

**From:** [Massy, Cara LBR:EX](#)  
**To:** [Garnier, Jack LBR:EX](#)  
**Cc:** [Cooling, Karen LBR:EX](#); [Leduc, Danine LBR:EX](#)  
**Subject:** AS REQUESTED - Info Note for Minister Bains re: WCA Statute Revisions  
**Date:** July 12, 2019 12:24:08 PM  
**Attachments:** [58003 - BN 2019 - Minister - Information Note - Workers Compensation Act Statute Revision.docx](#)

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Good afternoon Jack,

Please find attached the Information Note outlining the WCA Statute Revisions to be reviewed for approval on July 25, 2019, for Minister Bains.

Thank you,

**Cara Massy**

Executive Administrative Assistant  
Assistant Deputy Minister's Office  
Ministry of Labour  
Phone: (778) 974-5102

**From:** [Leduc, Danine LBR:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Cc:** [McCaffrey, Julianne GCPE:EX](#)  
**Subject:** From Legal Counsel - 3 bullets for FLNRORD  
**Date:** July 12, 2019 1:18:25 PM

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Hi Karen,  
As discussed, drafted by legal counsel:

s.13; s.14

s.13

Thank you,  
Danine

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

Page 03 of 18

Withheld pursuant to/removed as

s.22

**From:** [Leduc, Danine LBR:EX](#)  
**To:** [Cooling, Karen LBR:EX](#); [Wey, Melody GCPE:EX](#)  
**Cc:** [Massy, Cara LBR:EX](#)  
**Subject:** FYI - Completed TFWPA OIC- public now  
**Date:** July 8, 2019 1:35:41 PM  
**Attachments:** [408-2019.pdf](#)

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Hi Karen and Melody,

The completed TFWPA OIC and regulation are attached. It's now publicly-available, but won't be promoted until the Minister's launch event.

Thank you,

Danine

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

**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Leduc, Danine LBR:EX](#)  
**Subject:** RE: 57976 Incoming FW: OIC Inquiry - response within  
**Date:** July 11, 2019 9:14:00 AM

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This is very helpful.

Thanks so much  
K

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**From:** Leduc, Danine LBR:EX  
**Sent:** Wednesday, July 10, 2019 7:06 PM  
**To:** Cooling, Karen LBR:EX <Karen.Cooling@gov.bc.ca>  
**Subject:** RE: 57976 Incoming FW: OIC Inquiry - response within

Hi Karen,  
Thanks for this! We are assuming that questions 2-5 are about OICs generally, and as these are not ministry of labour accountabilities, have kept our responses general. We recommend these be referred to PSEC, in Finance.  
Please call if you have questions.  
Thanks  
Danine

1. What are the steps for employers to be added into the Social Services Employers Association?

Under the *Public Sector Employers Act*, a public sector employer in the social services sector is one that is designated in the Regulations as a social services employer. The Minister of Finance is responsible for the *Public Sector Employers Act*, and PSEC is the organization within the Ministry of Finance that administers the social services employers regulation. Questions regarding steps to be followed for employers to be designated as a social services employer should be referred to PSEC. The Ministry of Labour has no role in this process.

2. What role does the Labour Board play?

If this question is in respect of the process for designating an employer as a social services employer, our understanding is that the Labour Relations Board plays no role in this process. However, this question should also be referred to PSEC for confirmation.

3. Are all OIC's determined by the OIC committee, or are they decided by the relevant Minister?

The Ministry of Labour is aware of two types of Regulations (OICs): 1) Cabinet

Regulations (set by the Lieutenant Governor in Council); and 2) Ministers' Regulations. The applicable statute sets out details about the Regulations. If this question is specific to designating an employer as a social services employer under the *Public Sector Employers Act*, PSEC would be able to answer this question.

4. When an Order In Council meeting is set, which MLAs are present? How often do they meet?

The Ministry of Labour is not responsible for this process, however our understanding is that Regulations that require Cabinet approval are decided at Cabinet meetings.

5. What is the turnaround time from the decision of the OIC to when the information becomes public?

The Ministry of Labour is not responsible for this process.

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**From:** Cooling, Karen LBR:EX  
**Sent:** July 10, 2019 9:29 AM  
**To:** Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Subject:** FW: 57976 Incoming FW: OIC Inquiry

Also, can I get help with this one?

K

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**From:** Minister, LBR LBR:EX  
**Sent:** Tuesday, July 9, 2019 11:21 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** FW: 57976 Incoming FW: OIC Inquiry

Hi Karen,

Please review and action. Thank you!

Jenelyn

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**From:** Bains.MLA, Harry <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Sent:** July 8, 2019 11:08 AM  
**To:** Minister, LBR LBR:EX <[LBR.Minister@gov.bc.ca](mailto:LBR.Minister@gov.bc.ca)>  
**Subject:** 57976 Incoming FW: OIC Inquiry

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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

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**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

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**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!

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**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

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**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

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**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:** [Cooling, Karen LBR:EX](#)  
**To:** [Leduc, Danine LBR:EX](#)  
**Subject:** RE: another question  
**Date:** July 10, 2019 12:19:00 PM

---

Thanks

K

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**From:** Leduc, Danine LBR:EX  
**Sent:** Wednesday, July 10, 2019 12:17 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** RE: another question

Hi Karen,  
It's a lifetime pension if it was awarded pre-legislative change in 2002 –  
Correct!  
Thank you,  
Danine

---

**From:** Cooling, Karen LBR:EX  
**Sent:** July 10, 2019 11:11 AM  
**To:** Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Subject:** another question

If someone is collecting a pension from WSBC and has been collecting since prior to 2002 (when the legislation changed) is this still a lifetime pension?

Or were all pensions to end at age 65.

Thanks

K

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:** [Leduc, Danine LBR:EX](#)  
**To:** [Garnier, Jack LBR:EX](#)  
**Cc:** [Cooling, Karen LBR:EX](#); [Massy, Cara LBR:EX](#)  
**Subject:** RE: BN request for PO - BCGEU Meeting Note  
**Date:** July 12, 2019 7:57:51 AM  
**Attachments:** [57985 - MHB Meeting with BCGEU July 2019.pdf](#)

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Hi Jack,

Attached is the BN for the PO meeting on the 17<sup>th</sup>.

Please let me know if you need anything further.

Thank you,

Danine

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**From:** Leduc, Danine LBR:EX  
**Sent:** July 9, 2019 10:54 AM  
**To:** Garnier, Jack LBR:EX <[Jack.Garnier@gov.bc.ca](mailto:Jack.Garnier@gov.bc.ca)>  
**Subject:** RE: BN request for PO

Got it, perfect thanks Jack!

---

**From:** Garnier, Jack LBR:EX  
**Sent:** July 9, 2019 10:54 AM  
**To:** Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Subject:** BN request for PO

Hey Danine,

s.22                                      The Premier's Office is looking for a high level BN on the BCGEU and any current issues or asks they have with government currently. As the Premier and Minister Bains will be meeting briefly with their executive on the 17<sup>th</sup>.  
They are hoping to get this by the 15<sup>th</sup>.

Apologies for the quick turnaround. Let me know if you need anything else?

Thanks,

Jack Garnier  
Administrative Coordinator  
**The Honourable Harry Bains**  
Minister of Labour

Phone: 778-974-6028 | Email: [jack.garnier@gov.bc.ca](mailto:jack.garnier@gov.bc.ca)

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**From:** [Cooling, Karen LBR:EX](#)  
**To:** [Leduc, Danine LBR:EX](#)  
**Subject:** RE: fact sheet  
**Date:** July 10, 2019 10:32:00 AM

---

Terrific!

Thanks  
K

---

**From:** Leduc, Danine LBR:EX  
**Sent:** Wednesday, July 10, 2019 10:25 AM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Re: fact sheet

Yes, I just spoke to the LRB. They are currently working on updates to their web- based information resources, and will be doing some consultation as well with stakeholders. If your contact wants to be included they should connect with the LRB directly.  
Please let me know if you need more.  
Danine

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: "Cooling, Karen LBR:EX" <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
Date: 2019-07-10 9:49 a.m. (GMT-08:00)  
To: "Leduc, Danine LBR:EX" <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
Subject: fact sheet

Do we know if the BCLRB is planning a factsheet regarding the new changes to the Code?

A stakeholder is asking.

K

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:** s.22  
**To:** [Cooling, Karen LBR:EX](mailto:Karen.Cooling@gov.bc.ca)  
**Subject:** Re: Hello again  
**Date:** July 11, 2019 10:45:56 AM

---

Hello

Thank you Karen, I did not realize that I send you that email twice, thank you for organizing the teleconference for us.

Minister of the labor emailed me back and told me to contact you guys and I email oh twice. I think that as people we all care to better and learn to improve.

Thank you for your help in that matter.

s.22

Sent from my iPhone

On Jul 11, 2019, at 9:29 AM, Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)> wrote:

Hello s.22

Thank you. We appreciate that re-telling your story can be stressful, but Ms. Patterson wants to hear from people who have had experiences like yours.

Warm regards,  
Karen

---

**From:** s.22  
**Sent:** Wednesday, July 10, 2019 4:26 PM  
**To:** Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)>  
**Subject:** Re: Hello again

Hello Karen  
Thank you for your respond .  
I will do as you say .  
I'm so tired...  
s.22

Sent from my iPhone

On Jul 10, 2019, at 3:16 PM, Cooling, Karen LBR:EX <[Karen.Cooling@gov.bc.ca](mailto:Karen.Cooling@gov.bc.ca)> wrote:

Hello s.22

Minister Bains has asked me to contact you directly. I am sorry to hear about your injury and your struggles with your recovery.

We are currently reviewing the Worker's Compensation System and we strongly encourage you to contact them and share your experiences with the reviewer, Ms. Janet Patterson.

She can be reached at: [Info@wcbreview.ca](mailto:Info@wcbreview.ca)

Warm regards,

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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Begin forwarded message:

**From:** s.22  
**Date:** July 8, 2019 at 10:14:53 AM MST  
**To:** [Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)  
**Subject:** Hello again

Dear Minister  
s.22



Sent from my iPhone

**From:** [Leduc, Danine LBR:EX](#)  
**To:** [Cooling, Karen LBR:EX](#)  
**Cc:** [Wey, Melody GCPE:EX](#); [McGachie, Joanne GCPE:EX](#)  
**Subject:** WSBC Premium Rates - Proposed for 2020 - July 11 announcement  
**Date:** July 9, 2019 10:12:08 AM  
**Attachments:** [BN - Preliminary Premium Rates - July-9-2019.pdf](#)  
**Importance:** High

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Hi Karen,

I hope you get a chance to enjoy the sunshine today!

Tomorrow WorkSafe's Board is going to decide on the premium rates for 2020; consistent with last year, the premium rates are maintained at 1.55% of employers' assessable payroll.

As usual, there are a few industries facing rate increases; these are at the bottom of page 2.

If these rates are approved by the Board tomorrow, a consultation process will begin on July 11<sup>th</sup> to engage employers – the consultation schedule is included.

We do expect that<sup>s.13</sup>

<sup>s.13</sup>

Please call if you'd like to discuss,

Thank you,

Danine

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