

Employment Standards Branch



COMPLAINT FORM

	For office use only:						
	Office						
	ER No.						
į	Assign No.						
	EE No.						

Extract Control Contro	
Date Stamp Here	-
6102 8 2 NAL	and the second
ELTROMISON SERVICEAL DE ESPANCH ENVESEU ANTIEN	McStrine.
	-

	LL NO.							
В	Before the Employment Standards Branch takes any action on your complaint, you must complete the SELF-HELP KIT. It is available from any Employment Standards office and online at www.gov.bc.ca/EmploymentStandards							
	Please indicate which statement applies before continuing. I have used the self-help kit and the problem has not been resolved. I have been advised by the Employment Standards Branch not to use the self-help kit for the following reason.							
	I am within one month of the six-month time limit for filing a complaint. I understand I must still use the self-help kit.							

The information on this form is collected under the authority of the *Employment Standards Act* (the "Act"). The information provided will be used to resolve your complaint and to determine if there were any contraventions of the Act. You must file your complaint no later than six months after the end of your employment. If you are still employed or your complaint concerns sections 8, 10 or 11 of the Act, you must give us your complaint no later than six months after the date of the alleged contravention. Your personal information is collected in accordance with the *Freedom of Information and Protection of Privacy Act*. The information you provide may be disclosed to provincial and federal authorities for the purposes of law enforcement and jurisdiction, and may also be shared with third parties for the purpose of investigating your complaint.

If you have questions about the collection and us PO Box 9570 Stn Prov Govt Vid	se of this information, contact the Entrol toria BC V8W 9K1 Telephone: 1-8		andards Branch:
SECTION A: INFORMATION ABOUT YOUR EMPLOYER			en e
Legal Name (proprietor, business, or company) Amazor	n Canada Fulfillm	nent S	ervices, ULC
Operating As (if applicable) Amazon			
Mailing Address 109 Braid Street	^{City} New Westminster	Province BC	Postal Code V3L5H4
Work Location Address (if different from above) SAME AS ABOVE	City	Province	Postal Code
1 (11-1-11-11-11-11-11-11-11-11-11-11-11-1	Person (e.g. manager or supervisor). Zon Human Resources		
yvr3-hr@amazon.com	f Owner, provide phone / email		
Is your employer still in business? Is your employer bankrupt or in receivership? YES NO	If NO, when did your employer go	out of busines	ss?
Type of Business Warehouse and Fulfillment Service	e Employer's Bank / Branch: Info	ormatic	on Not Available
SECTION B: INFORMATION ABOUT YOU	The second secon	*	100
			s.22
-			
LES ZEROS			
ı			
_			

CONTINUED ON PAGE 2

Page 002 of 431 to/à Page 010 of 431

Withheld pursuant to/removed as

	Hughes Delegate
Employer_ Amazon	ER#827702
Employer Telephone Krista Schofer 403-298-1944	Alternate Ph:
Complainant s.22	
Telephone s.22	

			METHOD CODE PERSON CODE	ACTIVITY
DATE	PERSON	МЕТНОВ	P In Person LT Letter to TMT Telephone Message to LF Letter from FT Fax to FF Fax from TT Telephone Call Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other TT Telephone Call to	TIME
Dec 30/19	С	TT	s.22	
Jan 10/0	ER	TT	Krista. 403-298-1944. Discussed complaint. Er takes position he resigned. Will review with them whether they want to go to mediation or pay 2 weeks to resolve. They are concerned about the ask for \$1M. Advised our issue is 2 weeks CLOS.	
Jan 25	С	TT	s.22	2
Feb 25	С	TT	No on the Release. s.22 s.22	
March 23	С	TT		
March 31	С	TT		
April 16	С	TT		
May 27	С	TT	Voicemail to call.	
				\vdash
				\vdash
				\vdash
	<u> </u>	L	I	

	F	age No. 2

			Ali Al-Samak	
			Delegate	
Employer Amazo	n Canada Fulfillment Services, ULC		ER # 827702	
Employer Telepho	ne 604-527-7303 (Alvin Naidu)	Alternate Ph:		
Complainant	s.22			
Telephone	s.22			

			METHOD CODE PERSON CODE	ACTIVITY TIME
DATE	PERSON	МЕТНОБ	P In Person TF Telephone Call from Lt Letter to TMT Telephone Message to LF Letter from TMF Telephone Message from FT Fax to EMT Email Message to FF Fax from EMF Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate	
03-18-20	EE		"I recently filed a complaint for wages not paid on self-termination of employment. I received the email that said my complaint was received however today they have sent me most of the money"	
7-Jul-20	EE	TT EMT	Initial email	s.22
7-Jul-20	ER	TT	Yvr3-askhr@amazon.com Action required: Cc huansoni@amazon.com	10:44
		EMT	Initial email	10:53
9-Jul-20	ER	EMF	Paystubs	15:44
10-Jul-20	ER	EMT	Follow up question when employment ended	8:47
10-Jul-20	EE	EMT	Follow up w/ EE on when employment ended	11:42
16-Jul-20	EE	TT	Cannot talk as he is at work	12:42
16-Jul-20 17-Jul-20	ER	EMF	Will communicate through email Attached final document with Employee regarding "the Offer"	
17-Jul-20	EE	EMT	Emailed EE that they are not eligible for stat pay as they have not worked the preceding 15 of the 30 days prior to the holiday. Deadline to respond by July 22, 2020 or I would resolve this complaint as resolved.	9:32
21-Jul-20	EE	TT	Confirmation of file resolution Call back after 4	14:16
23-Jul-20			File closed as voluntary resolution – no payment as ER showed no wages owing	

	F	age No. 2

		-5

	A.Ellis Delegate	
Employer_ Amazon	ER# <u>827702</u>	
Employer Telephone Krista Schofer 403-298-1944	Alternate Ph:	
Complainant s.22		
Telephone s.22		

			METHOD CODE PERSON CODE	ACTIVITY
DATE	PERSON	МЕТНОБ	P In Person TF Telephone Call from LT Letter to TMT Telephone Message to LF Letter from TMF Telephone Message from FT Fax to EMT Email Message to FF Fax from EMF Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate	TIME
2021/02/12	EMT/ TT	EE	TT(VM)/EMT EE request call back re complaint.	
2021/02/12	TT	EE	s.22	
20210212	TF	EE		
20210212	EMF	EE		
20210216	TT	ER	TT Krista Schofer 403-298-1944 krista.schofer@gowlingwig.com. Advised re multiple complaints, confirmed she is the correct person to forward complaints to.	
20210216	EMT	ER	EMT <u>krista.schofer@gowlingwig.com</u> inquire if ER wants to engage in voluntary resolution & indicate follow up later this week.	
20210218	TF	ER	TF Wasay Khan HR Mgr. at Amazon (Delta warehouse) 778-870-5753. Called back because of my call back request but I should proceed with Krista. Advised Wasay of 5 complaints received, 4 are from his warehouse. He indicated Krista Schofer is still the main ER contact.	

		-	age No. 2
	-		
	 		
	 		
	 		
	 		
	 		
 <u></u>	<u>L</u> _		
			İ
	 		
	 		
	 		
	 		

		-

		Avishka Lakwijaya	
		Delegate	
Employer AMAZON CANADA FULFILLMENT	SERVICES, ULC	ER#ER827702	
Employer Telephone	Alternate Ph:		
Complainant s.22			
Telephone			

			METHOD CODE PERSON CODE	ACTIVITY TIME
DATE	PERSON	МЕТНОВ	P In Person LT Letter to LF Letter from FT Fax to FF Fax from TT Telephone Call from EMT Telephone Message to EMT Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeepe L Lawyer O Other DEL ESB Delegate	r
20-03-20	AL	TT	Called C; no answer, voicemail not initialized	
20-03-24	AL	TT	Called C; no answer, voicemail not initialized.	
20-03-25	AL	TT	Called C; no answer, voicemail not initialized.	
			Contact info up to date? Still employed? Outstanding issues? Proceed?	10.13
Nov 18/20	С	TT	No answer, vm not initialized	12:16
Nov 27/20	C	EMT EMF	Pls contact, sent regular mail & email. Bf'd 8:00am Nov 30 Matter has been resolved. EE still employed, emailed WD confirmation, bf Dec 4	
				+
				+

	F	age No. 2

	A.EIIis Delegate
Employer Amazon	ER#827702
Employer Telephone	Alternate Ph:
Complainant s.22	
Telephone	

			<u>M</u>	IETHOD CO	<u>DE</u>		PERSON CODE	ACTIVITY
DATE	PERSON	МЕТНОВ	P In Person LT Letter to LF Letter from FT Fax to FF Fax from TT Telephone Call to	TF TMT TMF EMT EMF	Telephone Call from Telephone Message to Telephone Message from Email Message to Email Message from	EE A L O	Employer Employee Accountant/Bookkeeper Lawyer Other ESB Delegate	<u>TIME</u>
20210212	TT	EE					s.22	
			EMT EE confirming she	has receive	ed all regular wages / vac/	stat p	ay from her	
20210212			employment with Amazon EMT EE confirming with	on and wan	ts to withdraw complaint.			
20210212			EWITEE COMMITMING WILL	iurawai oi c	omplaint, closure of file.			
		 						
		-						
		-						
		-						
		 						
	l							

	F	age No. 2

	Hughes Delegate
Employer Amazon	ER#
Employer Telephone	Alternate Ph:
Complainant s.22	
Telephone	-

			METHOD CODE PERSON CODE	ACTIVITY
				TIME
DATE	PERSON	МЕТНОБ	P In Person LT Letter to TMT Telephone Message to LF Letter from FT Fax to FF Fax from TT Telephone Call to TF Telephone Call from TMF Telephone Message from EMT Email Message to EMF Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate	
Dec 30	С	tt	Voicemail please call me	
Jan 9	С	tt	Please call and what is your email	
Jan 22	С	lt	Letter please call me Feb 3 or file closed	
Feb 4	С	tf	Message she called	
Feb 12	С	tt	Message please call and also leave email	ļ
Feb 20	С	tt	Message please call me or we will close your file	
Feb 26 March 16	С	lt	Reg mail and registered mail contact me by March 6 or file closed	
March 16			No reply from c file to be closed	
\vdash				
<u> </u>				
				
				
 				+
				+
				
				
				†

	F	age No. 2

	A.Ellis
	Delegate
Employer Amazon Canada Fulfillment Services Ltd.	ER# <u>827702</u>
Employer Telephone	Alternate Ph:
Complainant s.22	
Telephone s.22	

			METHOD CODE PERSON CODE	ACTIVITY
DATE	PERSON	МЕТНОВ	P In Person TF Telephone Call from LT Letter to TMT Telephone Message to LF Letter from TMF Telephone Message from FT Fax to EMT Email Message to FF Fax from EMF Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate	TIME
			Never started working, just attended interview and was advised hired	
20210212	TT/E MT	EE	TT EE (VM) / EMT EE request call back re complaint.	
20210218	TT/E MT	EE	TT EE (VM) / EMT EE request call back by Feb. 26, 2021 or file will be closed.	
20210218	TF	EE	s.22	
20210218	EMT	EE	EMT complainant confirming withdrawal of complaint.	
			Close file	

			age No. 2
	<u> </u>		
<u> </u>		 	
		-	
		<u> </u>	
		 	
	<u></u> _	<u></u> _	
		 	
		 	
		 	<u> </u>
-		 	
	<u> </u>	<u> </u>	

	Ineresa Robertson
	Delegate
Employer Amazon	ER#
Employer Telephone	Alternate Ph:
Complainant s.22	
Telephone s.22	

			METHO	OD CODE		PERSON CODE	ACTIVITY
DATE	PERSON	МЕТНОБ	P In Person LT Letter to LF Letter from FT Fax to FF Fax from TT Telephone Call to	TMT Teler TMF Teler EMT Email	phone Call from phone Message to phone Message from il Message to il Message from	ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate	<u>TIME</u>
20-01-08						s.22	
			•			-	
20-04-06	EE	TT	_			-	
			Sent email				
20-04-07	EE	TT	EE Replied to email saying s close file. She said yes. I as	she didn't file sked her to re	an es complaint. I c espond to email simp	called her to confirm I could bly saying "yes".	

		·	age No. 2
İ			

			A.Ellis Delegate	
Employer_ Amazon			ER# <u>827702</u>	
Employer Telephone	e	Alternate Ph:		
Complainant	s.22			
Telephone .	s.22			

			METHOD CODE PERSON CODE	ACTIVITY
DATE	PERSON	МЕТНОБ	P In Person TF Telephone Call from TMT Telephone Message to LF Letter from TMF Telephone Message from FT Fax to EMF Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkee L Lawyer O Other DEL ESB Delegate	pper
2021/02/12	EE	TT/E MT	TT (VM)/ EMT EE request call back re complaint.	
2021/02/12				s.22
2021/02/12			EMT EE confirming voluntary withdrawal/ closure of file.	
			Close file.	

	F	age No. 2

	A.Ellis Delegate
Employer_ Amazon	ER# <u>827702</u>
Employer Telephone Krista Schofer 403-298-1944	Alternate Ph:
Complainant s.22	
Telephone s.22	

			METHOD CODE PERSON CODE	ACTIVITY TIME
DATE	PERSON	МЕТНОБ	P In Person LT Letter to TMT Telephone Message to LF Letter from FT Fax to FF Fax from TT Telephone Call Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate	
			Locked out because work permit expired	
20210212	TT	EE	s.22	
20210212	ТТ	EE		
20210216	EMT	ER	EMT Krista Schofer (legal counsel for ER) attaching complaint and requesting ERs response.	
20210216	EMF	EE	EMF EE attaching additional evidence related to claim, work permit, legal rep authorization and summary of complaint.	
20210217	TT	EE	s.22	
20210217	EMT	ER	EMT Krista Schofer attaching additional evidence received.	
20210218	TF	ER	TF Wasay Khan HR Mgr. at Amazon (Delta warehouse) 778-870-5753. Called back because of my call back request but I should proceed with Krista. Advised Wasay of 5 complaints received, 4 are from his warehouse. He indicated Krista Schofer is still the main ER contact.	
				<u> </u>

		Pag	e No. 2
			<u></u>

		A.Ellis
		Delegate
Employer Amazon Canada Fulfillment Services Ltd.		ER # <u>827702</u>
Employer Telephone Krista Schofer 403-298-1944	Alternate Ph:	
Complainant s.22		
Telephone s.22	_	

					\ -	DED0011 00DE	4.070.070
DATE	PERSON	МЕТНОВ	P In Person LT Letter to LF Letter from FT Fax to FF Fax from TT Telephone Call to	TF TMT TMF EMT EMF	Telephone Call from Telephone Message to Telephone Message from Email Message to Email Message from	ER Employer EE Employee A Accountant/Bookkeepe L Lawyer O Other DEL ESB Delegate	ACTIVITY TIME
20210212	TT	EE				<u> </u>	.22
20210212	EMT	EE	EMT complainant requesting	copies	s of all email corresponder	nce rec'd from ER.	
20210216	EMT	ER	EMT ER lawyer Krista Schof	fer requ	esting ERs response to c	omplaint.	
20210218	TF	ER	TF Wasay Khan HR Mgr. at a because of my call back requ complaints received, 4 are fromain ER contact.	uest bu	t I should proceed with Kr	ista. Advised Wasay of 5	

		·	age No. 2
İ			

			Maureen Delegate		
Employer Amazon Ca	ınada Fulfillment Services,	EF	R #_827702		
Employer Telephone 866-526-0345 Alte		Alternate Ph:	800-929-7415		
Complainant	s.22				
Telephone	s.22				

			METHOD CODE	PERSON CODE	ACTIVITY TIME	
DATE	PERSON	МЕТНОБ	P In Person TF Telephone Call from TMT Telephone Message to TMF Telephone Message from TMF Telephone Message from TMF Telephone Message from EMT Email Message from TMT Telephone Call to	ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate		
Oct 28/19	EE	TT		s.22		
Oct 31/19	ER	TT	Pridi from HR, advises this is not the correct number to speak with HR about EE. EE worked at a different location. Pridi gave ESA a number 833-236-3700 which got ESA to Service BC. This was not the correct number.			
Oct 31/19	ER	TT	ESA looked up phone number for 450 Derwent PI. online and found 604-549-3000. Vikram answered my call. Vikram advised he could not put me through to a Human Resources number. ESA asked to speak to someone in HR or payroll at 450 Derwent Way in Delta, BC. ESA was then put on hold for 6 minutes. ESA was then transferred to the Employee Services for Canada. Caroline answered the phone and asked ESA for first name and last name. When ESA advised Caroline the information required was for wage statements for the EE, Caroline said she could do this. Caroline asked ESA for all particulars including first and last name and who I worked for. Caroline didn't appear to understand ESA worked for the government. Caroline then asked for the EE's name. ESA gave her the name. Caroline advised ESA that EE has to sign an authorization to provide ESA this information. ESA advised Caroline ESA is working on behalf of the EE and that according to BC Employment Standards Act the ESA is entitled to this information. Caroline then came back onto the telephone asking if the ESA wanted the EE's ROE. ESA then explained that EE made a complaint through ESB and that ESA is working on behalf of the EE and that EE is stating she was not paid in full. This is why ESA requires a wage statement. Caroline then came back onto the phone advising the ESA that the phone call would be elevated. ESA asked if there was someone to speak to in HR in BC. Caroline said she is HR and that this was where ESA was supposed to be. Caroline was still trying to escalate ESA's phone call. Caroline says someone will get back to ESA in 24 hours with the information. ESA explained if someone can't get back			

		Page No. 2
	today with the information ESA would be available on Monday. Caroline advises the "specialist" who can give out the information the ESA has requested.	
	"enociclist" who can give out the information the ESA has requested	
	specialist who can give out the information the EGA has requested.	
		_
		-

		0
	<u> </u>	
	 	
	 	

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET

	A.Ellis Delegate
Employer Amazon Canada Fulfillment Services Ltd.	ER# <u>827702</u>
Employer Telephone Krista Schofer 403-298-1944	Alternate Ph:
Complainant s.22	
Telephone s.22	

			METHOD CODE PERSON CODE	ACTIVITY
DATE	PERSON	МЕТНОБ	P In Person TF Telephone Call from LT Letter to TMT Telephone Message to LF Letter from TMF Telephone Message from FT Fax to EMT Email Message to FF Fax from EMF Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate	TIME
			-2 nd bonus not recd	
20210212	TT/E MT	EE	TT EE (VM) request call back re complaint.	
20210212	TF	EE	TF EE, confirmed address and complaint. s.22	
20210216	TT	ER	TT ER, left call back details with receptionist.	
20210216	TT	EE	EE had to work certain number of weeks to qualify for bonus. Signed an agreement but wasn't given copy. s.22EE did not keep timesheets, only accessed them via ERs time& attendance software, Dayforce.	
20210216	TT/E MT	ER	EMT Krista Schofer (legal counsel for ER) attaching complaint & requesting ER response.	
20210218	TF	ER	TF Wasay Khan HR Mgr. at Amazon (Delta warehouse) 778-870-5753. Called back because of my call back request but I should proceed with Krista. Advised Wasay of 5 complaints received, 4 are from his warehouse. He indicated Krista Schofer is still the main ER contact.	

	F	age No. 2

Page No. 3

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET

		Maureen Delegate	_
Employer Amazon Canada Fulfillment Services, ULC	C coba Amazon Vancouver	ER #_827702	
Employer Telephone 866-526-0345	Alternate Ph:		
Complainant s.22			
Telephone s.22			

			METHOD CODE PERSON CODE	ACTIVITY TIME
DATE	PERSON	МЕТНОВ	P In Person TF Telephone Call from LT Letter to TMT Telephone Message to LF Letter from TMF Telephone Message from FT Fax to EMT Email Message to FF Fax from EMF Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other DEL ESB Delegate	
19-10-17			s.22	
Oct 28/19	EE	TMT		
Oct 28/19	EE	TF		
Oct 28/19			ESA called Federal Government number at 1-888-242-2100 to gather more information on "protected persons". IF person is deemed as protected, it would allow him to stay under that category. If a person is a protected person, they would still need to have a work permit to be permitted to work. If the permanent residency application is in process, they are required to have documents to work until they are a permanent resident. Still needs to have a work permit to work until he gets his permanent residency. EE must keep a valid document. EE must apply before the expiry date. If EE did apply before expiry then his document would have shown as valid. Alissa (operator) is going to send ESA an email advising of information.	
Oct 31/19	ER	TT	s.22	
Nov 1/19	EE	TMF	EE left message stating he no longer wishes to pursue his complaint.	
Nov 4/19	EE	EMT	Email sent to EE advising his complaint has been withdrawn.	

			age No. 2
	<u> </u>		
<u> </u>		 	
		-	
		<u> </u>	
		 	
	<u></u> _	<u></u> _	
		 	
		 	
		 	<u> </u>
-		 	
	<u> </u>	<u> </u>	

Page No. 3

Employment Standards Complaint

From: Ullrich, Elaine LBR:EX <Elaine.Ullrich@gov.bc.ca>

To: erc@amazon.com

Cc: Ullrich, Elaine LBR:EX <Elaine.Ullrich@gov.bc.ca>

Sent: April 8, 2019 2:28:08 PM PDT Received: April 8, 2019 2:28:09 PM PDT

To Whom it May Concern,

My name is Elaine Ullrich, I am an Officer with the Employment Standards Branch, Ministry of Labour. I have received a complaint from an ex-employee s.22who claimed that he is owed outstanding wages for Annual Vacation Pay of s.22. He also mentioned that he was not paid overtime for working more than 8 hours in a day.

Can you please have someone call me back as soon as possible at 604-953-6686 to discuss this complaint.

If I do not hear back from someone by April 10, 2019 by 4:00 pm, I will move the file through our complaint resolution process.

Elaine Ullrich

Delegate of the Director of Employment Standards Employment Standards Branch Ministry of Labour

P: 604-953-6686 F: 604-513-4622

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET

Elaine	
Delegate	

ER #: 827702

Employer name: Amazon canada fulfillment Services, ULC Employer number: Alvin Naidu at 604 527-7303

s.22 Complainant s.22 Telephone

			METHOD CODE PERSON CODE	ACTIVITY TIME
DATE	PERSON	МЕТНОБ	P In Person LT Letter to TMT Telephone Message to LF Letter from FT Fax to FF Fax from TT Telephone Message from EMT Email Message from TT Telephone Call to ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other TT Telephone Call to	
April 8/19	TT	EE	s.22 Note: I will ask ER about Vacation pay and Averaging/Variance agreements in place.	
April 8, 2019	TT	ER	1:23pm called ER, through 1-855-526-0345 phone tree, spoke to Johnny form Employee resource centre who said no one was available to talk with me and he did not have a name of someone either. He directed me to email the resource centre directly. Email to erc@amazon.com for response by Apr 10/19 or file moved through complaint resolution process.	
Apr 11/19	TF	ER	s.2	2
Apr 12/19	TT	ER	Left VM for Alvin for update.	
Apr 12/19	TF	ER	ER paid o/ss.22 annual vac pay.	

	Pag	ge No. 2

Page No. 3

		90 110. 0

RE: Employment Standards Complaint

From: Ryan Murphy <RMurphy@groupnb.ca>

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

Sent: April 8, 2019 3:01:41 PM PDT Received: April 8, 2019 3:01:49 PM PDT

Attachments: image001.png, s.22 severance paystub.pdf

s.22



De: Ullrich, Elaine LBR:EX [mailto:Elaine.Ullrich@gov.bc.ca]

Envoyé: April 8, 2019 17:56

A: Ryan Murphy

Objet: Employment Standards Complaint

Elaine Ullrich

Delegate of the Director of Employment Standards Employment Standards Branch Ministry of Labour

P: 604-985-6686 F: 604-513-4622 Page 058 of 431 to/à Page 059 of 431

Withheld pursuant to/removed as

9080047 s.22

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

 Sent:
 June 28, 2019 10:40:06 PM PDT

 Received:
 June 28, 2019 10:40:09 PM PDT

 Attachments:
 Complaint_9080047 s.22.html

Submission: 9080047 s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon

Employer Location:

450 derwent way, Delta, BC, Canada V3m5y9

Work Location:

, , :

Union:

No



Date of complaint submission:

June 28, 2019

Confirmation # 9080047 s.			
Section A: Information About Y	our Employer		
Legal Name: Amazon	1 3		
Operating As (if applicable):			
Mailing Address: 450 derwent way	City, Province/State, Country: Delta, BC, Canada	Postal Code: .V3m5y9	
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:	
Contact Person (e.g. manager or supervisor): Nathanlisa pasindu	Telephone Number:	Email Address: Jeff@amazon.com	
Name of Owner: Jeff Bezos	Telephone Number:	Email Address: Jeff@amazon.com	
Is your employer still in business? -Yes	When did your employer go out	of business?	
Is your employer bankrupt or in No	receivership?		
Type of business: Online distribution			
Section R: Information About V	OII		

Page 062 of 431 to/à Page 078 of 431

Withheld pursuant to/removed as



Office Copy

Date of complaint submission: June 28, 2019

Confirmation # 9080047\	s.22	

Section A: Information About Your Employer					
Legal Name: Amazon					
Operating As (if applicable):					
Mailing Address: 450 derwent way	City, Province/State, Country: Delta, BC, Canada	Postal Code: V3m5y9			
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:			
Contact Person (e.g. manager or supervisor): Nathanlisa pasindu	Telephone Number: ext:	Email Address: Jeff@amazon.com			
Name of Owner: Jeff Bezos	Telephone Number: ext:	Email Address: Jeff@amazon.com			
Is your employer still in business? Yes	When did your employer go out of business?				
ls your employer bankrupt or i No	n receivership?				
Type of business: Online distribution	Employers' Bank/Branch:				

Section B: Information About You				
	s.2			

Page 080 of 431 to/à Page 081 of 431

Withheld pursuant to/removed as

s.15; s.22

Page 082 of 431 to/à Page 087 of 431

Withheld pursuant to/removed as

334054 s.22

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

 Sent:
 October 7, 2019 10:02:30 AM PDT

 Received:
 October 7, 2019 10:02:51 AM PDT

 Attachments:
 Complaint_334054l s.22 html

Submission: 3340541 s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name: AMAZON - YVR3

MINIZON - I VICS

Employer Location:

109, Braid St., New Westminster, BC, Canada V3L 5H4

Work Location:

, ,

Union:

No



Date of complaint submission: October 07, 2019

our Employer		
City, Province/State, Country: New Westminster, BC, Canada	Postal Code: -V3L 5H4	
City, Province/State, Country:	Postal Code:	
Telephone Number:	Email Address: _yvr3-askhr@amazon.com	
Telephone Number:	Email Address:	
When did your employer go out of business?		
eceivership?		
Employers' Bank/Branch:		
ou	s.2	
	City, Province/State, Country: _New Westminster, _BC, Canada City, Province/State, Country: _, _, _, Telephone Number: _ ext: _ when did your employer go out o eceivership? Employers' Bank/Branch:	

Page 090 of 431 to/à Page 091 of 431

Withheld pursuant to/removed as

Page 092 of 431 to/à Page 093 of 431

Withheld pursuant to/removed as

NR

Page 094 of 431

Withheld pursuant to/removed as

s.22

Page 095 of 431

Withheld pursuant to/removed as

s.15; s.22

Page 096 of 431

Withheld pursuant to/removed as

s.22

Page 097 of 431

Withheld pursuant to/removed as

s.15; s.22

Page 098 of 431 to/à Page 099 of 431

Withheld pursuant to/removed as

ER 827702 Asgn 1301658

From: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

To: LBR ESB Prince George LBR:EX <SDL.PrinceGeorgeESB@gov.bc.ca>

Sent: December 6, 2019 11:45:26 AM PST Received: December 6, 2019 11:45:27 AM PST Attachments: image001.jpg, Scan 20191205.pdf

Pls conf EE email address

https://esb-

cts.labour.gov.bc.ca/ESB/Assignment/ViewDetails.aspx?assignmentID=1301658&msg=Save+was+successful.

From: Prosser, Trudy LBR:EX Sent: December 5, 2019 3:01 PM To: ESB Data Integrity LBR:EX Subject: Complaint from Surrey

Trudy Prosser Field Office Clerk

Employment Standards Branch

14672 108A Ave. Surrey BC V3R 1W8 Telephone: 778-572-5009

Information line: 1-800-663-3316 or

Website: http://www.labour.gov.bc.ca/esb



Clear Form



RECEIVED
DEC 0 5 2019

For office use: date stamp here

EMPLOYMENT STANDARDS BRANCH FRASER VALLEY

Employment Standards Branch Complaint Form

The information on this form is collected under the authority of the *Employment Standards Act* (the "Act"). The information provided will be used to resolve your complaint and to determine if there were any contraventions of the Act. You must file your complaint no later than six months after the end of your employment. If you are still employed or your complaint concerns sections 8, 10 or 11 of the Act, you must give us your complaint no later than six months after the date of the alleged contravention. Your personal information is collected in accordance with the *Freedom of Information and Protection of Privacy Act*. The information you provide may be disclosed to provincial and federal authorities for the purposes of law enforcement and jurisdiction, and may also be shared with third parties for the purpose of investigating your complaint. If you have questions about the collection and use of this information, contact the Employment Standards Branch at the address below or call: 1-833-236-3700.

Mail or fax your completed form to: PO Box 9570 Stn Prov Govt Victoria BC V8W 9K1 | Fax: 250 356-1886

Work Address (if different) Contact Person (e.g manager or supervisor) Contact Person email address	1.1.		· ***
Business (if applicable) Mailing Address 109 Braid St, City New Westwinister Work Address (if different) Contact Person (e.g Many HR Photomanager or supervisor) Contact Person email address Name of Owner Photomer's email address Type of business Employer's Bank/Branch Is your employer still in YES NO If NO, when did the business close? Is your employer bankrupt or in receivership? YES NO			
Work Address (if different) Contact Person (e.g			
Work Address (if different) Contact Person (e.g	ince B	C Posta	
manager or supervisor) Contact Person email address Name of Owner Photo Owner's email address Type of business Employer's Bank/Branch as your employer still in YES NO If NO, when did the business close? Is your employer bankrupt or in receivership? YES NO	ince	Posta Code	1
Contact Person email address Name of Owner Photo Owner's email address Type of business Employer's Bank/Branch as your employer still in YES NO If NO, when did the business close? Is your employer bankrupt or in receivership? YES NO	ne# ㅓ	(866)	216-107
Owner's email address Type of business Employer's Bank/Branch as your employer still in YES NO If NO, when did the business close? Its your employer bankrupt or in receivership? YES NO			
Employer's Bank/Branch s your employer still in YES NO If NO, when did the business close? s your employer bankrupt or in receivership? YES NO	ne#		
Employer's Bank/Branch Is your employer still in YES NO If NO, when did the business close? Is your employer bankrupt or in receivership? YES NO			
s your employer still in YES NO If NO, when did the business close? Is your employer bankrupt or in receivership? YES NO			
ousiness? YES NO If NO, when did the business close? Is your employer bankrupt or in receivership? YES NO			
- Leaved F			
SECTION B: INFORMATION ABOUT YOU			

Page 102 of 431

Withheld pursuant to/removed as

s.22

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

 Sent:
 December 13, 2019 2:15:05 PM PST

 Received:
 December 13, 2019 2:15:26 PM PST

Attachments: Complaint_7181611 s.22html

Submission:

7181611 s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon Fulfillment Services, ULC

Employer Location:

340 Derwent Place, Delta, BC, Canada V3M5Y9

Work Location:

, , :

Union:

No



Date of complaint submission:

December 13, 2019

Confirmation # 7181611	s.22	
Section A: Information About Yo	our Employer	
Legal Name: Amazon Fulfillment Services, U	ILC	
Operating As (if applicable):		
Mailing Address:340 Derwent Place	City, Province/State, Country: _Delta, _BC, Canada	Postal Code: -V3M5Y9
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:
Contact Person (e.g. manager or supervisor): _Arvinder Hundal	Telephone Number: _250-555-5555 ext: _	Email Address: -YVR2-askhr@amazon.com
Name of Owner: Jeff Bezos	Telephone Number: 250-555-5555 ext:	Email Address: YVR2-askhr@amazon.com
Is your employer still in business? Yes	When did your employer go out	of business?
Is your employer bankrupt or in 1 No	receivership?	
Type of business: Warehousing	Employers' Bank/Branch:	
Section B: Information About Yo	ou	
	1	s.2

Page 105 of 431 to/à Page 106 of 431 Withheld pursuant to/removed as

RE: Employment Standards complaint - Delta/Tsawwassen BC

From: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca> To: Schofer, Krista < Krista. Schofer@gowlingwlg.com >

Cc: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>

Sent: December 23, 2019 9:39:03 AM PST December 23, 2019 9:39:04 AM PST Received:

Hello Krista.

Thank you for sending me this information on

s.22

I provided this to her for feedback and have not heard back from her. As a result we have now closed her complaint as resolved and abandoned.

We have received a couple of new complaints and I will send you copies of these by separate emails.

Thank you.

Terry Hughes

Employment Standards Officer Employment Standards Branch, Ministry of Labour Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com >

Sent: November 26, 2019 10:01 AM

To: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca> Cc: Burgess, Bettina < Bettina. Burgess@gowlingwlg.com >

Subject: RE: Employment Standards complaint - Delta/Tsawwassen BC

Hi Terry,

Further to our call last week, please see the attached payroll record and below details for the two days that 5 s.22actively worked for Amazon on

Total hours worked: 16.65 hours

Amount paid:

SR#	Pay date	Net Amount	Processed via	Comments
			s.22	
				The deposit got rejected by bank due to Invalid account number
			Re-issued rejected amount via check	

I trust this information concludes the complaint.

Regards, Krista

Page 107 of 431 LBR-2021-10430

s.22

Krista Schofer, Licensed to practice Canadian and U.S. law (Massachusetts) Associate

T+14032981944

krista.schofer@gowlingwlg.com

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

Sent: Monday, November 18, 2019 1:39 PM

To: YVR3-HR <<u>yvr3-hr@amazon.com</u>>; Rajan, Prashant <<u>prasraja@amazon.com</u>>; <u>cangelo@amazon.com</u>; Chutani,

Rishi <<u>churishi@amazon.com</u>>; ERC <<u>ERC@amazon.com</u>>
Cc: Hughes, Terry M LBR:EX <<u>Terry.M.Hughes@gov.bc.ca</u>>

Subject: Employment Standards complaint - Delta/Tsawwassen BC

To whom it May Concern:

My name is Terry Hughes. I am an Employment Standards Officer with the Employment Standards Branch in Victoria, British Columbia Canada.

We have received a wage complaint from a person named s.22 at the Delta/Tsawwassen BC Canada operation.

s.22 who says she worked for the company in

s.22

She says she has not been paid all of her earned wages.

Can someone please call me at 778-974-2062, or email me back as soon as possible to review and discuss this complaint.

I also need to receive details regarding the daily hours worked by this person; and specifics of the wages earned and paid to her.

Also, can someone at Amazon please provide a contact name and related information for the person you would like our department to contact about Employment Standards Act complaints.

I look forward to hearing from you. Please contact me no later than November 21, 2019.

Thank you.

Terry Hughes
Employment Standards Officer
Employment Standards Branch, Ministry of Labour
Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

The information in this email is intended only for the named recipient and may be privileged or confidential. If you are not the intended recipient please notify us immediately and do not copy, distribute or take action based on this email. If this email is marked 'personal' Gowling WLG is not liable in any way for its content. E-mails are susceptible to alteration. Gowling WLG shall not be liable for the message if altered, changed or falsified.

Gowling WLG (Canada) LLP is a member of Gowling WLG, an international law firm which consists of

independent and autonomous entities providing services around the world. Our structure is explained in more detail at www.gowlingwlg.com/legal.

References to 'Gowling WLG' mean one or more members of Gowling WLG International Limited and/or any of their affiliated businesses as the context requires. Gowling WLG (Canada) LLP has offices in Montréal, Ottawa, Toronto, Hamilton, Waterloo Region, Calgary and Vancouver.

Your employment standards complaint has been received

From: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

To: s.22

Sent: January 8, 2020 8:40:09 AM PST Received: January 8, 2020 8:40:10 AM PST Attachments: image003.png, image003.png



Your complaint has been received

We'll contact you directly when someone is assigned to investigate your complaint. We may also contact you to ask for additional information.

The complaint process can take several months. Find out more about what happens next by visiting our website.

Be sure to <u>notify the Employment Standards Branch</u> if you change your contact information or if your complaint is resolved (for example, if the employer paid the wages you were owed).

ER 827702 Asgn 1302214

From: To: Sent: Received: Attachments: https://esb-	ESB Data Integrity LBR:EX <esbdataintegrity@gov.bc.ca> Blackburn, Tania LBR:EX <tania.blackburn@gov.bc.ca> January 8, 2020 8:41:00 AM PST January 8, 2020 8:41:01 AM PST Complaint_4690451;s.22html</tania.blackburn@gov.bc.ca></esbdataintegrity@gov.bc.ca>
	signment/ViewDetails.aspx?assignmentID=1302214&msg=Save+was+successful.
From: noreply@gov.bc.ca Sent: December 23, 2019 13 To: ESB Data Integrity LBR:E Subject: 4690451	
Submission: 4690451: ^{8,22}	
Receivership: No	
Employee Name: s.22	
Employee Location:	s.22
Employer Name: Amazon	
Employer Location: 109 Braid Station, New Wes	tminster, BC, Canada V3L3R9
Work Location:	
,,,	
Union: No	



Confirmation # 4690451

s.22

Date of complaint submission:

December 23, 2019

Section A: Information About Yo	our Employer	
Legal Name: Amazon		
Operating As (if applicable):		
Mailing Address: -109 Braid Station	City, Province/State, Country: -New Westminster, -BC, Canada	Postal Code: -V3L3R9
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:
Contact Person (e.g. manager or supervisor): Steven (Safety manager)	Telephone Number:	Email Address: snnesbit@amazon.com
Name of Owner: Manager	Telephone Number:	Email Address: prasraja@amazon.com; bertoia@amazon.com
Is your employer still in business? -Yes	When did your employer go out of business?	
Is your employer bankrupt or in 1 -No	receivership?	
Type of business: -Warehouse	Employers' Bank/Branch:	
Section B: Information About Yo	ou ,	ı

Page 113 of 431 to/à Page 114 of 431 Withheld pursuant to/removed as

1687115 s.22 Tsawwassen

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

 Sent:
 January 9, 2020 4:59:58 PM PST

 Received:
 January 9, 2020 5:00:02 PM PST

 Attachments:
 Complaint_1687115 s.22html

Submission: 1687115 s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon Canada Fullfillment Services

Employer Location:

510 West Georgia Street 14th Floor, Vancouver, BC, Canada V6V0M3

Work Location:

Recruiting Office - YVR4 - 4189 Salish Sea Drive, Tsawwassen, BC, Canada, V4M0B2

Union:

No



Date of complaint submission: January 09, 2020

Confirmation # 1687115	s.22	
Section A: Information About Y	our Employer	
Legal Name: Amazon Canada Fullfillment Se	ervices	
Operating As (if applicable):		
Mailing Address: _510 West Georgia Street 14th Floor	City, Province/State, Country: -Vancouver, -BC, Canada	Postal Code: .V6V0M3
Work Location Address (if different from above): Recruiting Office - YVR4 - 4189 Salish Sea Drive	City, Province/State, Country: _Tsawwassen, _BC, Canada	Postal Code: V4M0B2
Contact Person (e.g. manager or supervisor): Not Applicable	Telephone Number:	Email Address:
Name of Owner: -Amazon	Telephone Number: _000-000-0000 ext: _	Email Address:
Is your employer still in business? Yes	When did your employer go out	of business?
Is your employer bankrupt or in a No	receivership?	
Type of business: Warehouse - Shipping and Receiving	Employers' Bank/Branch:	

Section B: Information About You	
	s.2

Page 117 of 431 to/à Page 119 of 431 Withheld pursuant to/removed as

5957767

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

Sent: January 10, 2020 1:31:38 PM PST Received: January 10, 2020 1:31:41 PM PST Attachments: Complaint 5957767, s.22html

Submission: 5957767 s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon

Employer Location:

4189 Salish Sea Dr., Delta, BC, Canada V4M 0B9

Work Location:

, , :

Union:

No

Office Copy



$\label{eq:Date of complaint submission:} \textbf{Date of complaint submission:}$

January 10, 2020

Confirmation # 5957767	s.22	
Section A: Information About Y	our Employer	
Legal Name: Amazon		
Operating As (if applicable):		
Mailing Address: 4189 Salish Sea Dr.	City, Province/State, Country: Delta, BC, Canada	Postal Code: .V4M 0B9
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:
Contact Person (e.g. manager or supervisor): -Alvin	Telephone Number: _778-263-1100 ext: _	Email Address:
Name of Owner: Jeff Bezos	Telephone Number:	Email Address:
Is your employer still in business? -Yes	When did your employer go out	of business?
Is your employer bankrupt or in .No	receivership?	
Type of business: -Online retail	Employers' Bank/Branch:	

Page 121 of 431 LBR-2021-10430

s.22

Page 122 of 431 to/à Page 123 of 431 Withheld pursuant to/removed as

s.22

Scan From < Device Name>

From: TERHUGHE <Terry.M.Hughes@gov.bc.ca>

To: TERHUGHE <Terry.M.Hughes@gov.bc.ca>, Hughes, Terry M LBR:EX

Sent: January 22, 2020 11:30:26 AM PST Received: January 22, 2020 11:31:04 AM PST

Attachments: Scan_20200122.pdf

Page 125 of 431 to/à Page 128 of 431 Withheld pursuant to/removed as **4380692** s.22

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

Sent: February 9, 2020 5:35:49 AM PST Received: February 9, 2020 5:35:55 AM PST Attachments: Complaint_4380692 s.22 html

Submission:

4380692' s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon

Employer Location:

4189 Salish Sea Dr, Delta, BC, Canada V4M0B2

Work Location:

, , :

Union:

No



Date of complaint submission: February 09, 2020

Confirmation # 4380692	s.22	
Section A: Information About Yo	our Employer	
Legal Name: _Amazon		
Operating As (if applicable):		
Mailing Address: 4189 Salish Sea Dr	City, Province/State, Country: Delta, BC, Canada	Postal Code: .V4M0B2
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:
Contact Person (e.g. manager or supervisor): _YVR4 HR Team	Telephone Number:	Email Address: _yvr4-askhr@amazon.com
Name of Owner: Jeff Bezos	Telephone Number:	Email Address: .jeff@amazon.com
Is your employer still in business? Yes	When did your employer go out o	of business?
Is your employer bankrupt or in i	receivership?	
Type of business: -warehouse	Employers' Bank/Branch:	
Section B: Information About Yo	ou	
•	·	s.2
L		

Page 131 of 431 to/à Page 136 of 431 Withheld pursuant to/removed as **166712**' s.22

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

Sent: February 20, 2020 6:03:22 PM PST Received: February 20, 2020 6:03:39 PM PST

Attachments: Complaint_166712 s.22 html

Submission: 166712' s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon

Employer Location:

4189 Salish Sea Drive, Tsawwassen, BC, Canada V4K 3N2

Work Location:

, , :

Union:

No



Confirmation # 166712

s.22

Date of complaint submission: February 20, 2020

Section A: Information About Yo	our Employer	
Legal Name: Amazon		
Operating As (if applicable):		
Mailing Address: 4189 Salish Sea Drive	City, Province/State, Country: -Tsawwassen, -BC, Canada	Postal Code: -V4K 3N2
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:
Contact Person (e.g. manager or supervisor): JP Guevara, supervisor	Telephone Number:	Email Address: -yvr-4askhr@amazon.com
Name of Owner:	Telephone Number:	Email Address:
Is your employer still in business? Yes	When did your employer go out	of business?
ls your employer bankrupt or in 1 No	receivership?	
Гуре of business: online retailer	Employers' Bank/Branch:	
Section B: Information About Yo	ou	
		s.:

Page 139 of 431 to/à Page 140 of 431 Withheld pursuant to/removed as

s.22

Your employment standards complaint has been received

From: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

To: s.22

Sent: February 28, 2020 12:17:11 PM PST Received: February 28, 2020 12:17:11 PM PST

Attachments: image003.png, image002.png



Your complaint has been received

We'll contact you directly when someone is assigned to investigate your complaint. We may also contact you to ask for additional information.

The complaint process can take several months. Find out more about what happens next by <u>visiting our website</u>.

Be sure to <u>notify the Employment Standards Branch</u> if you change your contact information or if your complaint is resolved (for example, if the employer paid the wages you were owed).

Your employment standards complaint has been received

From: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

To: s.

Sent: March 4, 2020 2:39:55 PM PST Received: March 4, 2020 2:39:56 PM PST Attachments: image003.png, image002.png



Your complaint has been received

We'll contact you directly when someone is assigned to investigate your complaint. We may also contact you to ask for additional information.

The complaint process can take several months. Find out more about what happens next by <u>visiting our website</u>.

Be sure to <u>notify the Employment Standards Branch</u> if you change your contact information or if your complaint is resolved (for example, if the employer paid the wages you were owed).

RE: Amazon and

- BC Employment Standards Act complaint

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com>

To: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>

Sent: March 4, 2020 7:14:35 PM PST Received: March 4, 2020 7:14:41 PM PST

Hi Terry,

The company would like to resolve this complaint under the Act with the voluntary payment/settlement of : severance pay, equal to s.22gross wages. We would like to add one sentence to the release, indicating that this settlement is not an admission of liability by or on behalf of Amazon.

If you could provide the draft settlement agreement, it would be greatly appreciated.

Thanks, Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com

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

Sent: March 2, 2020 2:31 PM

To: Schofer, Krista < Krista. Schofer@gowlingwlg.com>

Subject: RE: Amazon and s.22. BC Employment Standards Act complaint

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Without Prejudice

Hello Krista.

I have attached a draft of one our Settlement Agreements.

He said to me in our last conversation that it would take one million dollars for him to sign off on a full release.

Having said that, when I last talked to him he still had not spoken to a lawyer about the Release you provided to me and that I forwarded to him. I had requested him to do that.

s.22

s.22

Terry Hughes
Employment Standards Officer
Employment Standards Branch, Ministry of Labour
Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com>

Sent: March 2, 2020 12:22 PM

To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca >

Subject: RE: Amazon and s.22. BC Employment Standards Act complaint

Without Prejudice

Hi Terry,

Thanks for your email. On a without prejudice basis, is it possible to ask s.22 what number he would be willing to agree upon to settle all matters with Amazon. This would include any and all claims (including disability and injury-related claims against Amazon that you had referenced below).

Also, I would be interested in seeing the form of settlement agreement and release that you use to see if my client is interested in settling claims just under the Act.

Thanks, Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com

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

Sent: February 25, 2020 12:22 PM

To: Schofer, Krista < Krista.Schofer@gowlingwlg.com >

Subject: RE: Amazon and s.22 BC Employment Standards Act complaint

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista.

I have now received a reply from s.22 with regards to the settlement offer made by Amazon.

He says he is not prepared to sign a full Release for the offer of s.22 severance pay.

We can however resolve this complaint with the voluntary payment/settlement of s.22 severance pay, his claim under the Act. Payment of the s.22 gross wages would resolve the complaint and we would close our file. If the parties wanted I could prepare our normal Settlement Agreement that covers all matters under the Act.

He also said he would be open to a full Release only if the amount of the settlement is much much higher than proposed. He also mentioned he has concerns about the wording of any Release negatively affecting his claims for injury and disability, so the Release would also need to be amended if the company was to make a higher offer.

Can you please get back to me by March 4.

If we cannot get this resolved then we will have to schedule a Complaint Hearing.

Please also feel free to call me at 778-974-2062.

Thank you.

Terry Hughes

Employment Standards Officer Employment Standards Branch, Ministry of Labour Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

From: Schofer, Krista < Krista.Schofer@gowlingwlg.com >

Sent: January 21, 2020 1:49 PM

To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca >

Subject: RE: Amazon and s.22. BC Employment Standards Act complaint

Without Prejudice

Hi Terry,

Further to your below email and the attached complaint, our client is willing to offer on a without prejudice basis, gross wages equal to s.22 less applicable taxes, plus an additional s.22 less applicable deductions, for a total of s.22 less applicable deductions ("Settlement Amount"), in return for a full and final release of all claims (not just limited to complaints under the Employment Standards Act) signed by in our form.

s.22

Please confirm whether s.22 is agreeable to these terms and we will provide the form of release.

Thanks, Krista

Krista Schofer, Licensed in Canada and the U.S. *Partner*

T +1 403 298 1944

krista.schofer@gowlingwlg.com

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

Sent: January 9, 2020 11:58 AM

To: Schofer, Krista < Krista.Schofer@gowlingwlg.com >

Subject: Amazon and s.22 BC Employment Standards Act complaint

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista.

I need to review this complaint with you and the employer.

I have spoken to \$.22 He alleges his employment was terminated without written notice and he is seeking \$.22 of compensation for length of service to resolve his complaint.

s.22

The amount claimed is total gross wages of complaint form:

s.22 This is based on the information he has provided on his s.22

In order to resolve this matter, the employer can choose to voluntarily pay this. If this is agreeable, I can do up a Settlement Agreement under the Act to reflect a full and final settlement of all matters under the Act.

If the employer chooses to dispute this complaint, then we would like to set up a without prejudice telephone mediation meeting within the next 3 weeks to discuss this complaint with a mediator from our Branch, along with the complainant and the employer.

I am also happy to discuss this matter with you once you speak to the company about this complaint.

s.22 so ask that you please get back to my by Tuesday January 21.

If the company chooses to proceed to mediation, can you please provide me the employer's contact information, and their general availability for the week of February 3-7. We conduct our mediations at either 9 am or 1 pm.

Thank you.

Terry Hughes
Employment Standards Officer
Employment Standards Branch, Ministry of Labour
Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

The information in this email is intended only for the named recipient and may be privileged or confidential. If you are not the intended recipient please notify us immediately and do not copy, distribute or take action based on this email. If this email is marked 'personal' Gowling WLG is not liable in any way for its content. E-mails are susceptible to alteration. Gowling WLG shall not be liable for the message if altered, changed or falsified.

Gowling WLG (Canada) LLP is a member of Gowling WLG, an international law firm which consists of independent and autonomous entities providing services around the world. Our structure is explained in more detail at www.gowlingwlg.com/legal.

References to 'Gowling WLG' mean one or more members of Gowling WLG International Limited and/or any of their affiliated businesses as the context requires. Gowling WLG (Canada) LLP has offices in Montréal, Ottawa, Toronto, Hamilton, Waterloo Region, Calgary and Vancouver.

3316213 s.22

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

 Sent:
 March 6, 2020 3:41:58 PM PST

 Received:
 March 6, 2020 3:42:14 PM PST

 Attachments:
 Complaint_3316213 s.22ntml

Submission:

3316213 s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon

Employer Location:

109 braid street, New west, BC, Canada V315h4

Work Location:

, , :

Union:

No

Office Copy



Date of complaint submission:

March 06, 2020

Confirmation # 3316213	s.22	
Section A: Information Abo	out Your Employer	
Legal Name: Amazon		
Operating As (if applicable):	
Mailing Address: 109 braid street	City, Province/State, Country: New west, BC, Canada	Postal Code: -V315h4
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:
Contact Person (e.g. manager or supervisor): Jeff bezos	Telephone Number: 866-216-1072 ext:	Email Address:
Name of Owner: Jeff bezos	Telephone Number:	Email Address: _erc- canada@caseservices.panorama.hr.a2z.com
Is your employer still in business? -Yes	When did your employer go	o out of business?
Is your employer bankrupt -No	or in receivership?	
Type of business: _Shipping	Employers' Bank/Branch:	
Section B: Information Abo	out You	

Page 148 of 431 LBR-2021-10430

Page 149 of 431 to/à Page 151 of 431 Withheld pursuant to/removed as

s.22

Amazon and s.22

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

To: Schofer, Krista < Krista. Schofer@gowlingwlg.com >

Sent: March 17, 2020 10:57:39 AM PDT Received: March 17, 2020 10:57:40 AM PDT

Attachments: Amazon and s.22 SA.pdf

Hello Krista.

Sorry for the delay in getting back to you.

s.22

Attached is a Settlement Agreement for the resolution of this complaint. I have noted that the payment needs to be delivered by March 27. He has a new address so please have them mail the payment and any applicable statement of deductions to:

s.22

He has also asked that his T4 be sent to this address.

Can you please sign this Settlement Agreement and send a copy back to me by email. I will be sending this to him by email and asking him to sign and send a copy back to me. Once I receive his signed copy I will send it to you by email.

Please let me know asap that this is all agreeable - before I send him the Settlement Agreement for signing.

Thank you.

Terry Hughes
Employment Standards Officer
Employment Standards Branch, Ministry of Labour
Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

Page 153 of 431 to/à Page 154 of 431 Withheld pursuant to/removed as

Your employment standards complaint has been received

From: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

To: s.22

 Sent:
 March 18, 2020 12:36:52 PM PDT

 Received:
 March 18, 2020 12:36:52 PM PDT

 Attachments:
 image002.png, image003.png



Your complaint has been received

We'll contact you directly when someone is assigned to investigate your complaint. We may also contact you to ask for additional information.

The complaint process can take several months. Find out more about what happens next by visiting our website.

Be sure to <u>notify the Employment Standards Branch</u> if you change your contact information or if your complaint is resolved (for example, if the employer paid the wages you were owed).

ESB Email Enquiry

From: ESB.Infoline@gov.bc.ca

To: ESB.Infoline@gov.bc.ca, LBR ESB INFOLINE LBR:EX

Sent: March 18, 2020 9:10:13 PM PDT Received: March 18, 2020 9:10:22 PM PDT

You have received an email enquiry.

s.22

Name:

s.22

Phone Number:

Email Address: s.22

Are you in a union?: No

Are you an employer?: No

What is your job: Amazon

Select a category that describes what your question or issue is about: Getting paid

Tell us how we can help you: I recently filed a complaint for wages not paid on self termination of employment. I received the email that said my complaint was recieved howevers.22 they have sent me most of the money

Page 157 of 431

Withheld pursuant to/removed as

RESISTERED MAIL TRACE SHEEET Ministry of Labour Suite 200 - 880 Douglas St. Employment Standards Bra ch Victoria, BC V8W 9K1 Officer: T. Hvghs Date: February 26,2020 Employer#: そるファット Mailed by: T.H. 19 Maneu
Telephone no:

774-974-2067 Employer Name:: AMAZON Event: EE LATIV ☐ Hearing Notice ☐ Demand for Records ☐ Fact Sheets ☐ Other: **⊠**∕Letter ☐ Determination ☐ Settlement Agreement s.22 s.22



Tracking number

s.22

Delivered

Delivery progress

Date	Time	Location	Progress	Post office
Feb. 28	10:18 am		Signature available	
Feb. 28	10:18 am	SURREY, BC	Delivered	
Feb. 28	9:22 am	SURREY, BC	Item out for delivery	
Feb. 28	5:50 am	SURREY, BC	Item processed	
Feb. 27	4:51 am	RICHMOND, BC	Item processed	
Feb. 26	4:43 pm	VICTORIA, BC	Item processed	

Features and options

Signature Required

© 2019 Canada Post Corporation



1000000	ACTA CO			Sector (1972)
PO	5 T		CANA	DA
90,315,65		Velenile I		SEE SEE

Date: 2020/03/19

Dear Sir or Madam

Please find below the scanned delivery date and signature of the recipient of the item identified below:

s.22

Item Number

Product Name

Not Available

Reference Number 1

Not Applicable

Reference Number 2

Not Applicable

Delivery Date (yyyy/mm/dd)

2020-02-28

Signatory Name

s.22

A signature has been captured for the item, but the signatory has requested that it not be displayed on our website. If you need a copy of the signature, please call us at 1-888-550-6333. A fee may apply.

Signature

Yours sincerely,

Customer Relationship Network

1-888-550-6333.

(From outside Canada 1 416 979-3033)

This copy confirms to the delivery date and signature of the individual who accepted and signed for the item in question. This information has been extracted from the Canadapost data warehouse

Page 161 of 431 to/à Page 164 of 431 Withheld pursuant to/removed as

RE: Amazon and

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com>

To: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>

Sent: April 2, 2020 7:19:59 PM PDT Received: April 2, 2020 7:20:06 PM PDT

Attachments: image001.jpg

Hi Terry,

I'm going to have to ask you to reach out to s.22 to request the direct deposit information for the settlement payment. Our client no longer has access to this information.

Regards, Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com

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

Sent: April 1, 2020 3:04 PM

To: Schofer, Krista < Krista. Schofer@gowlingwlg.com>

Subject: RE: Amazon and s.22

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista.

I have followed up with him again this week and I am hoping to have the Settlement Agreement signed by the end of this week.

He says his banking information is the same as when he worked at Amazon.

s.22

I will give you an update at the end of this week or early next week if I have to follow up with him again then.

Thanks for your patience. Terry

From: Schofer, Krista < Krista.Schofer@gowlingwlg.com >

Sent: April 1, 2020 11:20 AM

To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca >

Subject: RE: Amazon and s.22

Hi Terry,

I wanted to follow up regarding the status of the settlement. Will s.22 meet the deadline of having the signed agreement returned by April 3? We are also waiting for payment details.

Thanks, Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com

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

Sent: March 25, 2020 5:16 PM

To: Schofer, Krista < Krista. Schofer@gowlingwlg.com >

Subject: RE: Amazon and s.22

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista.

I have sent this request for banking info to Settlement Agreement.

 $^{\rm s.22}$. I have also asked him to get back to me on the signed

He last told me he needed someone to help him with printing it and sending it back to me.

I will hopefully have this by the end of this week.

Thank you.

Terry

From: Schofer, Krista < Krista.Schofer@gowlingwlg.com >

Sent: March 25, 2020 1:41 PM

To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca >

Subject: RE: Amazon and s.22

Hi Terry,

Please note that my client emailed today informing me that due to the shelter in place orders and remote work situation in Seatle in light of COVID-19, effective immediately, all settlement payments must be sent via payroll direct deposit or ACH/wire transfer. Below is the information we will need in order to process wire transfer for s.22

s.22

- Account Holder Name
- · Recipient Bank Name
- Recipient Wire Transfer ABA Bank Routing Number
- SWIFT Number (International Wires Only)
- Recipient Account Number

Please confirm.

Regards, Krista
Krista Schofer Partner T +1 403 298 1944 krista.schofer@gowlingwlg.com
My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com
From: Schofer, Krista Sent: March 25, 2020 7:58 AM To: 'Hughes, Terry M LBR:EX' < Terry.M.Hughes@gov.bc.ca > Subject: RE: Amazon and s.22
Hi Terry,
I hope this finds you well (as can be in this interesting time).
I wanted to follow up regarding the executed agreement from s.22 so that Amazon can issue the check.
Thanks, Krista
Krista Schofer Partner T +1 403 298 1944 krista.schofer@gowlingwlg.com
My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com
From: Schofer, Krista Sent: March 20, 2020 8:48 AM To: 'Hughes, Terry M LBR:EX' < Terry.M.Hughes@gov.bc.ca > Subject: RE: Amazon and s.22
Thanks Terry. These timelines should work as long as we get the agreement signed by Please provide s.22 signed version and my client will have the check processed.
Regards, Krista
Krista Schofer Partner T +1 403 298 1944 krista.schofer@gowlingwlg.com
My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com

From: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca > Sent: March 19, 2020 9:01 AM To: Schofer, Krista < Krista.Schofer@gowlingwlg.com > Subject: RE: Amazon and s.22				
This message originated from outside of Gowling WLG. Ce message provient de l'extérieur de Gowling WLG.				
Hello. The parties can sign separately. I will provide you his signed copy before they mail or courier out the cheque to him. So they can sign and send a copy to me now. We want an original from the employer for filing in court only if they fail to pay, but as long as they actually pay I only need a copy by email. So a copy will be fine in these circumstances.				
From: Schofer, Krista < Krista.Schofer@gowlingwlg.com > Sent: March 18, 2020 8:23 PM To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca > Subject: RE: Amazon and s.22				
Thanks Terry. I'll confirm this timing with my client. To clarify, is it fine to ask Amazon to sign, or alternatively sign by counterparts? Is an original signed release required, or does a copy suffice? The settlement agreement indicates that an original is required, so I wanted to confirm.				
Krista Schofer Partner T +1 403 298 1944 krista.schofer@gowlingwlg.com				
My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com				
From: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca > Sent: March 18, 2020 4:12 PM				

To: Schofer, Krista < Krista.Schofer@gowlingwlg.com >

Subject: Amazon and s.22

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista.

I have amended the agreement with the Amazon signatory.

I have also added some time to the signing date and 3 weeks to the cheque delivery date. If I go past this time I believe s.22will likely object to signing this.

Hopefully this is agreeable.

When I hear back from him I will send it to him and ask him to sign and send back to me.

Thank you.

Terry Hughes

Employment Standards Officer Employment Standards Branch, Ministry of Labour Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

The information in this email is intended only for the named recipient and may be privileged or confidential. If you are not the intended recipient please notify us immediately and do not copy, distribute or take action based on this email. If this email is marked 'personal' Gowling WLG is not liable in any way for its content. E-mails are susceptible to alteration. Gowling WLG shall not be liable for the message if altered, changed or falsified.

Gowling WLG (Canada) LLP is a member of Gowling WLG, an international law firm which consists of independent and autonomous entities providing services around the world. Our structure is explained in more detail at www.gowlingwlg.com/legal.

References to 'Gowling WLG' mean one or more members of Gowling WLG International Limited and/or any of their affiliated businesses as the context requires. Gowling WLG (Canada) LLP has offices in Montréal, Ottawa, Toronto, Hamilton, Waterloo Region, Calgary and Vancouver.

Page 170 of 431 to/à Page 171 of 431 Withheld pursuant to/removed as

s.22

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET



File link:

	LOYER:				A	ASSIGNMENT #:	
ER Contact: Phone #: Cell #: Email: ER Lawyer: Other:						EE Contact: Primary #: Alternate #: Email: EE Lawyer: Other:	_
INITIALS	DATE	PERSON	МЕТНОВ	TIME	PIn Person LTLetter to LFLetter from FTFax to FFFax from	TTTelephone Call to TFTelephone Call from TMTTelephone Message to TMFTelephone Message from EMTEmail Message from EMFEmail Message from	PERSON CODE EREmployerEE Employee AAccountant/Bookkeeper LLawyer RAuthorized Representative OOther
ΑZ	May 27, 2020	EE	TT	2:25	Left message for it	s.22 return call	
ΑZ	May 27, 2020	EE	TT	2:25	s.22 Cannot leave message		
AZ	May 27, 2020	EE	TF	3:02			\$.22

					PAGE NO. 2
					s.22
AZ	May 28,	EE	TT	10:00	Krista Schofer 403-298-1944
	2020				Left message for return call
AZ	May 28,	EE	TT	10:01	Amazon 604-527-7334
	2020				Left message for return call
AZ	May 28, 2020	EE	TT	10:03	Amazon 866-526-0345
	2020				Jennifer
					Can't help Asked for FF's SIN
					 Asked for EE's SIN Explained can't provide that information, nor is it necessary
					Need to speak to management or payroll
					HelpDesk: 206-266-4357
AZ	May 28,	EE	TT	10:22	Amazon 206-266-4357
	2020				• IT
					Not HR
					Can't help
AZ	May 28, 2020	EE	TT	10:22	Alvin Naidu 604-527-7303
47	May 29,	EE	TT	12:53	Left message Amazon, Sonika
AZ	2020	==	''	12.55	Mansonik@amazon.com
					• 778-822-1058
					Explained that we have received complaint – want to confirm whether the
					complainant wants to move forward with the complaint
					• OK
<u></u>	luna 40	EE		10.50	Will confirm and will contact next week
AZ	June 19, 2020	==	TT	12:53	Amazon, Sonika • Left message
					Withdrawn
\square					-
					-
					•

PAGE NO. 3

	PAGE NO. 3		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		
	•		\vdash
	•		
	•		
			\vdash
			<u> </u>
			_
			<u> </u>
			<u> </u>
			<u> </u>
			<u> </u>
	<u> </u>		

RE: direct deposit

From: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>
To: Schofer, Krista <Krista.Schofer@gowlingwlg.com>

Sent: April 28, 2020 9:17:35 AM PDT Received: April 28, 2020 9:17:36 AM PDT

Hello. Once this payment has been made we will close the complaint and file as resolved.

Terry Hughes

Employment Standards Officer

Employment Standards Branch, Ministry of Labour Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com >

Sent: April 28, 2020 9:08 AM

To: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>

Subject: RE: direct deposit

Hi Terry,

Further to my below email, would it be possible for you to confirm in writing that you will mark this complaint and file complete and close it, upon receipt of the settlement payment?

Thanks, Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett **T** +1 403 298 1886

lindsay.everett@gowlingwlg.com

From: Schofer, Krista

Sent: April 27, 2020 2:35 PM

To: 'Hughes, Terry M LBR:EX' < Terry.M.Hughes@gov.bc.ca>

Subject: RE: direct deposit

Hi Terry,

Thanks for providing these details. Given the circumstances, my client has agreed to pay the amount, as long as you will mark this complaint and file complete and close the file.

Regards,

Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett **T** +1 403 298 1886

lindsay.everett@gowlingwlg.com

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

Sent: April 21, 2020 12:43 PM

To: Schofer, Krista < Krista.Schofer@gowlingwlg.com >

Subject: FW: direct deposit

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista.

As discussed, here is the info I have received from our finance people on how an employer can make an electronic payment to us on behalf of an employee.

If there is a fee for this service the employer needs to add that to the transfer amount.

Let me know how this goes. Thanks for your help.

Terry Hughes

Employment Standards Officer Employment Standards Branch, Ministry of Labour Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

Sent: April 16, 2020 4:11 PM

To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca >

Subject: RE: direct deposit question

Hi Terry. The attached letter has the information for doing either a direct deposit (doesn't need the Swift code) or a wire transfer (needs the Swift code).

If the ER is doing a direct deposit they have to find a branch of \$.22 that is open and deposit cash or certified cheque, which can be a bit more work but costs less than a wire transfer.

If they are paying by wire transfer they need to pay the fee separately and not let the bank take it out of the amount they are sending.

The information in this email is intended only for the named recipient and may be privileged or confidential. If you are not the intended recipient please notify us immediately and do not copy, distribute or take action based on this email. If this email is marked 'personal' Gowling WLG is not liable in any way for its content. E-mails are susceptible

to alteration. Gowling WLG shall not be liable for the message if altered, changed or falsified.

Gowling WLG (Canada) LLP is a member of Gowling WLG, an international law firm which consists of independent and autonomous entities providing services around the world. Our structure is explained in more detail at www.gowlingwlg.com/legal.

References to 'Gowling WLG' mean one or more members of Gowling WLG International Limited and/or any of their affiliated businesses as the context requires. Gowling WLG (Canada) LLP has offices in Montréal, Ottawa, Toronto, Hamilton, Waterloo Region, Calgary and Vancouver.

RE: direct deposit update

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com>

To: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>

Sent: May 9, 2020 7:14:11 AM PDT Received: May 9, 2020 7:14:19 AM PDT

Attachments: image001.jpg, Direct Deposit Issued 5.12.2020.pdf

Hi Terry,

My client has advised that the direct deposit amount will be issued on May 12, 2020. The statement is attached. Please let me know if you need anything else on our end. We look forward to confirmation that this file has been closed.

Thanks and have a great weekend.

Regards, Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com

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

Sent: May 5, 2020 9:08 AM

To: Schofer, Krista < Krista. Schofer@gowlingwlg.com >

Subject: RE: direct deposit update

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista. They advise there is no fee for a direct deposit. Terry

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com >

Sent: May 4, 2020 7:19 PM

To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca>

Subject: RE: direct deposit update

Hi Terry,

Can you please confirm whether the \$15.00 is just for a wire transfer? If it's sent as a direct deposit/EFT, then the fee doesn't apply?

Thanks, Krista

Krista Schofer
Partner
T +1 403 298 1944

krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett



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

Sent: May 4, 2020 5:18 PM

To: Schofer, Krista < Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista Krista

Subject: FW: direct deposit update

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista.

I just got the attached information from our trust account person. Sorry about the confusion. Can you ask Amazon to add the \$15.00 fee to the transfer?

Thank you. Terry

"Terry, I gave you incorrect information. The ER has to include an extra \$15.00 on top of the amount they owe us because \$.22 does take a fee for receiving a wire transfer."

From: Hughes, Terry M LBR:EX Sent: May 4, 2020 2:05 PM

To: 'Schofer, Krista' < Krista. Schofer@gowlingwlg.com >

Subject: RE: direct deposit

Hello Krista.

I reached out to our trust account person. Her reply is below:

"There is no fee for making a direct deposit. There is a fee for sending a wire transfer and it is the sender's bank that will charge the fee, so that is where there ER needs to go to find out the amount of the fee."

Can we arrange for this payment before the end of this week?

Please let me know when it is done, and send me a copy of the statement of deductions as well.

Thank you.

Terry Hughes

Employment Standards Officer Employment Standards Branch, Ministry of Labour Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com >

Sent: April 30, 2020 8:15 PM

To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca >

Subject: RE: direct deposit

Hi Terry,

We have been advised from our accounting department that the person requesting the funds (Employment Standards in this case) should know if there is a charge/fee for the transfer and the amount. Would you be able to inquire about this on your end?

Thanks, Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett **T** +1 403 298 1886

lindsay.everett@gowlingwlg.com

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

Sent: April 27, 2020 2:00 PM

To: Schofer, Krista < Krista.Schofer@gowlingwlg.com >

Subject: FW: direct deposit

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Hello Krista.

As discussed, here is the info I have received from our finance people on how an employer can make an electronic payment to us on behalf of an employee.

If there is a fee for this service the employer needs to add that to the transfer amount.

Let me know how this goes. Thanks for your help.

Terry Hughes

Employment Standards Officer Employment Standards Branch, Ministry of Labour Suite 200 - 880 Douglas Street, Victoria BC V8W 2B7

Ph: (778) 974-2062 Fax: (250) 952-0476

Email: Terry.M.Hughes@gov.bc.ca

Sent: April 16, 2020 4:11 PM

To: Hughes, Terry M LBR:EX < Terry.M.Hughes@gov.bc.ca >

Subject: RE: direct deposit question

Hi Terry. The attached letter has the information for doing either a direct deposit (doesn't need the Swift code) or a wire transfer (needs the Swift code).

If the ER is doing a direct deposit they have to find a branch of ^{s.22} that is open and deposit cash or certified cheque, which can be a bit more work but costs less than a wire transfer.

If they are paying by wire transfer they need to pay the fee separately and not let the bank take it out of the amount they are sending.

The information in this email is intended only for the named recipient and may be privileged or confidential. If you are not the intended recipient please notify us immediately and do not copy, distribute or take action based on this email. If this email is marked 'personal' Gowling WLG is not liable in any way for its content. E-mails are susceptible to alteration. Gowling WLG shall not be liable for the message if altered, changed or falsified.

Gowling WLG (Canada) LLP is a member of Gowling WLG, an international law firm which consists of independent and autonomous entities providing services around the world. Our structure is explained in more detail at www.gowlingwlg.com/legal.

References to 'Gowling WLG' mean one or more members of Gowling WLG International Limited and/or any of their affiliated businesses as the context requires. Gowling WLG (Canada) LLP has offices in Montréal, Ottawa, Toronto, Hamilton, Waterloo Region, Calgary and Vancouver.

Page 182 of 431

Withheld pursuant to/removed as

s.22

Amazon payment to trust

From: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>
To: Allan, Heather LBR:EX <Heather.Allan@gov.bc.ca>

Sent: May 12, 2020 10:27:27 AM PDT Received: May 12, 2020 10:27:28 AM PDT

Hi Heather.

Just a heads up that Amazon is supposed to be making a direct payment today to trust for employee

s.22

Net amount should be \$.22

Thanks Terry

s.22

It was Amazon

From: Allan, Heather LBR:EX <Heather.Allan@gov.bc.ca>
To: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>

Sent: May 13, 2020 3:41:45 PM PDT Received: May 13, 2020 3:41:46 PM PDT

Attachments: image004.jpg, image001.jpg, image003.jpg

Where did they even find a penny? Anyway, I will add this glorious penny to whatever they sent us on the 12th.

From: FIN PT BCM BCS Ops FIN:EX <PTBCSOPS@gov.bc.ca>

Sent: May 13, 2020 3:36 PM

To: Allan, Heather LBR:EX <Heather.Allan@gov.bc.ca> **Subject:** RE: s.17'May 11-20

Wow, Amazon sent you a penny!!

May 11, 2020 MISC PAYMENT

AMAZON CANADA FULFILLMENT SERV



Jo-Anne Babecy

Financial Analyst, Payment & Client Services

Banking Cash Management | Provincial Treasury | Ministry of Finance

Phone: 778 698-5895 | Fax: 250 953-0485

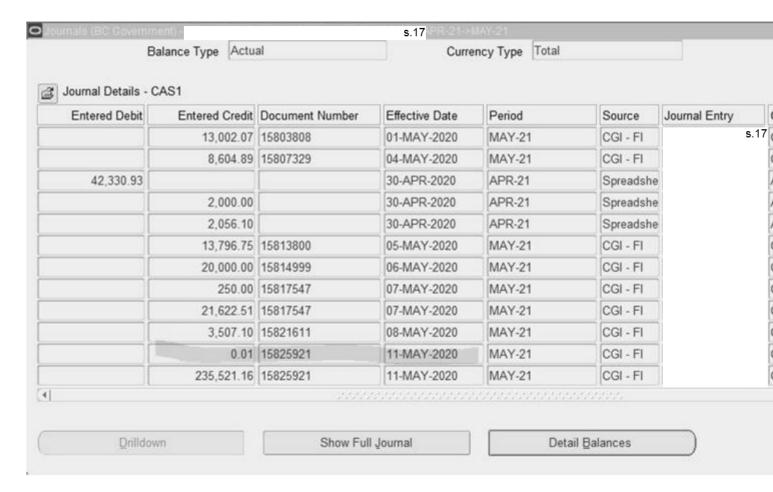
From: Allan, Heather LBR:EX < Heather.Allan@gov.bc.ca >

Sent: May 13, 2020 2:24 PM

To: FIN PT BCM BCS Ops FIN:EX < PTBCSOPS@gov.bc.ca>

Subject: (s.17May 11-20

Hello. Someone deposited one cent to the Trust account on May 11 (see if there are any notes on the transaction that identify the depositor? Even knowing which Branch it was will help.



Thank you!

Heather Allan

Trust Administrator, Employment Standards Branch

Ministry of Labour Phone: 778-974-2053 Fax: 250-356-1886

We acknowledge and honour that our offices are located on the unceded lands of the Lkwungen speaking Peoples - the Songhees, Esquimalt and WSANEC

ER 827702 Amazon - Signed Disbursement Approval Report.

From: Hughes, Terry M LBR:EX <Terry.M.Hughes@gov.bc.ca>
To: LBR ESB Trust LBR:EX <LBR.ESBTrust@gov.bc.ca>

Sent: May 14, 2020 2:53:22 PM PDT Received: May 14, 2020 2:53:24 PM PDT

Attachments: Amazon Funds Received - Trust Disbursal Approval Report.pdf

Signed form attached thank you. Terry



Employment Standards Branch Employment Standards Branch

Generated By:

Generated On: 2020/05/14

The Best Place on Earth		Funds Received - Trust Disbursal Approval Report			rage. 1011		
	Delegate:		Hughes, Terry M		Delegate Office: Complaint Pilot & Victoria Team		
Rec	eipt Information						
	Deposit Date: Account:		2020/05/12 Trust Acct	Receipt Txn ID: Employer:	353554 827702 Amazon Canad	a Fulfillment Services, ULC	
	Assignment ID: Document ID:		1301918	Source: Certified Cheque: Receipt Amount:			
Plai	nned Disburseme	ent Information					
	EE#	Employee Name			Disbursement Amount	Corrected Amount Mailing Address	
		s.22					s.22
				Total:			

May 5, 2020 Signature: Date:

When it is appropriate to disburse these funds please review the allocation above to confirm ownership, sign and send the form to HQ. If the employee(s) location is not known please specify that the funds should be held in trust pending a current address. If you disagree with the allocation please specify the appropriate amounts under the Corrected Amount column and provide an explanation.

s.22

Please find attached the Trust Disbursement Report.

Employment Standards Branch <esb@esb-bc.org> From: To: Terry.M.Hughes@gov.bc.ca, Hughes, Terry M LBR:EX LBR.ESBTrust@gov.bc.ca, Tania.Blackburn@gov.bc.ca, Cc:

Stephen.Hasbrouck@gov.bc.ca, Shelby.Kutyn@gov.bc.ca, Sandra.Mitchell@gov.bc.ca, Krystal.Roberts@gov.bc.ca, Matthew.Stewart@gov.bc.ca, LBR ESB Trust LBR:EX, Blackburn, Tania LBR:EX,

Hasbrouck, Stephen LBR:EX, Kutyn, Shelby LBR:EX, Mitchell, Sandra LBR:EX,

Roberts, Krystal LBR:EX, Stewart, Matthew LBR:EX

Sent: May 15, 2020 2:31:21 PM PDT May 15, 2020 2:31:52 PM PDT Received: Attachments: Trust Disbursement Report.pdf

Trust Disbursement Report



Employment Standards Branch Employment Standards Branch Trust Disbursement Report

Disbursement Summary

Head Office File No: 114049 ER#: 827702 Deposit Date: 2020/05/12 Cheque Date:

Delegate: Terry M Hughes Employer: Amazon Canada

Fulfillment Services,

ULC

Txn. ID: 353554

Disbursement Details		Disb. Txn. ID		
	s.22	353555		s.2

2020/05/22

Page 190 of 431 to/à Page 191 of 431 Withheld pursuant to/removed as Page 192 of 431

Withheld pursuant to/removed as

s.15; s.22

Page 193 of 431 to/à Page 197 of 431

Withheld pursuant to/removed as

Page 198 of 431 to/à Page 199 of 431

Withheld pursuant to/removed as

s.15; s.22

Page 200 of 431

Withheld pursuant to/removed as

s.22

Page 201 of 431

Withheld pursuant to/removed as

s.15; s.22

Page 202 of 431

Withheld pursuant to/removed as

s.22



Determination

Sent by Registered Mail

ER # 827702

June 16, 2020

Amazon Canada Fulfillment Services, ULC 109 Braid Street New Westminster, BC V3L 3R9

Director of Employment Standards – and – Amazon Canada Fulfillment Services, ULC

With respect to the complaint filed by determined that the dispute that caused the complaint is resolved. Accordingly, no further action will be taken.

Jennifer R. Redekop Delegate of the Director of Employment Standards

Thed

Written decision attached

s.22

CC:

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on July 24, 2020.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Ministry of Labour

Employment Standards Branch

Mailing Address:

102-1690 Powick Rd Kelowna, B.C. V1X 7G5 Telephone:1 833 236-3700 Facsimile: (250) 861-7428 Page 204 of 431 to/à Page 208 of 431

Withheld pursuant to/removed as

REGISTERED MAIL TRACE SHEEET

Ministry of Labour		102 – 1577 7 th Ave		
Employment Standards I	Branch	Prince George, BC V2L 3P5		
Issuing Officer: Jennifer	Redekop	Date: June 16, 2020		
Employer #: 827702	•	Mailed by: Jean Linden		
Employer Name: Amazo	n Canada	Telephone no:778-693-3088		
Fulfillment Services, ULC	>			
☐ Hearing Notice	☐ Demand for R	ecords Other:		
☐ Fact Sheets	☐ Letter			
☑ Determination	☐ Settlement Ag	reement		
	s.22			
Amazon Canada Ful 109 Braid Street	fillment Services, U	LC		
New Westminster, Bo	C V3L 3R9			
3	the section is a second of a final content of the section of the s	s.22		
	s.22	™in manual		
	5.22			
	THE THAT THE STATE OF THE THAT IS NOT THE SEASON THE SEASON THAT IS NOT THE SEASON THE SEASON THAT IS NOT THE SEASON THE SEA	And the state of t		
A MANA PARAMETER CONTRACTOR CONTR				
	1			
To an add a strong stro		And the first of t		

Page 210 of 431 to/à Page 211 of 431

Withheld pursuant to/removed as

s.15; s.22

Page 212 of 431

Withheld pursuant to/removed as

s.22

Employment Standards complaint - Amazon and

From: Redekop, Jennifer LBR:EX

s.15

To: 'krista.schofer@gowlingwlg.com'
Sent: June 16, 2020 9:14:08 AM PDT
Received: June 16, 2020 9:14:00 AM PDT
Attachments: Amazon Determination.pdf

Ms. Schofer,

This matter was assigned to me as solved. Solved:

Solved:

Solved:

Solved:

Solved:

Solved:

Accordingly, I have issued the attached Determination, finding that his complaint was resolved through the payment made. Once you have reviewed the Determination, please do not hesitate to contact me if you have any questions.

Regards,

Jennifer R. Redekop Industrial Relations Officer Ministry of Labour Employment Standards Branch

Phone: 778-699-2482



Determination

Sent by Registered Mail

ER # 827702

June 16, 2020

Amazon Canada Fulfillment Services, ULC 109 Braid Street New Westminster, BC V3L 3R9

Director of Employment Standards – and – Amazon Canada Fulfillment Services, ULC

With respect to the complaint filed by determined that the dispute that caused the complaint is resolved. Accordingly, no further action will be taken.

Jennifer R. Redekop Delegate of the Director of Employment Standards

4 Ked

Written decision attached

cc: s.22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on July 24, 2020.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Ministry of Labour

Employment Standards Branch Mailing Address:

102-1690 Powick Rd Kelowna, B.C. V1X 7G5 Telephone:1 833 236-3700 Facsimile: (250) 861-7428 Page 215 of 431 to/à Page 219 of 431

Withheld pursuant to/removed as

Relayed: Employment Standards complaint - Amazon and

From: Microsoft Outlook

s.15

To: Jennifer.Redekop@gov.bc.ca, krista.schofer@gowlingwlg.com

Sent: June 16, 2020 9:14:16 AM PDT Received: June 16, 2020 9:14:17 AM PDT

Attachments: Employment Standards complaint - Amazon and s.22

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

krista.schofer@gowlingwlg.com

Subject: Employment Standards complaint - Amazon and | s.22

Employment Standards complaint - Amazon and

From: Redekop, Jennifer LBR:EX <Jennifer.Redekop@gov.bc.ca>

To: krista.schofer@gowlingwlg.com
Sent: June 16, 2020 9:14:10 AM PDT
Received: June 16, 2020 9:14:13 AM PDT

RE: Employment Standards complaint - Amazon and

From: Schofer, Krista < Krista. Schofer@gowlingwlg.com>

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

Sent: June 16, 2020 10:03:30 AM PDT Received: June 16, 2020 10:03:37 AM PDT Attachments: Amazon Determination.pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Jennifer,

Thank you for your email. Can you please confirm whether the attached determination remains private between the parties, or whether this is a public determination. I'm assuming private, but please confirm.

Regards, Krista

Krista Schofer
Partner
T +1 403 298 1944
krista.schofer@gowlingwlg.com

My Assistant: Lindsay Everett T +1 403 298 1886 lindsay.everett@gowlingwlg.com

From: Redekop, Jennifer LBR:EX < Jennifer.Redekop@gov.bc.ca>

Sent: June 16, 2020 10:14 AM

To: Schofer, Krista < Krista. Schofer@gowlingwlg.com > **Subject:** Employment Standards complaint - Amazon and

This message originated from outside of Gowling WLG. | Ce message provient de l'extérieur de Gowling WLG.

Ms. Schofer,

This matter was assigned to me as solved. Accordingly, I have issued the attached Determination, finding that his complaint was resolved through the payment made. Once you have reviewed the Determination, please do not hesitate to contact me if you have any questions.

s.22

Regards,

Jennifer R. Redekop Industrial Relations Officer Ministry of Labour Employment Standards Branch

Phone: 778-699-2482

The information in this email is intended only for the named recipient and may be privileged or confidential. If you are not the intended recipient please notify us immediately and do not copy, distribute or take action

based on this email. If this email is marked 'personal' Gowling WLG is not liable in any way for its content. E-mails are susceptible to alteration. Gowling WLG shall not be liable for the message if altered, changed or falsified.

Gowling WLG (Canada) LLP is a member of Gowling WLG, an international law firm which consists of independent and autonomous entities providing services around the world. Our structure is explained in more detail at www.gowlingwlg.com/legal.

References to 'Gowling WLG' mean one or more members of Gowling WLG International Limited and/or any of their affiliated businesses as the context requires. Gowling WLG (Canada) LLP has offices in Montréal, Ottawa, Toronto, Hamilton, Waterloo Region, Calgary and Vancouver.



Determination

Sent by Registered Mail

ER # 827702

June 16, 2020

Amazon Canada Fulfillment Services, ULC 109 Braid Street New Westminster, BC V3L 3R9

Director of Employment Standards – and – Amazon Canada Fulfillment Services, ULC

With respect to the complaint filed by determined that the dispute that caused the complaint is resolved. Accordingly, no further action will be taken.

Jennifer R. Redekop Delegate of the Director of Employment Standards

4 Ked

Written decision attached

cc: s.22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on July 24, 2020.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Ministry of Labour

Employment Standards Branch Mailing Address:

102-1690 Powick Rd Kelowna, B.C. V1X 7G5 Telephone:1 833 236-3700 Facsimile: (250) 861-7428 Page 225 of 431 to/à Page 232 of 431

Withheld pursuant to/removed as

s.22

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

 Sent:
 July 9, 2020 11:10:03 AM PDT

 Received:
 July 9, 2020 11:10:14 AM PDT

 Attachments:
 Complaint_4261806 s.22.html

Submission: 4261806 s.22

Receivership:

Yes

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

AMAZON CANADA FULFILLMENT SERVICES INC

Employer Location:

510 WEST GEORGIA ST - 14 FLOOR, VANCOUVER, BC, Canada V6B 0M3

Work Location:

4198 SALISH SEE, DELTA, BC, Canada, V4M OB9

Union:

No



Confirmation # 4261806

Is your employer still in

ONLINES SERVICES

s.22

Date of complaint submission:

July 09, 2020

Section A: Information About	Your Employer	
Legal Name: AMAZON CANADA FULF	ILLMENT SERVICES INC	
Operating As (if applicable): AMAZON FULFILLMENT	CENTRE	
Mailing Address: _510 WEST GEORGIA ST - 14 FLOOR	City, Province/State, Country: .VANCOUVER, BC, Canada	Postal Code: _V6B 0M3
Work Location Address (if different from above): 4198 SALISH SEE	City, Province/State, Country: DELTA, BC, Canada	Postal Code: -V4M OB9
Contact Person (e.g. manager or supervisor): _YVR4 HR	Telephone Number:	Email Address: -yvv4- ask@caseservices.panarama.hr.a22.com
Name of Owner: AMAZON CANADA FULFILLMENT SERVICES	Telephone Number:	Email Address: -yvv4- ask@caseservices.panarama.hr.a22.com

business?
Yes

Is your employer bankrupt or in receivership?
Yes

Type of business: Employers' Bank/Branch:

When did your employer go out of business?

Section B: Information About You

s.22

Page 235 of 431 to/à Page 251 of 431

Withheld pursuant to/removed as

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

 Sent:
 August 2, 2020 7:59:52 PM PDT

 Received:
 August 2, 2020 7:59:55 PM PDT

 Attachments:
 Complaint_2041634l s.22.html

Submission:

2041634] s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon Canada Fulfillment Services ULC

Employer Location:

510 West Georgia Street 14th Floor, Vancouver, BC, Canada V6B 0M3

Work Location:

4189 Salish Sea Drive, Delta, BC, Canada, V4M 0B2

Union:

No



Date of complaint submission: August 02, 2020

Confirmation # 2041634	s.22		
Section A: Information About Yo	our Employer		
Legal Name: Amazon Canada Fulfillment Ser	rvices ULC		
Operating As (if applicable):			
Mailing Address: _510 West Georgia Street 14th Floor	City, Province/State, Country: _Vancouver, _BC, Canada	Postal Code: -V6B 0M3	
Work Location Address (if different from above): 4189 Salish Sea Drive	City, Province/State, Country: Delta, BC, Canada	Postal Code: -V4M 0B2	
Contact Person (e.g. manager or supervisor): Site Leader: Arun Srivastava	Telephone Number:604-555-3162 ext:	Email Address: -yvr4-askhr@amazon.com	
Name of Owner: Jeff Bezos	Telephone Number:	Email Address: _jeff@amazon.com	
Is your employer still in business? Yes	When did your employer go out of business?		
Is your employer bankrupt or in a .No	receivership?		
Type of business: -retail	Employers' Bank/Branch:		

Section B: Information About You	
'	s.22

Page 254 of 431 to/à Page 255 of 431

Withheld pursuant to/removed as

Your employment standards complaint has been received

From: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

To: s.2

Sent: August 10, 2020 11:28:01 AM PDT Received: August 10, 2020 11:28:02 AM PDT Attachments: image002.png, image003.png



Your complaint has been received

We'll contact you directly when someone is assigned to investigate your complaint. We may also contact you to ask for additional information.

The complaint process can take several months. Find out more about what happens next by <u>visiting our website</u>.

Be sure to <u>notify the Employment Standards Branch</u> if you change your contact information or if your complaint is resolved (for example, if the employer paid the wages you were owed).

 From:
 Gregg. Helen LBR:EX

 To:
 Zivkovic, Aleksandra LBR:EX

Subject: Automatic reply: ER827702 Amazon Canada Fulfillment Services, ULC s.13

Date: May 29, 2020 3:52:12 PM

Thank-you for your email. \$.22 If your matter is urgent, please call our toll-free information line at 1-800-663-3316. Otherwise, I will respond to your message upon my return.

From: Microsoft Outlook
To: ESB Data Integrity LBR:EX

Subject: Delivered: ER827702 Amazon Canada Fulfillment Services, ULC

Date: June 10, 2020 1:41:13 PM

Attachments: ER827702 Amazon Canada Fulfillment Services ULC.msg

Your message has been delivered to the following recipients: ESB Data Integrity LBR:EX (ESBDataIntegrity@gov.bc.ca) mailto:ESBDataIntegrity@gov.bc.ca Subject: ER827702 Amazon Canada Fulfillment Services, ULC

From: Microsoft Outlook Gregg, Helen LBR:EX To:

s.13 Delivered: ER827702 Amazon Canada Fulfillment Services, ULC -Subject:

May 29, 2020 3:52:13 PM Date:

Attachments: ER827702 Amazon Canada Fulfillment Services ULC s.13

Your message has been delivered to the following recipients:
Gregg, Helen LBR:EX (Helen.Gregg@gov.bc.ca) <mailto:Helen.Gregg@gov.bc.ca>
Subject: ER827702 Amazon Canada Fulfillment Services, ULC - 1

\$

s.13

 From:
 Microsoft Outlook

 To:
 Gregg. Helen LBR:EX

Subject: Delivered: ER827702 Amazon Canada Fulfillment Services, ULC

Date: June 10, 2020 1:41:14 PM

Attachments: ER827702 Amazon Canada Fulfillment Services ULC.msg

Your message has been delivered to the following recipients: Gregg, Helen LBR:EX (Helen.Gregg@gov.bc.ca) <mailto:Helen.Gregg@gov.bc.ca> Subject: ER827702 Amazon Canada Fulfillment Services, ULC

From: Microsoft Outlook Sharma, Reena LBR:EX To:

Subject: Delivered: s.13

May 29, 2020 3:10:52 PM Date: Attachments:

Your message has been delivered to the following recipients:
Sharma, Reena LBR:EX (Reena.Sharma@gov.bc.ca) <mailto:Reena.Sharma@gov.bc.ca>
Subject:
s.13

s.13

Page 262 of 431

Withheld pursuant to/removed as

s.22

From: Zivkovic, Aleksandra LBR:EX

To: "yvr3-hr@amazon.com"; "yvr-4askhr@amazon.com"; "krista.schofer@gowlingwig.com";

"snnesbit@amazon.com"; "prasraja@amazon.com"; "bertoia@amazon.com"

Subject: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED

Date: May 28, 2020 12:04:00 PM

Attachments: image001.png
Importance: High

Hello all,

RE: Employment Standards Complaint Received against Amazon Canada Fulfillment Services, ULC

The Employment Standards Branch has received a complaint filed on February 20, 2020 against Amazon Canada Fulfillment Services, ULC (Amazon) from a former Amazon employee. I am the delegate of the Director assigned to investigate this complaint. I need to speak to a representative of Amazon in regards to this complaint, specifically someone who can comment on payroll and employment of former employees at the Tsawwassen, BC, Canada location.

Please have the most appropriate person contact me via e-mail so that we can schedule a phone call at a time that is mutually convenient, or please contact me by phone at (236) 468-3875. I can be reached Monday to Friday between 7:40 am and 4:00 pm PST.

As a delegate, I am a neutral third party and do not represent any complainant or employer. My role is to review the complaint, apply the Employment Standards Act and assist in voluntary resolution. In the event the parties are unable to reach a resolution, I will issue a written decision based on the information gathered from the parties.

Please note that an investigation will proceed with or without the Employer's participation and non-cooperation by the Employer can result in monetary penalties.

Please ensure you contact me no later than 8:00 am PST on June 3, 2020. Should you fail to respond by the aforementioned deadline, an investigation will commence and a determination may be issued, without further notice, based on the information currently on file.

I look forward to hearing from you!

Best regards,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | <u>Aleksandra.Zivkovic@gov.bc.ca</u>

Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

From: Zivkovic, Aleksandra LBR:EX

To: Gregg, Helen LBR:EX

Subject: ER827702 Amazon Canada Fulfillment Services, ULC -

Date: May 29, 2020 3:52:00 PM

Attachments: ER827702 Amazon Canada Fulfillment Services, ULC.docx

image001.png

Hi Helen,

s.13. Peer reviewed by Reena.

s.13

Thanks,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | <u>Aleksandra.Zivkovic@gov.bc.ca</u>

Website: www.labour.gov.bc.ca/esb



Where ideas work

WARNING - CONFIDENTIALITY NOTICE:

 From:
 Zivkovic, Aleksandra LBR:EX

 To:
 ESB Data Integrity LBR:EX

 Cc:
 Gregg, Helen LBR:EX

Subject: ER827702 Amazon Canada Fulfillment Services, ULC

Date: June 10, 2020 1:41:00 PM

Attachments: ER827702 Amazon Canada Fulfillment Services, ULC.docx

image001.png

Hello,

Please see the attached decision for entry/ posting only. It will be sent via e-mail so no need to mail.

Thanks,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca

Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

Page 267 of 431 to/à Page 268 of 431

Withheld pursuant to/removed as

From: Zivkovic, Aleksandra LBR:EX
To: "krista.schofer@gowlingwlg.com"

Subject: FW: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED

Date: May 28, 2020 12:14:00 PM

Attachments: image001.png
Importance: High

Hello Krista,

Please see below.

Thank you,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca_Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.

From: Zivkovic, Aleksandra LBR:EX Sent: May 28, 2020 12:04 PM

To: 'yvr3-hr@amazon.com' <yvr3-hr@amazon.com>; 'yvr-4askhr@amazon.com' <yvr-4askhr@amazon.com>; 'snnesbit@amazon.com' <snnesbit@amazon.com>; 'prasraja@amazon.com' <prasraja@amazon.com>; 'bertoia@amazon.com'

Subject: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED

Importance: High

Hello all,

RE: Employment Standards Complaint Received against Amazon Canada Fulfillment Services, ULC

The Employment Standards Branch has received a complaint filed on February 20, 2020 against Amazon Canada Fulfillment Services, ULC (Amazon) from a former Amazon employee. I am the delegate of the Director assigned to investigate this complaint. I need to speak to a representative of Amazon in regards to this complaint, specifically someone who can comment on payroll and employment of former employees at the Tsawwassen, BC, Canada location.

Please have the most appropriate person contact me via e-mail so that we can schedule a phone call at a time that is mutually convenient, or please contact me by phone at (236) 468-3875. I can be reached Monday to Friday between 7:40 am and 4:00 pm PST.

As a delegate, I am a neutral third party and do not represent any complainant or employer. My role is to review the complaint, apply the Employment Standards Act and assist in voluntary resolution. In the event the parties are unable to reach a resolution, I will issue a written decision based on the information gathered from the parties.

Please note that an investigation will proceed with or without the Employer's participation and non-cooperation by the Employer can result in monetary penalties.

Please ensure you contact me no later than 8:00 am PST on June 3, 2020. Should you fail to respond by the aforementioned deadline, an investigation will commence and a determination may be issued, without further notice, based on the information currently on file.

I look forward to hearing from you!

Best regards,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca_Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

Page 271 of 431

Withheld pursuant to/removed as

s.22

 From:
 Gregg. Helen LBR:EX

 To:
 Zivkovic, Aleksandra LBR:EX

Subject: RE: ER827702 Amazon Canada Fulfillment Services, ULC - s.13

Date: June 3, 2020 6:48:01 AM

Attachments: image001.png

Hi Aleks

This looks good – as before please amend the footer to remove the office location placeholder. And ignore my comment re the date, I was thinking it was the 4th today! Now time for coffee...

Helen

From: Zivkovic, Aleksandra LBR:EX <Aleksandra.Zivkovic@gov.bc.ca>

Sent: May 29, 2020 3:52 PM

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

Subject: ER827702 Amazon Canada Fulfillment Services, ULC - s.13

Hi Helen,

s.13. Peer reviewed by Reena.

Thanks,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | <u>Aleksandra.Zivkovic@gov.bc.ca</u>

Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

From: ESB Data Integrity LBR:EX

To: Zivkovic, Aleksandra LBR:EX; ESB Data Integrity LBR:EX

Cc: Gregg, Helen LBR:EX

Subject: RE: ER827702 Amazon Canada Fulfillment Services, ULC

Date: June 19, 2020 2:52:41 PM

Attachments: image001.png

Done

From: Zivkovic, Aleksandra LBR:EX <Aleksandra.Zivkovic@gov.bc.ca>

Sent: June 19, 2020 2:44 PM

To: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

Cc: Gregg, Helen LBR:EX <Helen.Gregg@gov.bc.ca>

Subject: RE: ER827702 Amazon Canada Fulfillment Services, ULC

Hi Sam,

s.13

Thanks so much,

Aleksandra

From: ESB Data Integrity LBR:EX < ESBDataIntegrity@gov.bc.ca>

Sent: June 19, 2020 1:22 PM

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

Cc: Gregg, Helen LBR:EX < Helen.Gregg@gov.bc.ca >

Subject: RE: ER827702 Amazon Canada Fulfillment Services, ULC

Hi Aleks,

s.13

Thank you, Sam

From: Zivkovic, Aleksandra LBR:EX < Aleksandra. Zivkovic@gov.bc.ca >

Sent: June 19, 2020 11:25 AM

To: ESB Data Integrity LBR:EX < ESBDataIntegrity@gov.bc.ca>

Cc: Gregg, Helen LBR:EX < Helen.Gregg@gov.bc.ca >

Subject: RE: ER827702 Amazon Canada Fulfillment Services, ULC

Hi,

s.13

Thank you,

Aleksandra

From: ESB Data Integrity LBR:EX < ESBDataIntegrity@gov.bc.ca>

Sent: June 10, 2020 2:51 PM

To: Zivkovic, Aleksandra LBR:EX < <u>Aleksandra.Zivkovic@gov.bc.ca</u> > **Subject:** RE: ER827702 Amazon Canada Fulfillment Services, ULC

Thank you Aleksandra,

Document #165261 has been entered and posted to p: drive, and is all good for you to email on the 12th.

Krystal

From: Zivkovic, Aleksandra LBR:EX < Aleksandra.Zivkovic@gov.bc.ca >

Sent: June 10, 2020 1:41 PM

To: ESB Data Integrity LBR:EX < ESBDataIntegrity@gov.bc.ca>

Cc: Gregg, Helen LBR:EX < Helen.Gregg@gov.bc.ca>

Subject: ER827702 Amazon Canada Fulfillment Services, ULC

Hello,

Please see the attached decision for entry/ posting only. It will be sent via e-mail so no need to mail.

Thanks,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca

Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient

is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.

Page 276 of 431 to/à Page 282 of 431

Withheld pursuant to/removed as

From: Zivkovic, Aleksandra LBR:EX Sharma, Reena LBR:EX To: Subject: s.13

image001.png

May 29, 2020 3:50:00 PM Date:

Thanks!

Attachments:

From: Sharma, Reena LBR:EX <Reena.Sharma@gov.bc.ca>

Sent: May 29, 2020 3:49 PM

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

Subject: RE:

Hi,

No changes it's good to go!

Reena Sharma

Industrial Relations Officer **Employment Standards Branch** Ministry of Labour A207-20159 88 Avenue Langley, B.C. V1M A04

Ph: (604) 953-6694 | Fax: (604) 513-4622 | Reena.Sharma@gov.bc.ca

Get information about Employment Standards in the language of your choice at 1-833-236-3700

From: Zivkovic, Aleksandra LBR:EX < Aleksandra. Zivkovic@gov.bc.ca >

Sent: May 29, 2020 3:11 PM

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

s.13 Subject:

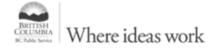
Hi Reena,

Please see attached!

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.

Page 285 of 431 to/à Page 291 of 431

Withheld pursuant to/removed as

 From:
 Zivkovic, Aleksandra LBR:EX

 To:
 Sharma, Reena LBR:EX

 Subject:
 s.13

 Date:
 May 29, 2020 3:10:00 PM

Attachments: ER827702 Amazon Canada Fulfillment Services, ULC.docx

image001.png

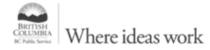
Hi Reena,

Please see attached!

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca_Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.

Page 293 of 431

Withheld pursuant to/removed as

s.22

From: Microsoft Outlook

To: $\underline{yvr3-hr@amazon.com}; \underline{snnesbit@amazon.com}; \underline{prasraja@amazon.com}; \underline{bertoia@amazon.com}$ Relayed: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED Subject:

Date: May 28, 2020 12:04:34 PM

Attachments: EMPLOYMENT STANDARDS COMPLAINT RECEIVED IMMEDIATE RESPONSE REQUIRED.msg

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server: yvr3-hr@amazon.com <mailto:yvr3-hr@amazon.com> snnesbit@amazon.com <mailto:prasraja@amazon.com> mailto:prasraja@amazon.com>

bertoia@amazon.com <mailto:bertoia@amazon.com>
Subject: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED

Page 295 of 431 to/à Page 296 of 431

Withheld pursuant to/removed as

From: Microsoft Outlook

To: krista.schofer@gowlingwlg.com

Relayed: FW: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED Subject:

Date: May 28, 2020 12:14:52 PM

Attachments: FW EMPLOYMENT STANDARDS COMPLAINT RECEIVED IMMEDIATE RESPONSE REQUIRED.msg

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server: krista.schofer@gowlingwlg.com <mailto:krista.schofer@gowlingwlg.com>
Subject: FW: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED

Page 298 of 431 to/à Page 304 of 431

Withheld pursuant to/removed as

 From:
 Gregg. Helen LBR:EX

 To:
 Zivkovic, Aleksandra LBR:EX

Subject: Automatic reply: ER827702 Amazon Canada Fulfillment Services, ULC - s.13

Date: May 29, 2020 3:52:12 PM

Thank-you for your email. **s.22** If your matter is urgent, please call our toll-free information line at 1-800-663-3316. Otherwise, I will respond to your message upon my return.

From: Microsoft Outlook
To: ESB Data Integrity LBR:EX

Subject: Delivered: ER827702 Amazon Canada Fulfillment Services, ULC

Date: June 10, 2020 1:41:13 PM

Attachments: ER827702 Amazon Canada Fulfillment Services ULC.msg

Your message has been delivered to the following recipients: ESB Data Integrity LBR:EX (ESBDataIntegrity@gov.bc.ca) mailto:ESBDataIntegrity@gov.bc.ca Subject: ER827702 Amazon Canada Fulfillment Services, ULC

ER827702 Amazon Canada Fulfillment Services, ULC

From: Zivkovic, Aleksandra LBR:EX <Aleksandra.Zivkovic@gov.bc.ca>
To: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

Cc: Gregg, Helen LBR:EX <Helen.Gregg@gov.bc.ca>

Sent: June 10, 2020 1:41:11 PM PDT Received: June 10, 2020 1:41:12 PM PDT

Attachments: image001.png, ER827702 Amazon Canada Fulfillment Services, ULC.docx

Hello,

Please see the attached decision for entry/ posting only. It will be sent via e-mail so no need to mail.

Thanks,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca

Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.



Determination

Sent by Email ER # 827702

June 12, 2020

Amazon Canada Fulfilment Services, ULC 4189 Salish Sea Dr Delta, BC V4M 0B9

Director of Employment Standards – and – Amazon Canada Fulfilment Services, ULC

With respect to the complaint filed by dated February 20, 2020, I have determined that the dispute that caused the complaint is resolved.

Accordingly, no further action will be taken pursuant to section 76(3)(i) of the *Employment Standards Act*.

Aleksandra Zivkovic
Delegate of the Director
of Employment Standards

Written decision attached

s.22

CC:

via email

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on July 21, 2020.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Ministry of Labour

Employment Standards Branch

A207 – 20159 88 Avenue Langley, BC V1M 0A4 T: 1-833-236-3700 F: 604-513-4622 Page 309 of 431

Withheld pursuant to/removed as

s.22

 From:
 Microsoft Outlook

 To:
 Gregg. Helen LBR:EX

Subject: Delivered: ER827702 Amazon Canada Fulfillment Services, ULC s.13

Date: May 29, 2020 3:52:13 PM

Attachments: ER827702 Amazon Canada Fulfillment Services ULC - s.13msg

Your message has been delivered to the following recipients:
Gregg, Helen LBR:EX (Helen.Gregg@gov.bc.ca) <mailto:Helen.Gregg@gov.bc.ca>
Subject: ER827702 Amazon Canada Fulfillment Services, ULC - \$.13

ER827702 Amazon Canada Fulfillment Services, ULC -

From: Zivkovic, Aleksandra LBR:EX <Aleksandra.Zivkovic@gov.bc.ca>

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

Sent: May 29, 2020 3:52:09 PM PDT Received: May 29, 2020 3:52:10 PM PDT

Attachments: image001.png, ER827702 Amazon Canada Fulfillment Services, ULC.docx

Hi Helen,

s.13Peer reviewed by Reena.

Thanks,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | <u>Aleksandra.Zivkovic@gov.bc.ca</u>

Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.



Determination

Sent by Email ER # 827702

June 3, 2020

Amazon Canada Fulfilment Services, ULC 4189 Salish Sea Dr Delta, BC V4M 0B9

Director of Employment Standards – and – Amazon Canada Fulfilment Services, ULC

With respect to the complaint filed by determined that the dispute that caused the complaint is resolved.

Accordingly, no further action will be taken pursuant to section 76(3)(i) of the *Employment Standards Act*.

Aleksandra Zivkovic Delegate of the Director of Employment Standards

Written decision attached

cc: s.22

via email

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on July 13, 2020.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Ministry of Labour

Employment Standards Branch

ESB Address

A207 – 20159 88 Avenue Langley, BC V1M 0A4

T: 1-833-236-3700 F: 604-513-4622 Page 313 of 431

Withheld pursuant to/removed as

 From:
 Microsoft Outlook

 To:
 Gregg, Helen LBR:EX

Subject: Delivered: ER827702 Amazon Canada Fulfillment Services, ULC

Date: June 10, 2020 1:41:14 PM

Attachments: ER827702 Amazon Canada Fulfillment Services ULC.msg

Your message has been delivered to the following recipients: Gregg, Helen LBR:EX (Helen.Gregg@gov.bc.ca) <mailto:Helen.Gregg@gov.bc.ca> Subject: ER827702 Amazon Canada Fulfillment Services, ULC

From: Microsoft Outlook Sharma, Reena LBR:EX To:

Subject: Delivered: s.13

May 29, 2020 3:10:52 PM Date: Attachments: s.13

Your message has been delivered to the following recipients: Sharma, Reena LBR:EX (Reena.Sharma@gov.bc.ca) <mailto:Reena.Sharma@gov.bc.ca> Subject: s.13

From: Zivkovic, Aleksandra LBR:EX <Aleksandra.Zivkovic@gov.bc.ca>

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

Sent: May 29, 2020 3:10:49 PM PDT Received: May 29, 2020 3:10:50 PM PDT

Attachments: ER827702 Amazon Canada Fulfillment Services, ULC.docx, image001.png

Hi Reena,

Please see attached!

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.

Page 317 of 431

Withheld pursuant to/removed as

s.22



Determination

Sent by Email ER # 827702

June 12, 2020

Amazon Canada Fulfilment Services, ULC 4189 Salish Sea Dr Delta, BC V4M 0B9

Director of Employment Standards – and – Amazon Canada Fulfilment Services, ULC

With respect to the complaint filed by dated February 20, 2020, I have determined that the dispute that caused the complaint is resolved.

Accordingly, no further action will be taken pursuant to section 76(3)(i) of the *Employment Standards Act*.

Aleksandra Zivkovic Delegate of the Director of Employment Standards

Written decision attached

cc: s.22

via email

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on July 21, 2020.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Ministry of Labour

Employment Standards Branch

A207 – 20159 88 Avenue Langley, BC V1M 0A4 T: 1-833-236-3700 F: 604-513-4622 Page 319 of 431

Withheld pursuant to/removed as

s.22

From: Zivkovic, Aleksandra LBR:EX

To: "krista.schofer@gowlingwlg.com"

Subject: FW: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED

Date: May 28, 2020 12:14:00 PM

Attachments: image001.png
Importance: High

Hello Krista,

Please see below.

Thank you,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca_Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.

From: Zivkovic, Aleksandra LBR:EX Sent: May 28, 2020 12:04 PM

To: 'yvr3-hr@amazon.com' <yvr3-hr@amazon.com>; 'yvr-4askhr@amazon.com' <yvr-4askhr@amazon.com>; 'snnesbit@amazon.com' <snnesbit@amazon.com>; 'prasraja@amazon.com' <prasraja@amazon.com>; 'bertoia@amazon.com'

Subject: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED

Importance: High

Hello all,

RE: Employment Standards Complaint Received against Amazon Canada Fulfillment Services, ULC

The Employment Standards Branch has received a complaint filed on February 20, 2020 against Amazon Canada Fulfillment Services, ULC (Amazon) from a former Amazon employee. I am the delegate of the Director assigned to investigate this complaint. I need to speak to a representative of Amazon in regards to this complaint, specifically someone who can comment on payroll and employment of former employees at the Tsawwassen, BC, Canada location.

Please have the most appropriate person contact me via e-mail so that we can schedule a phone call at a time that is mutually convenient, or please contact me by phone at (236) 468-3875. I can be reached Monday to Friday between 7:40 am and 4:00 pm PST.

As a delegate, I am a neutral third party and do not represent any complainant or employer. My role is to review the complaint, apply the Employment Standards Act and assist in voluntary resolution. In the event the parties are unable to reach a resolution, I will issue a written decision based on the information gathered from the parties.

Please note that an investigation will proceed with or without the Employer's participation and non-cooperation by the Employer can result in monetary penalties.

Please ensure you contact me no later than 8:00 am PST on June 3, 2020. Should you fail to respond by the aforementioned deadline, an investigation will commence and a determination may be issued, without further notice, based on the information currently on file.

I look forward to hearing from you!

Best regards,

Aleksandra

Aleksandra Zivkovic

Employment Standards Branch | Ministry of Labour #250 - 4600 Jacombs Road, Richmond, BC V6V 3B1 (236) 468 - 3875 | Aleksandra.Zivkovic@gov.bc.ca_Website: www.labour.gov.bc.ca/esb



WARNING - CONFIDENTIALITY NOTICE:

This email and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return email, delete this email and destroy any copies.

Page 322 of 431 to/à Page 325 of 431

Withheld pursuant to/removed as

FW: EMPLOYMENT STANDARDS COMPLAINT RECEIVED, IMMEDIATE RESPONSE REQUIRED

From: Zivkovic, Aleksandra LBR:EX <Aleksandra.Zivkovic@gov.bc.ca>

To: krista.schofer@gowlingwlg.com
Sent: May 28, 2020 12:14:33 PM PDT
Received: May 28, 2020 12:14:45 PM PDT

Page 327 of 431 to/à Page 328 of 431

Withheld pursuant to/removed as

Page 329 of 431 to/à Page 331 of 431

Withheld pursuant to/removed as

s.15; s.22



Office Copy

Date of complaint submission: December 14, 2020

Confirmation # 1018897	s.22	

Section A: Information	n About Your Employer				
Legal Name: Amazon YVR3					
Operating As (if applicable):					
Mailing Address: 109 Braid st new Westminster BC V3L 5H4	City, Province/State, Country: New Westminster, BC, Canada	Postal Code: V3L 5H4			
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:			
Contact Person (e.g. manager or supervisor): Human Resources	Telephone Number: ext:	Email Address: Yvr3-askhr@amazon.com			
Name of Owner:	Telephone Number: ext:	Email Address:			
Is your employer still in business? Yes	When did your employer go out of business?				
ls your employer bankrupt or No	in receivership?				
Type of business: Warehouse	Employers' Bank/Branch: Unknown				

Section B: Information About You					
Last Name:	First Name:	Middle	s.22		

s.22

Page 333 of 431 to/à Page 334 of 431

Withheld pursuant to/removed as

s.15; s.22

Your employment standards complaint has been received

From: ESB Data Integrity LBR:EX < s.15

s.15

To: s.22

Sent: January 4, 2021 3:27:03 PM PST Received: January 4, 2021 3:27:00 PM PST Attachments: image003.png, image003.png



Your complaint has been received

We'll contact you directly when someone is assigned to investigate your complaint. We may also contact you to ask for additional information.

The complaint process can take several months. Find out more about what happens next by <u>visiting our website</u>.

Be sure to <u>notify the Employment Standards Branch</u> if you change your contact information or if your complaint is resolved (for example, if the employer paid the wages you were owed).

ER827702 Assignment 1311469

Union: No

s.15 From: ESB Data Integrity LBR:EX s.15 Linden, Jean LBR:EX To: Sent: January 4, 2021 3:27:35 PM PST January 4, 2021 3:27:00 PM PST Received: Complaint 1018897 s.22 html Attachments: https://esbcts.labour.gov.bc.ca/ESB/Assignment/ViewDetails.aspx?assignmentID=1311469&msg=Save+was+successful. From: noreply@gov.bc.ca <noreply@gov.bc.ca> **Sent:** December 14, 2020 12:24 PM To: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca> s.22 Subject: 1018897 Submission: s.22 10188971 Receivership: No **Employee Name:** s.22 **Employee Location:** s.22 **Employer Name:** Amazon YVR3 **Employer Location:** 109 Braid st new Westminster BC V3L 5H4, New Westminster, BC, Canada V3L 5H4 **Work Location:** ,,,

From: noreply@gov.bc.ca

To: ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX

 Sent:
 January 15, 2021 8:57:13 PM PST

 Received:
 January 15, 2021 8:57:16 PM PST

 Attachments:
 Complaint 2784350 s.22 html

Submission:

2784350 s.22

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon Flex Canada

Employer Location:

P.O. Box 81226 Seattle, WA 98108-1226, Seattle, WA, USA 98108-1226

Work Location:

4242 Phillips Ave., Burnaby, BC, Canada, V5A 2X2

Union:

No

BRITISH COLUMBIA The Best Place on Earth

Office Copy

Date of complaint submission: January 15, 2021

Confirmation # 2784350

_	2	-
3	4	_

Section A: Information	About Your Employer		
Legal Name: Amazon Flex Canada			
Operating As (if applicable): Amazon.com, Inc.			
Mailing Address: P.O. Box 81226 Seattle, WA 98108-1226	City, Province/State, Country: Seattle, WA, USA	Postal Code: 98108-1226	
Work Location Address (if different from above): 4242 Phillips Ave.	City, Province/State, Country: Burnaby, BC, Canada	Postal Code: V5A 2X2	
Contact Person (e.g. manager or supervisor): The Amazon Flex Team	Telephone Number: 888-282-5530 ext:	Email Address: amazonflex- support@amazon.ca	
Name of Owner: Amazon.com, Inc.	Telephone Number: ext:	Email Address:	
ls your employer still in business? Yes	When did your employer go out of business?		
ls your employer bankrupt or i No	n receivership?		
Type of business: Delivery	Employers' Bank/Branch:		

Section B: Information About You		
· · · · · · · · · · · · · · · · · · ·	s.22	
r e		

Page 339 of 431 to/à Page 340 of 431

Withheld pursuant to/removed as

Your employment standards complaint has been received

From: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

To: s.2

Sent: January 21, 2021 10:22:19 AM PST Received: January 21, 2021 10:22:19 AM PST Attachments: image002.png, image003.png



Your complaint has been received

We'll contact you directly when someone is assigned to investigate your complaint. We may also contact you to ask for additional information.

The complaint process can take several months. Find out more about what happens next by <u>visiting our website</u>.

Be sure to <u>notify the Employment Standards Branch</u> if you change your contact information or if your complaint is resolved (for example, if the employer paid the wages you were owed).

974872

From: noreply@gov.bc.ca

ESBDataIntegrity@gov.bc.ca, ESB Data Integrity LBR:EX To:

Sent: January 25, 2021 4:33:21 PM PST January 25, 2021 4:33:47 PM PST Complaint_974872 .html Received:

Attachments:

Submission:

s.22 974872

Receivership:

No

Employee Name:

s.22

Employee Location:

s.22

Employer Name:

Amazon Canada Fulfillment Services ULC

Employer Location:

510 West Georgia Street 14th Floor, Vancouver, BC, BC, Canada V6B 0M3

Work Location:

Union:

No



Section B: Information About You

s.22

$\label{eq:Date of complaint submission:} \textbf{Date of complaint submission:}$

January 25, 2021

Confirmation # 974872 s.22				
Section A: Information About Yo	our Employer			
Legal Name: Amazon Canada Fulfillment Ser	vices ULC			
Operating As (if applicable):				
Mailing Address: .510 West Georgia Street 14th Floor	City, Province/State, Country: _Vancouver, BC, _BC, Canada	Postal Code: .V6B 0M3		
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:		
Contact Person (e.g. manager or supervisor): _???	Telephone Number: _877-467-1383 ext: _	Email Address:		
Name of Owner: Jeff Bezos	Telephone Number:	Email Address:		
Is your employer still in business? -Yes	When did your employer go out of business?			
Is your employer bankrupt or in 1 -No	receivership?			
Type of business: Online retailer	Employers' Bank/Branch:			

Page 344 of 431 to/à Page 345 of 431 Withheld pursuant to/removed as

Your employment standards complaint has been received

From: ESB Data Integrity LBR:EX <ESBDataIntegrity@gov.bc.ca>

To: s.22

Sent: January 29, 2021 3:10:29 PM PST Received: January 29, 2021 3:10:29 PM PST Attachments: image002.png, image003.png



Your complaint has been received

We'll contact you directly when someone is assigned to investigate your complaint. We may also contact you to ask for additional information.

The complaint process can take several months. Find out more about what happens next by visiting our website.

Be sure to <u>notify the Employment Standards Branch</u> if you change your contact information or if your complaint is resolved (for example, if the employer paid the wages you were owed).

Page 347 of 431

Withheld pursuant to/removed as

Page 348 of 431 to/à Page 351 of 431

Withheld pursuant to/removed as

Page 352 of 431 to/à Page 355 of 431

Withheld pursuant to/removed as

Page 356 of 431

Withheld pursuant to/removed as





Date of complaint submission: August 02, 2020

Confirmation # 2041634 s.22

Section A: Information About Your Employer				
Legal Name: Amazon Canada Fulfillment S	Services ULC			
Operating As (if applicable):				
Mailing Address: 510 West Georgia Street 14th Floor	City, Province/State, Country: Vancouver, BC, Canada	Postal Code: V6B 0M3		
Work Location Address (if different from above): 4189 Salish Sea Drive	City, Province/State, Country: Delta, BC, Canada	Postal Code: V4M 0B2		
Contact Person (e.g. manager or supervisor): Site Leader: Arun Srivastava	Telephone Number: 604-555-3162 ext:	Email Address: yvr4-askhr@amazon.com		
Name of Owner: Jeff Bezos	Telephone Number: ext:	Email Address: jeff@amazon.com		
ls your employer still in business? Yes	When did your employer go out of business?			
ls your employer bankrupt or i No	n receivership?			
Type of business: retail	Employers' Bank/Branch:			

Section B: Information About You

Page 358 of 431 to/à Page 363 of 431 Withheld pursuant to/removed as

Relayed: Employment Standards Complaint -

From: Microsoft Outlook

s.15

To: Agnieszka.Ellis@gov.bc.ca, 'krista.schofer@gowlingwlg.com'

Sent: February 16, 2021 12:42:22 PM PST Received: February 16, 2021 12:42:23 PM PST

Attachments: Employment Standards Complaint s.22

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

'krista.schofer@gowlingwlg.com'

Subject: Employment Standards Complaint -

RE: Employment Standards Complaint -

From: Ellis, Agnieszka LBR:E) s.15

To: 'krista.schofer@gowlingwlg.com'
Sent: February 16, 2021 12:57:05 PM PST
Received: February 16, 2021 12:57:05 PM PST
Attachments: s.22 Redacted.pdf

Hi Krista,

Attached is the second complaint for solve it. I have not received any additional evidence from this employee as of yet.

Thank you Agnieszka Ellis

Licencing and Registration Officer
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
e: Agnieszka. Ellis@gov.bc.ca

p:604-953-6687 f:604-513-4622

http://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/hiring/hire-temporary-foreign-workers/licensed-

recruiter?keyword=foreign&keyword=worker&keyword=recruiter





Date of complaint submission:

July 09, 2020

Confirmation # 4261806 s.22

Section A: Information About Your Employer			
Legal Name: AMAZON CANADA FU	LFILLMENT SERVICES	INC	
Operating As (if applicable): AMAZON FULFILLMENT CENTRE			
Mailing Address: 510 WEST GEORGIA ST - 14 FLOOR	City, Province/State, Country: VANCOUVER, BC, Canada	Postal Code: V6B 0M3	
Work Location Address (if different from above): 4198 SALISH SEE	,,	Postal Code: V4M OB9	
Contact Person (e.g. manager or supervisor): YVR4 HR	Telephone Number: ext:	Email Address: yvv4- ask@caseservices.panarama.hr.a22.com	
Name of Owner: AMAZON CANADA FULFILLMENT SERVICES	Telephone Number: ext:	Email Address: yvv4- ask@caseservices.panarama.hr.a22.com	
Is your employer still in business? Yes	When did your employer go out of business?		
Is your employer bankrupt or in receivership? Yes			
Type of business: ONLINES SERVICES	Employers' Bank/Branch:		

Section B: Information About You

Page 367 of 431 to/à Page 368 of 431

Withheld pursuant to/removed as

Relayed: RE: Employment Standards Complaint

From: Microsoft Outlook

s.15

To: Agnieszka.Ellis@gov.bc.ca, 'krista.schofer@gowlingwlg.com'

Sent: February 16, 2021 12:57:23 PM PST Received: February 16, 2021 12:57:24 PM PST

Attachments: RE: Employment Standards Complaint - s.22

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

'krista.schofer@gowlingwlg.com'

s.22

Subject: RE: Employment Standards Complaint -



Office Copy

Date of complaint submission: January 25, 2021

Confirmation # 974872

Section A: Information	Section A: Information About Your Employer				
Legal Name: Amazon Canada Fulfillment Services ULC					
Operating As (if applicable):					
Mailing Address: 510 West Georgia Street 14th Floor	City, Province/State, Country: Vancouver, BC, BC, Canada	Postal Code: V6B 0M3			
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:			
Contact Person (e.g. manager or supervisor): ???	Telephone Number: 877-467-1383 ext:	Email Address:			
Name of Owner: Jeff Bezos	Telephone Number: ext:	Email Address:			
Is your employer still in business? Yes	When did your employer go out of business?				
Is your employer bankrupt or in receivership? No					
Type of business: Online retailer	Employers' Bank/Branch:				

Section B: Information About You				
Last Name:	First Name:	Middle	s.2:	

Page 371 of 431 to/à Page 372 of 431

Withheld pursuant to/removed as

RE: Employment Standards Complaint -

s.15 From: Ellis, Agnieszka LBR:EX

s.15

To: 'krista.schofer@gowlingwlg.com' Sent: February 16, 2021 1:21:21 PM PST Received: February 16, 2021 1:21:22 PM PST Attachments: s.22Redacted.pdf

Hi Krista,

s.22 Please let me know if the employer agrees that wages are owed Attached is the third complaint for and wishes to voluntarily resolve it or if they have already paid it (please provide direct deposit confirmation details if already paid). I have not received any additional evidence from this employee as of yet.

Thank you

Agnieszka Ellis

Licencing and Registration Officer **Employment Standards Branch** Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour e: Agnieszka.Ellis@gov.bc.ca p:604-953-6687

f:604-513-4622

http://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employmentstandards/hiring/hire-temporary-foreign-workers/licensed-

recruiter?keyword=foreign&keyword=worker&keyword=recruiter



Office Copy

Date of complaint submission: January 15, 2021

s.22 Confirmation # 2784350

Section A: Information About Your Employer				
Legal Name: Amazon Flex Canada				
Operating As (if applicable): Amazon.com, Inc.				
Mailing Address: P.O. Box 81226 Seattle, WA 98108-1226	City, Province/State, Country: Seattle, WA, USA	Postal Code: 98108-1226		
Work Location Address (if different from above): 4242 Phillips Ave.	City, Province/State, Country: Burnaby, BC, Canada	Postal Code: V5A 2X2		
Contact Person (e.g. manager or supervisor): The Amazon Flex Team	Telephone Number: 888-282-5530 ext:	Email Address: amazonflex- support@amazon.ca		
Name of Owner: Amazon.com, Inc.	Telephone Number: ext:	Email Address:		
When did your employer go out of business? Wes				
Is your employer bankrupt or in receivership? No				
Type of business: Delivery	Employers' Bank/Branch:			

Section B: Information About You			
Last Name:	First Name:	Middle	
			s 2'

file:///C:/Users/

Page 375 of 431 to/à Page 376 of 431

Withheld pursuant to/removed as

s.15

Relayed: RE: Employment Standards Complaint -

From: Microsoft Outlook

>

To: Agnieszka.Ellis@gov.bc.ca, 'krista.schofer@gowlingwlg.com'

Sent: February 16, 2021 1:25:35 PM PST Received: February 16, 2021 1:25:37 PM PST

Attachments: RE: Employment Standards Complaint - s.22

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

'krista.schofer@gowlingwlg.com'

Subject: RE: Employment Standards Complaint - s.22

Page 378 of 431 to/à Page 397 of 431

Withheld pursuant to/removed as

RE: Employment Standards Complaint -

From: Ellis, Agnieszka LBR:EX < s.15

s.15

To: 'krista.schofer@gowlingwlg.com'
Sent: February 17, 2021 11:18:45 AM PST
Received: February 17, 2021 11:18:47 AM PST

Attachments: s.22

Hi Krista,

Attaching additional evidence received from s.22

Thank you Agnieszka

From: Ellis, Agnieszka LBR:EX
Sent: February 16, 2021 12:57 PM
To: 'krista.schofer@gowlingwlg.com'

Subject: RE: Employment Standards Complaint - s.22

Hi Krista,

Attached is the second complaint for s.22 Please let me know if the employer agrees that wages are owed and wishes to voluntarily resolve it. I have not received any additional evidence from this employee as of yet.

Thank you Agnieszka Ellis

Licencing and Registration Officer Employment Standards Branch Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour e: Agnieszka.Ellis@gov.bc.ca

p:604-953-6687 f:604-513-4622

http://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards-hiring/hire-temporary-foreign-workers/licensed-

recruiter?keyword=foreign&keyword=worker&keyword=recruiter

Page 399 of 431

Withheld pursuant to/removed as

RE: Employment Standards Complaint -

From: Ellis, Agnieszka LBR:E

s.15

s.15

To: 'krista.schofer@gowlingwlg.com' February 18, 2021 9:20:33 AM PST Sent:

Received: February 18, 2021 9:20:34 AM PST

A Message from Amazon Flex Support Attachments:

s.22 received from Amazon re her payments never being received. Hi Krista, this was the last communication

From: Ellis, Agnieszka LBR:EX Sent: February 16, 2021 1:21 PM To: 'krista.schofer@gowlingwlg.com'

Subject: RE: Employment Standards Complaint

s.22

Hi Krista,

s.22 Please let me know if the employer agrees that wages are owed Attached is the third complaint for and wishes to voluntarily resolve it or if they have already paid it (please provide direct deposit confirmation details if already paid). I have not received any additional evidence from this employee as of yet.

Thank you Agnieszka Ellis

Licencing and Registration Officer **Employment Standards Branch** Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour e: Agnieszka.Ellis@gov.bc.ca

p:604-953-6687 f:604-513-4622

http://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employmentstandards/hiring/hire-temporary-foreign-workers/licensed-

recruiter?keyword=foreign&keyword=worker&keyword=recruiter

Page 401 of 431 to/à Page 402 of 431

Withheld pursuant to/removed as

Page 403 of 431 to/à Page 409 of 431 Withheld pursuant to/removed as

Complaint Submission Re

Office: Richmond

ER No.: 827702 ASGN No.: 1292427

s.15

Office Copy

Page 1 of 3



EE No.:

Date of complaint submission: January 10, 2019

Confirmation # 5643843

s.22

I have used the Employment Standards self-help kit and the problem has not been resolved.

Section A: Information About Your Employer				
Legal Name: Amazon				
Operating As (if applicable):				
Mailing Address: 109 Braid St.	City, Province/State, Country: New Westminster, BC, Canada	Postal Code: V3L3R9		
Work Location Address (if different from above):	City, Province/State, Country:	Postal Code:		
Contact Person (e.g. manager or supervisor): Chan Ma	Telephone Number: ext:	Email Address: Yvr3-hr@amazon.com		
Name of Owner:	Telephone Number: ext:	Email Address:		
Is your employer still in business? Yes	When did your employer go out of business?			
ls your employer bankrupt or in receivership? No				
Type of business: Fufillment center	Employers' Bank/Branch:			

Section B: Information About You		
	s.22	
<u>-</u> 		
<u> </u>		
,		
-		

file:///C:/Users

s.15 AppData/Local/Microsoft/Windows/Temporary%20Internet%2... 2019-01-14 Page 411 of 431 to/à Page 412 of 431

Withheld pursuant to/removed as

Page 413 of 431 to/à Page 431 of 431 Withheld pursuant to/removed as