cc: Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>

Subject: Paid sick leave

Importance: High

MHB wants to know which jurisdictions have paid sick leave – Alex says several have 2 days paid. I said maybe PEI has that but no jurisdiction has paid sick leave I'm aware of. He wants confirmation ASAP.

Thanks.

T.

From: [Hughes, Trevor LBR:EX](#)
To: [Leduc, Danine LBR:EX](#); [Ayers, Jake LBR:EX](#)
Cc: [Blakely, John H LBR:EX](#); [Tanner, Michael A LBR:EX](#); [Hourston, Sveah LBR:EX](#)
Subject: RE: Questions from Don
Date: April 30, 2020 5:36:12 PM

Enough for now please.

From: Leduc, Danine LBR:EX
Sent: April 30, 2020 5:35 PM
To: Ayers, Jake LBR:EX ; Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX ; Tanner, Michael A LBR:EX ; Hourston, Sveah LBR:EX
Subject: RE: Questions from Don

Thanks for this Jake - Is there any interest in engaging AEST's workforce data crew to attempt the sectoral response? Or is public/private enough?

Thanks

Danine

From: Ayers, Jake LBR:EX <Jake.Ayers@gov.bc.ca>
Sent: April 30, 2020 5:01 PM
To: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Cc: Blakely, John H LBR:EX <John.Blakely@gov.bc.ca>; Tanner, Michael A LBR:EX <Michael.Tanner@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Subject: Re: Questions from Don

For clarity I think this would be 50% of paid employees. So if you were to include all the self employed in the denominator it could be more like 40%

On Apr 30, 2020, at 4:45 PM, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca> wrote:

Thanks. The logic on short notice is sound although I would have said the number is less than 50%. The point is it not likely a majority of employers.

From: Blakely, John H LBR:EX <John.Blakely@gov.bc.ca>
Sent: April 30, 2020 4:38 PM
To: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Ayers, Jake LBR:EX <Jake.Ayers@gov.bc.ca>; Tanner, Michael A LBR:EX <Michael.Tanner@gov.bc.ca>
Cc: Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Subject: RE: Questions from Don

Trevor, we already gave you the answer to question 2 – i.e., PEI (1 day), Quebec (2 days) and the federal jurisdiction (3 days), all for paid leave that can be used for personal sickness or illness. Ontario also had two paid days, but they were repealed by the current government.

With respect to the first question about the percentage of the workforce with paid sick leave provisions, the best we could on short notice was to come to a ballpark estimate

of about 50% of the workforce. This is based on the following reasoning that Jake provided:

- The total workforce (in 2019) in BC is 2,559,000. Of that 456,800 were self employed (so they would have to pay themselves to be sick so to speak).
- Of the 2,102,200 paid employees, 29% were covered by a union. It's s.13

-

- We know that small businesses with fewer than 50 employees represent 44% of total employment (including public sector), or 53% of private sector employment. s.13
- s.13

I hope this helps.

Thanks,

John

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>

Sent: April 30, 2020 12:57 PM

To: Blakely, John H LBR:EX <John.Blakely@gov.bc.ca>; Ayers, Jake LBR:EX <Jake.Ayers@gov.bc.ca>; Tanner, Michael A LBR:EX <Michael.Tanner@gov.bc.ca>

Cc: Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>

Subject: Questions from Don

Importance: High

1. What % of the workforce is already covered with sick pay provisions, and some sense of which sectors they are in;
2. What other provinces have by way of sick pay in their ES legislation?

Are you able to dig into these?^{s.13}
s.13

Thanks.
T.

From: s.22
To: [Minister, LBR LBR:EX](#)
Subject: Sick leave
Date: April 17, 2020 8:03:18 AM

Hello,

My name is s.22

I hope you and your Familie are doing OK.

After All turmoil In our Country i like to address some corners I have with our basic

Labour laws. I Feel this laws we have in Canada need an update. We as working people

Who are not under a umbrella of government or union employee have for sure not great labour protection. What

union or government employees have to much regular non union worker have hardly anything . It is proven now.

People who work under the regular labour laws do not get paid sick leave. So most of this people are going to work

because they can not afford to stay home because there is now money coming in if they are staining home. Wy is it

that lower wage people have to work harder and not even get 3days sick leave paid with no doctor paper and if you

get a Doctor paper they will be paid an other 7-14 days. So this lower wage workers would stay home and not

spreading any virus like the flue or now the corona virus.

I also feel that the government should not canceled the medical insurance but would turned it to a Basic dental And

medical insurance. I can tell you from my experience that we could not afford a dentist who charges 300\$ for a

check up and a cleaning not including to fix anything. An other thing I feel is The Optometrist. The liberal party in

the year 2000 canceled this also for low income families. s.22

s.22

s.22

So i feel if we would implement the medical insurance again every one would pay \$75 a month dental and medical

and also rethink our labour laws and implement paid sick leave so low income people can stay home and not

spreading a virus or flues

I feel all Canadians should have the same labour laws. They're should be not a difference between union or non union.

I really hope the NDP will consider my idea and they also should start looking after the

Lower income people so they also have a chance to have good basic life.

Thank you stay save and I hope you will get back to me after all this is over and inform me how you feel about all this

Stay save.

Best regards s.22

Sent from my iPad



Ref: 59398

May 26, 2020

s.22

Email: s.22

Dear s.22

Thank you for your email of April 17, 2020, regarding your proposed employment law changes in response to COVID-19 public health emergency, and for expressing your concerns and views on the challenges low income workers are facing.

As Minister responsible for labour issues, I can assure you that worker rights and worker protections continue as a priority for Government as we move through this difficult time. Please be assured that your concerns and views will be taken under consideration as Government continues to actively work to support workers, businesses and all British Columbians through this difficult time.

It may interest you to know that significant developments related to the pandemic have occurred since the first confirmed COVID-19 case in British Columbia (BC) on January 27, 2020. On March 23, 2020, the Government of BC introduced and passed amendments to the *Employment Standards Act* to provide unpaid, job-protected leave to employees during the COVID-19 pandemic and up to three days of unpaid, job-protected personal illness or injury leave per year.

The COVID-19 related leave allows workers to immediately take unpaid, job-protected leave if they are unable to work for specified reasons relating to COVID-19. This includes employees who are required to self-isolate in compliance with a public health order or guideline and employees unable to go to work because their employers are concerned that they may expose other employees to risk. Employees are entitled to the leave for as long as a specified COVID-19-related situation applies to them (e.g., the full period they are required to self-isolate under a public health order or guideline). Employers cannot require an employee to provide a doctor's note to establish their eligibility for this leave. Background information and News Release on these new provisions is available at: <https://news.gov.bc.ca/releases/2020LBR0012-000551>.

.../2

The Province has also established a COVID-19 Provincial Support and Information resource which is available at: <https://www.gov.bc.ca/covid19>. The resource provides important and up-to-date information and guidance for individuals, workers, and employers. This includes specific information and further links to provincial and federal initiatives to provide financial and other supports for workers affected by the COVID-19 public health emergency. A direct link to key federal supports, including details on specific federal financial supports for people who are sick, quarantined, or in directed self-isolation, as well as details on the Canada Emergency Response Benefit (CERB) program can be viewed at: <https://www.canada.ca/en/departement-finance/economic-response-plan.html>. The BC website also includes key contact information should you have additional specific questions or concerns about COVID-19.

Regarding your concerns on the challenges low income workers are facing including potentially going to work while sick and spreading COVID-19 in workplaces, Government recognizes this issue is of vital importance—especially in the context of the current pandemic. As you may know, the Honourable John Horgan, Premier, has recently voiced concerns on this issue as well and has indicated he has been having discussions with the Federal Government to explore possible approaches to addressing the concerns. I am also doing some work within my Ministry to review the options to address this issue.

In addition, WorkSafeBC established guidance on appropriate workplace policies designed to ensure healthy and safe workplaces, in the context of the pandemic. This information is available through the WorkSafeBC website at: <https://www.worksafebc.com/en/about-us/covid-19-updates/health-and-safety>.

You may also be interested to know that workers and employers with questions or concerns about workplace exposure to COVID-19 can call WorkSafeBC's Prevention Information Line by telephone at: 604 276-3100 in the Lower Mainland (toll-free within BC at: 1 888 621-SAFE). They will be able to speak to a prevention officer to get answers to their questions, and if required, a prevention officer will be assigned to assess the health and safety risk at the workplace.

Please note that I have forwarded a copy of your correspondence to the Honourable Adrian Dix, Minister of Health, to bring to his attention your concerns and suggestions regarding health and dental insurance.

Thank you again for writing.

Sincerely,



Harry Bains
Minister

.../3

s.22

Page 3

pc: Honourable Adrian Dix
Minister of Health

From: S.22
To: [Minister, LBR LBR:EX](#)
Subject: Paid Sick Leave
Date: April 23, 2020 11:51:54 AM

Dear Mr. Bains,

I am a firm believer that paid sick leave benefits both the employee, employer, and society at large. Providing employees with the knowledge that they can take paid leave if they are sick will encourage them to stay home and not risk potentially infecting colleagues and people they encounter on their way to/from work, as well as allow them to focus on getting better and not 'toughing it out' while at work, likely prolonging their illness and at reduced productivity. The COVID-19 outbreak at a poultry processing plant has highlighted the risks associated when employees don't have paid sick leave and still go to work.

BC currently allows five days of unpaid leave, and a 2019 government report recommended increasing this to seven days. I strongly suggest that this is the time the government should move towards legislating 10 days of paid sick leave. This will benefit employees, employers, and BC at large. No one should ever have to choose between their job, their health, and the public interest.

Sincerely,

s.22

From: [Minister, LBR LBR:EX](#)
To: S.22
Subject: Response from the Honourable Harry Bains
Date: June 10, 2020 1:53:00 PM
Attachments: [59424 Signed.pdf](#)
[Paid Sick Leave.msg](#)

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

Thank you,

Office of the Minister
Ministry of Labour

Butler, Lisa M JEDC:EX

From: Correspondence Services LBR:EX
Subject: FW: Letter to Minister of Labour re: Employment Standards
Attachments: PastedGraphic-2.tiff; ATT00001.htm; L-Labour Min.doc; ATT00002.htm

From: John Lynn <john@lynngroup.ca>
Sent: April 23, 2020 3:47 PM
To: OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>; Simpson.MLA, Shane L LASS:EX <Shane.Simpson.MLA@leg.bc.ca>
Subject: Letter to Minister of Labour re: Employment Standards

Attached please find a copy of my letter to Hon. Harry Bains regarding some required improvements to BC's Employment Standards Act which arise from a range of conditions currently jeopardizing the lives of seniors in care in our province.

I might add that your comments reported in today's Vancouver Sun newspaper on this subject are on point. However, hand-wringing and pleading for employers to 'give' employees sick leave simply won't cut it. I believe your government is required to set minimum standards for employment, the most serious one being sick leave. Otherwise our laws condone marginally-employed workers going to work sick and in effect killing others for lack of minimum standards affecting employment.

The province's consciousness is currently at a high level on this issue, which makes it a perfect time for your government to take action.

Regards,

JOHN LYNN

Suite 1805, 719 Princess St., New Westminster BC V3M 6T9 • 604-258-9084 • John@LynnGroup.ca

April 16, 2020

Hon. Harry Bains
Minister of Labour
PO Box 9064 Stn Prov Govt
Victoria BC V8W 9E2

Copy: Hon. John Horgan via email
 Hon. Shane Simpson via email

Dear Mr. Minister,

Our current Covid-19 crisis has brought to the fore a number of issues which fall under your jurisdiction which I believe now need to be addressed. Broadly, they involve Employment Standards and related non-government policies and practices which are not only creating grossly unfair working conditions for British Columbians, but in the current virus crisis, danger and even death to unsuspecting and innocent citizens of our province.

You and your colleagues are aware of the recent decision of Dr. Henry to insist that workers in seniors care facilities restrict themselves to working at one facility only, because of the high danger and likelihood such employees innocently transmitted the Covid-19 virus from one centre to another. A number of British Columbians have died because of this reality, as you no doubt realize.

This situation arises because of a practice of certain employers of hiring staff on a part-time basis only, typically 20 hours of week. This forces those workers to take employment at several facilities to make up a full-time job. I understand this practice is favoured by some employers for a variety of reasons; it gives them more power to hire and fire and lay off staff; it can relieve them of the need to provide benefits such as extended health, sick leave, pregnancy leave and other types of leave, extended holidays, etc. And they can change their hours of work and other working conditions arbitrarily.

This state of affairs exists not only in the personal care industry, nor is it unique to non-union worksites. This laxity in the rules allows certain employers who agree to a collective agreement with a 'rat' union such as the Christian Labour Association of Canada (CLAC), for example, to write these types of conditions into collective agreements.

Indeed, the existing Employment Standards legislation has provisions excepting unionized workforces to have certain provisions in their collective agreements which would otherwise be an infraction under the ESA. The most frequent exception in this category is hours of work, which is often abused by unscrupulous employers who are faced with a weak union.

This practice is also rampant in the restaurant and food services, industry and in certain sectors of the hotel industry. Young people, who generally are grateful for their first job, are taken advantage of by employers who give them split shifts, half-time employment, and unfair working conditions such as itemized above.

I would add to this list of legislative deficiencies the ability of employers, with the collaboration of unsuspecting employees, to consider their workers to be Independent Contractors rather than regular workers entitled to the full protections of the law and to the provision of such benefits as regulated hours of work, holidays, sick pay, etc. This loophole in the law creates enormous difficulties for the unsuspecting workers and should not be allowed.

I urge you to bring in changes to the Employment Standards Act which, among other things, would require that every employee is entitled to full-time employment if and when it is available; that such benefits as sick leave, paid holidays, vacations with pay and other common benefits are stipulated in the Act and automatically available to all employees; and a regimen of hours of work, overtime compensation and other considerations are a part of the laws of British Columbia, not left to the capriciousness of employers. Any necessary exceptions to these rules must be subject to the approval of inspectors from the Minister of Labour, not up to the whims of employers.

I understand that this may raise employer costs in certain circumstances, and these costs will need to be passed on to the purchasers or service. The current situation where people are dying in their beds in long term care because of loopholes in employment legislation gives us ample evidence of the results when we cheap out on vital human services.

In Solidarity,

John Lynn

MacDonald, Alex LBR:EX

From: McCaffrey, Julianne GCPE:EX
Sent: April 22, 2020 7:32 PM
To: Bains, Harry LBR:EX
Cc: Scott, Samantha LBR:EX; MacDonald, Alex LBR:EX
Subject: AS PROMISED: evening update - paid sick leave

Hi Minister,

Alex just connected with Sage for direction on the paid sick leave. We're not sure yet if it will be a proactive or reactive approach, a statement from you or simply me relaying to reporters s.13

s.13

In the interim, I've drafted four response bullets noted below as A to D. The KMs are being reviewed by your team and will also be reviewed by Trevor, the PO and the Joint Information Centre (JIC) at Emergency Management BC. The messaging will change as a result, but here's the initial thinking:

s.13

Directly below is the transcript of PJH's presser with some highlights to note.

Below that are some articles and social media clips to show how media are reporting on it.

A reminder that you have a CBC Radio request (unconfirmed) for 3 pm tomorrow on the issue, and WorkSafeBC already responded to Dirk at CP with high-level and vague response points of:

- **WorkSafeBC was notified yesterday about the COVID-19 outbreak at the chicken processing plant in Vancouver. We have assigned a prevention officer to the incident.**

- As you may be aware, WorkSafeBC's prevention team is continuing to conduct inspections and provide education and consultation services to employers, including those related to COVID-19 exposure risks, and general occupational health and safety requirements.
- We will be discussing this outbreak with the Premier and Minister of Labour, including any and all measures that can help reduce exposure to COVID-19 in the workplace.

Thank you,
Jules

((TRANSCRIPT))

Media Availability
Legislature Press Theatre
22-Apr-2020 13:32

John Horgan: We just completed our weekly cabinet meeting, and I wanted to, in my regular availability, touch upon some of the things that have happened in the past couple of days, and of course, focus on the next couple of weeks. We are assembled here on the traditional territory of the Lekwungen-speaking people, the Esquimalt and Songhees First Nations. It is a real privilege and opportunity to say to all British Columbians how grateful I am for the work that you have been doing to help bend the curve here in BC.

Dr Henry and Minister Dix will be out later today with new numbers. And there are some challenges among those numbers. You will be aware of an outbreak in a poultry facility in Vancouver, which is disappointing on a whole host of levels.

But it will skew our numbers in the short-term. And Dr Henry will explain and put some context on that for everyone. But it highlights, I think, how important it is, as we look to that period when we come out from underneath the restrictions that have been in place, that we ensure that workplaces are indeed safe.

We all know that the economy is the people of BC. And if the people of BC are not safe in their workplace, if the people of BC do not feel safe accessing public transit, or accessing goods and services within the economy, they're going to stay home; they're going to continue to be fearful. We need to come out of this hopeful and optimistic.

And I am hopeful, for a variety of reasons. Firstly, I look at the businesses that are now retooling to manufacture protective equipment here in BC, so we're not so dependent on foreign supply chains. I am grateful for my neighbours, and neighbours across BC, who are coming together to help each other; to send a signal to those front line workers how grateful we are that they are working in the health care sector to protect patients, and to protect all of us, as well as those that are working every day to make sure that the things we need are available in a safe and reasonable way.

I also want to thank the musicians and the artists, who are taking this time of reflection and isolation to build on the talents that they have, and share those electronically and virtually with the rest of BC, and indeed, the rest of the world. These are inspiring times, as well as challenging times. And we need to focus on both of those elements as we go forward.

As we fight COVID-19, we have to be focused on making sure that we're creating a better BC. In concert with the federal government, we have been making a series of announcements about how we're providing relief for people. This week, we announced property tax relief for businesses and local governments. We established a BC business hotline so people can call in -- businesses can call in -- to see what programs are available for them. New mental health programs for post-secondary students who are concerned about the loss of a year or the loss of a program, as we fight through this. And we have also put in place emergency resources for people with disabilities, as well as emergency resources for others

across the board. We have put in place restrictions on price gouging. We have put in place technology grants for students so that they can access the technologies that we need in a virtual environment.

And we have announced, Minister Dix announced, three new primary care centres -- urgent primary care centres -- yesterday. He talked about Vernon, Abbotsford, and Castlegar. And I am happy to announce that, on the 27th of April, a new urgent primary care centre will be opening up here in Victoria. The James Bay UPCC will be on Michigan Street, just in the James Bay Community Project behind the Legislature.

Urgent primary care centres are part and parcel of our response to COVID-19. Certainly, we talked about programs for rural, remote and indigenous communities on Monday. Today's announcement of more primary care centres also speaks to delivering services for people. We need them, certainly, during a time of pandemic, but we need them more than ever when people are fearful and concerned about their personal health and wellbeing, as well as their loved ones. The primary care centres are going to be critical in achieving that.

I want to also just remind everyone that as we go forward we need to adhere to the directives we're hearing from Dr Henry and the public health officials right across the province. If we are going to be successful, we have to hold fast. And again, I ask British Columbians to recommit to each other, to recommit to us moving forward together. There will be some challenges; there is no question. But we are seeing light at the end of the tunnel. In the days ahead, cabinet will be considering how we phase in a return to normalcy. We have been working on that from the beginning, and every day we get new information.

I want to lift my hands, and give props to the restaurant sector, who are working now, before we come out from underneath this, on better ways to ensure that people who work in the hospitality sector are safe, and most importantly, that the services or the food that they provide will be safe as well. This is not a magic bullet that will come from government. It will be, again, cooperation amongst all of us; the people of BC, who are, as I said, the economy of BC. The only way forward is to do it together. The only way we will all feel safe is if we are all pulling in the same direction.

Thanks for that, and I am happy to take any questions you may have.

Q&A

Reporter: I'm just asking about the personal protective equipment allocation. In regards to pharmacies, I know the pharmacy association has asked for allocation to pharmacies to be a priority. Obviously, we understand that what's available will initially go to places like hospitals and other health facilities.

But it sounds as though they're working with the province to see what might be available once those PPE needs are filled at that level. I'm just wondering where we're at with bringing in enough equipment for the very front line, and where that might leave pharmacies in terms of being able to be allocated some supply?

Horgan: Thank you for the question. And, of course, we had not good news yesterday that the federal government was unable to get a shipment out of Shanghai that they had anticipated. We have been meeting with success on our efforts to procure PPE, and we will continue to do that. But as I said, in my introductory remarks, there are manufacturers that are emerging across the country.

I talked to Premier Doug Ford in Ontario, which has often been characterized as the manufacturing heartland of Canada, largely because of autos. But now, they're retooling to meet the needs of today. And I am very pleased with the progress that is being made there. I get regular updates from Premier Ford.

But right here in BC, companies are now retooling to provide the PPE, the protective equipment, that we will need, not just in acute care facilities, not just in our long-term care facilities, but also across the economy. Pharmacies are

obviously a high point for us. And Minister Dix will be working to apportion those resources as is in the best interest of delivering health services to British Columbians.

Obviously, as you said in your preamble, our focus is first and foremost with our front line workers. There is a whole host of other workers in the economy that are going to be requiring, and using, in fact today, PPE. We need to make sure we're enforcing that equitably.

As I have said before, we are not the only people on the planet looking for this equipment. Everybody is. We hear horror stories from other jurisdictions. That is not our experience here. But it is prudent management, I think, that has kept us out of that glue. And we are going to continue to manage that resource prudently until we have such a surplus that we will be able to spread it more equitably across the broader economy.

Reporter: I'm wondering if you can update us on some of the earliest measures that the province announced, specifically the rent supplement. Is that money flowing? And also, the emergency benefit for workers -- have any cheques been sent out there? Because we have been hearing from some who say it has been a struggle to access help. It appears the application isn't available online yet. When will that happen?

Horgan: Firstly, the emergency benefit that we will be providing -- the \$1,000 -- will be flowing in May. That was our expectation, and those processes are being worked on. If there are glitches, I'm happy to hear about it. And I will take that back to Minister James.

When it comes to the rent supplement, I know we have issued thousands of cheques to assist renters. There is more to do. And we have got another month coming up. We're working with BC Housing to make sure that that system works effectively. Again, I bring up the challenges that we have had, and the federal government has had, in retooling our activities as governments.

Normally, we provide services. There are cheques for certain activities, and that is a limited amount of activity. Now we're expanding that. The federal government is expanding that. Some of them cost shared, some of them not. So we're working as best we can, retooling our own systems internal to government, to make sure that we can provide a service that we have never provided before. And there are going to be challenges, but I'm hopeful that people will continue to have patience, and we will get dollars into people's hands as quickly as we possibly can.

Reporter: ICBC announced last week that cancellation fees would be waived. But it is still being held up at the BCUC, and we're hearing from people frustrated that they're trying to cancel their insurance to save money, to pay for things like groceries and rent, and haven't saved that money yet. Does that concern you?

And two, if the province is able to give a rebate, should people be concerned that that will be held up as well?

Horgan: Certainly, Minister Eby has been focused on ICBC since we were sworn in as a government. It is well-known, and you have covered it extensively yourself, as have others on the call, the challenges that ICBC has created for our finances. We're continuing to focus on that. The longer-term solution to ICBC is still underway. We plan to have product changes in place for next year. And that is where the significant savings will be found for the travelling public.

I think the utilities commission role is an important one. We can't make sure that there is an independent body doing the checking on whether this is viable for the corporation. These are things that have happened in the past, whether it's with BC Hydro or ICBC. So the commission has a role to play. I am hopeful that they will be accelerating their efforts to make sure that we have these dollars available to people as quickly as possible.

It's Wednesday afternoon. We announced the program on Friday. So I don't think that is a long time to wait. But I understand people are anxious. They want to make sure that they're not wasting a penny in these very difficult times. So we're doing our best to accelerate these processes, but doing it in a way that's not reckless, and has something we can cross check to ensure that we're on the right track.

Reporter: Just wondering on a lot of these programs and access and benefits, everything's online. We've heard concerns from people that either they don't have access to the internet or their access is rather spotty, particularly in rural areas here in the Interior. I'm not sure there's any plan to fix those problems or expedite it either temporarily or permanently so people have access to some of the online information that's out there.

Horgan: Thank you for the question. I'll take it into another sector, if you don't mind, and come back to a direct answer your question. We've been providing resources in the K-12 system as we move to virtual education to make sure that every family has access to the technology that they'll need to participate fully in virtual classrooms. That's an area that has been -- we hadn't contemplated. You have this expectation that everyone has access to computers. That's not the case, certainly for young families. We want to make sure that we're providing the tools that students need so they can continue learning.

Similarly, we've had a broadband initiative run out of the Ministry of Citizens' Services. That's overseen by Minister Anne Kang right now. I've given direction to Anne to accelerate the expansion of our broadband program into rural and remote communities. This ties in nicely with the announcement we made around health delivery in rural and remote communities, that the isolation, the distances of BC are vast. They're made all the more vast when we think about the challenges of accessing services in a time of pandemic. This has been a wake-up call for all of us to understand that, although we think of ourselves as a small jurisdiction clinging on to the west coast of North America, looking out to the Pacific Ocean, we have vast distances and those distances often times are not covered by the technologies that we anticipate we're going to be able to access in urban centres.

Those people who live in urban centres who have not got the technologies they need to access services, we're doing our level best to make sure MLAs' offices are available to help people if they don't have the technological skills or the equipment to access programs. Those offices remain open to all political parties. These are non-partisan offices. The MLA may be a New Democrat or a Liberal or a Green, but the staff are there to serve the public regardless of how they vote. That's a key function for our constituency offices. They remain available. Service BC could have more people working as we start to fan out into a broader workforce and more of the economy opening up. We're not there yet. We'll get there shortly.

Reporter: Washington State Governor Jay Inslee had a televised address last night to provide the roadmap for the state's economic return. It sounds like Saskatchewan's premier is going to do that tonight as well. We've heard Minister Dix here say that we're tracking for early to mid-May details. I wondered, do you plan on addressing the province with a roadmap before then, or are we looking at as much as three weeks from now, waiting to kind of hear a similar address from you that we're seeing from some other states and provinces?

Horgan: Thanks for the question. I know Governor Inslee made his announcements yesterday. I'll be speaking with him on Friday. I look forward to getting some insights from him on how he is going to respond to a range of issues outside of that, the cross-border issues that are always a concern to us here in BC, and a range of other issues. I think the public can expect that I'll have something to say about how we open up sooner than the middle of May. We need to be guided by the science.

Although, as I said in my opening remarks, we've seen some very positive indicators in the numbers that Dr Henry presents daily and will present again today, the outbreak in the poultry facility is a warning call that we can't get too complacent. We need to make sure that our workplaces are safe, even those essential workplaces. I'll be working with the WorkSafe executive and board members as well as Minister Bains later today to talk about how we ensure that when we open up, our workplaces are free of risk to employees and, most importantly, free of risk to those citizens who access those workplaces for whatever reason they may find.

I'll be talking about that, Rob. I don't want to talk about it before we're ready to go. I don't want to give false hope to people that there's an early date for us here in BC. I didn't hear an early date from Governor Inslee. I don't expect we'll hear an early date from Premier Moe. I know that in our regular conversations with premiers across the country, we talk about where we are in that curve. Some are more optimistic than others. I have been historically

optimistic. I remain so. I want to make sure that we're not getting ahead of ourselves. I don't want British Columbians to take comfort in the early successes we've had in the past couple of weeks when we know examples like the poultry farm, the outbreak at the Mission Correctional Facility, create problems for us over time.

What I know for sure is that British Columbians don't want to give up the progress we've made for an early start that will put us back on our heels and perhaps in further restrictions as the summer proceeds. We want to make sure that we have a seamless integration back into as much normalcy as we can find and I'll be making significant announcements about that directly to the people of BC when the time is right.

Reporter: Premier, how come the regional park system can stay open and handle social distancing? The Capital Regional District says they're getting 90% compliance, but the entire provincial park system is shut down. Do you think that provincial closure needs a re-think, given how critical it is by now for young families to get out and run around in the fresh air?

Horgan: I accept your premise, Les. Again, Dr Henry's been pretty clear. She's not suggesting people hide under their beds. She's saying if you're going to get out and enjoy the outdoors, do so close to home. The more travel people do to get to regional parks or provincial parks creates more risk for other citizens. It's about pulling together. We'll have a plan to open up public spaces in the days and weeks ahead. I encourage people to hold to that and try and get that outdoor time as you can, where you can. There are regional trails. There are a host of places where people can go. People are exercising physical distancing and I've heard from many of my friends that they hear about it if they get too close. I think it's not just dogs that are barking at people who get too close. I think people are barking as well.

That speaks to the frustration that people are experiencing but also the earnestness with which people are adhering to physical distancing. If somebody gets within six feet or two metres, depending on what decade you were born in, I think people will respond to that. I have confidence that the public who are going outside are doing so responsibly. We'll see how we go from here on opening up provincial parks in the days and weeks ahead.

Reporter: The Canadian Centre for Policy Alternatives today has a report out saying that the pandemic crisis and the impact on long-term care homes shows that we have to get away from the for-profit model and stop the contracting out. Do you envision those changes taking place over time?

Horgan: You'll know, Keith, covering these issues for many, many years that we have always, as a political party, had concerns about the direction that long-term care took at the turn of the century, back in 2001-2002. I think some of the challenges that we anticipated are being graphically highlighted during this time of pandemic. We want to make sure, and Minister Dix has already taken steps to ensure that we don't have health care workers having to work in two and three facilities to meet their monthly expenses. I think that you can anticipate that that will be -- in fact, you can be certain that that will be the norm going forward.

There are a range of things that we're learning right now through this pandemic that are going to change how we do business. I use the example of making sure that our K-12 system is providing technology to all students or access to that technology. The computer labs of the 1990s are not the tablets of the 2020s. Technology is becoming cost-effective. We need to make sure we're distributing that to as many people as possible. What the world looks like in the months ahead is not going to be what the world looked like in the rear view mirror. I think that, at the end of the day, will be positive.

We're learning how to better care for each other. The primary care facilities that we're announcing, the one in James Bay opening next week, are examples of how delivering services is not the same as it was in the 1950s. We all are getting our head around that, and mostly for the better.

Reporter: I'm going to follow up on what Keith said there. With this change going forward, right now, what the Centre for Policy Alternatives said is essentially there's kind of a double-dipping. The province is giving money to these for-profit centres like they're paying union wages, which they're not. Now they're getting bumped up. Will we get to see a

formal accounting from them as taxpayers, for you as government, and we get to see how they're spending the money that they're getting from the government?

Horgan: I'll do a bit of a retrospective here. Before the last election the Senior's Advocate, Isobel Mackenzie, did a very comprehensive report on the delivery of services for seniors in long-term care facilities.

She highlighted how the vast majority, 80 plus percent of the facilities, were not meeting basic minimum standards.

Minister Dix and his mandate letter from me set about resolving that to the best of his ability in the old world. Now that we're in a new world and we see the catastrophic consequences of outbreaks in a long-term care facilities and the terrible loss of lives and loved ones, in some cases, no longer being able to say good-bye to their parents or grandparents, is something we do not want to see again.

So Minister Dix, I'm very confident, will have more to say about that as we come forward. We're focussing on the day to day but the long-term plan for our health care system, whether it's through primary care units as described today, whether it's ensuring that we have capacity at all times within our acute care system for the advent of situations like we find ourselves in today, or how we deliver services for seniors and expand our continuing care facility in a time when our population is aging and the number of seniors who will be accessing services will increase. We need to make sure that they're as efficient as possible, as cost-effective as possible and most importantly as safe as possible.

Reporter: My question is about UBCM -- so far they seem to have serving as a clearing house for government information and playing it safe. But every municipality has distinct needs and some are doing a good job of trying to address local needs and others maybe not.

How would you see UBCM do a more effective job of leadership for their members and communities during COVID-19?

Horgan: I spoke with Maja Tait, the president of UBCM just this week. She happens to be a mayor in my community, the mayor of Sooke. We have a longstanding relationship and she, as the president of UBCM, I believe is doing the best that she can to ensure that the programs we're announcing are well known and understood across the province in large and small communities.

Weekly conference calls are held with UBCM and Minister Robinson about how we can better work together on delivering services for people.

Is it uneven across the board? Of course it is. Similarly, we have challenges with the federal government because the capacity that we need to provide services in this environment is brand-new. We are creating it as we go. That's the same challenge that municipalities have.

They have had a precipitous decline in revenues just as the province and the federal government has, just as businesses have.

So municipalities need to find ways to provide services, to continue to be available for citizens, and they are constrained by a whole host of issues around being able to borrow, being able to run deficits. All of those things are being discussed with Minister Robinson and Maja Tait is leading that for UBCM and she's doing so ably.

Is it equitable across the board in terms understanding and delivery? No. But that's always been thus and we have to work as hard as we can to make sure we are lifting everyone up as best we can.

Reporter: Earlier you said you were disappointed with the results from chicken plants. I'm wondering if you could elaborate about your disappointment and the concerns about what has happened there?

Horgan: Dr Henry will have more details on the chapter and verse what the chronology was at the poultry facility.

But as I understand it is a federally inspected facility, not unlike the Cargill beef facility in Alberta. So there are federal inspectors engaged all the time. They would understand the situation with our public health directives. They would also understand the basic mandate of WorkSafe, which is you shouldn't be going to work if you're sick. What we discovered at the poultry facility is that there were a number of employees that were sick and at work.

That creates a whole bunch of complications that we need to address. People who are concerned that they won't be able to meet their expenses, end up going to work even if they've got a sniffle, much less if they've got COVID-19. I don't think there's a person watching this conference right now that hasn't had the experience of a coworker showing up when they would have been better staying in bed.

Myself, I've certainly come to work when I've had a runny nose and shouldn't have done so.

I think we will all have a different approach to that now that we have an understanding of the consequences of COVID-19 and other viruses that may well be waiting to arrive on our shores. That's why it is important we put in place a framework so that, through WorkSafe, we can have safe workplaces and an understanding that sick pay is there not just to give extra dollars to people who are ill but perhaps ensure those workers don't come to work because they know they are not going to forego their wages for the day.

So we're going to have to have a dialogue across sectors to those areas who don't provide sick pay for their employees. We did bring in some changes to employment standards to make sure people wouldn't lose their job for not coming to work. But I think obviously, the lesson I learned from the limited information I have on the poultry facility is that workers were coming to work because they were fearful they would lose wages and not be able to meet their expenses.

We can't have people putting others at risk for fear of economic consequences for themselves. That's irresponsible but we have a collective responsibility to deal with that and I expect WorkSafe and Minister Bains and I will be talking about that very issue later today.

Reporter: You talked Monday about BC Ferries and transit and trying to get some federal financial help on that front. We're looking at the numbers that they're losing in revenue every day.

If that federal help doesn't come, do you have any assurance for coastal communities that when we start to get back to normal that is going to include getting our ferry service levels back to where they used to be, without having to resort to something like reopening the fare cap and such?

Horgan: Good question. I spoke with Minister Freeland this morning, the Deputy Prime Minister, reenforced my view that I've been making the ferry argument for some time. I'll continue to do that, but also focusing, today, more explicitly on public transit. Public transit effects major cities, and small cities, right across the country.

The federal government contributes significantly to the running of those systems through capital investments, but not a great deal in operations.

The operation costs are what we see disappear when the fare box is empty, whether it be ferries, transit, or TransLink.

I made the arguments again today to Minister Freeland. She heard me, she's been very good and listening and not having a closed mind to opening up ideas about how we can collaborate during this difficult time.

All orders of government have a role to play in making sure we can move around effectively, when we start to come out from the restrictions that we've been working under. When it comes to smaller routes, Minister Trevena, who is an islander, lives on Quadra Island, has been relentless in her pursuit of a fair way for us to manage the challenges that BC Ferries are facing in terms of their fare box and declining revenues.

We do not want to see those smaller routes abandoned, and we don't want to have to have a long debate about bringing them back on. That's why I've been focused on this with the federal government. We need to make sure that we all understand provincial, federal, and municipal regional districts. We all understand that we're in this together, and we have to find ways to maintain these things that are so important to us. Not just for coastal communities when it comes to ferries, but also buses in suburban Vancouver or in Prince George and Kamloops.

All of these things have to be thought of in the interest of our economy, going back to that fundamental principle that people make up the economy, people need services, people need transportation services if they're going to be able to be able to continue to participate in lifting up everyone's quality of life.

Minister Freeland gets that. The challenge is that there's no end of the ask. Whether it be me asking the federal government, or the municipal governments asking me, and citizens asking all of us, to make sure we're doing what we can to put people at the centre of this challenge. That's been our objective from the beginning, and we'll continue to work cooperatively but forcefully with our partners to make sure that we make the arguments that the things we need in BC are also needed in Alberta, in Saskatchewan, and Ontario and Quebec and in the Maritimes. As long as the federal government continues to have an open mind to how we work together on these challenges, good ideas coming from every corner, we're going to be fine. That's the intent and the spirit of our engagements, but we need to see some tangible results for people as well.

Reporter: Will the provincial government be responding to the letter signed by Vancouver Island mayors calling for greater ferry travel restrictions ahead of the May long weekend?

What is your response to concerns about outbreaks in remote communities, like the one in Alert Bay being caused by travellers?

Horgan: Let me start with the Alert Bay question first.

I spoke with chief Don Svanvik last night, I spoke with Mayor Buchanan who was, himself, diagnosed with COVID-19 last week. I spoke with him last week. Dennis had not left Cormorant Island. The virus found him, he didn't find the virus. Those very travellers that you refer to may well have been local residents who had left Alert Bay to go shopping in Nanaimo or Campbell River or Victoria and returned and brought the virus with them. So it's not just people from away who can contract the virus and have it spread through communities, it's people within communities.

I'm reluctant to put restrictions in place for Canadians or British Columbians travelling. Beyond what Dr Henry has already said, if you do not need to travel, if your travel is not essential, stay home. And I think if we adhere to those basic principles, we'll be fine.

I am aware of island mayors having some significant concerns. I am an islander, born and raised. I appreciate those concerns. We'll be looking at it very closely. But the May long weekend is a thousand years away, as far as I'm concerned, based on my daily schedule. As we get closer to the May long weekend, I'm hopeful that we'll have a whole bunch of positive initiatives in communities that will put the ferry issue to one side.

I don't want to be dismissive about it, but it is weeks from now. I'm living this day-by-day.

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Richard Zussman @richardzussman

Horgan says people shouldn't go to work, now or in the future, if they have the sniffles and are feeling sick. Says sick pay is there to ensure people don't go to work.

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2:00 PM · Apr 22, 2020 · Twitter Web App



Shannon Daub @shannondaub · 39m

Listening to Bonnie Henry & Adrian Dix plead w ppl to stay home if unwell & hearing about outbreak at EastVan meat processing facility -- all can think is what will it take to get **PAID SICK LEAVE FOR ALL BC WORKERS??** (Sorry for shouting but honestly)



Janet Brown @JanetBrown980 · 2h

BREAKING: Premier says some at @CityofVancouver poultry plant went to work sick because they were afraid they would lose wages he says it's a federally inspected plant United Poultry 28 employees tested positive

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