

SPEAKING NOTES FOR

MINISTER HARRY BAINS

MINISTER OF LABOUR

COVID-19 Industry Engagement Table

Location: Virtual meeting

Monday, April 19, 2021
11 a.m. - 12 p.m. (TBC)

Speaking length – 2 minutes

CHECK AGAINST DELIVERY

- **Good morning everyone.**
- **I would like to acknowledge the Lekwungen speaking people and the Songhees and Esquimalt First Nations on whose territory I am speaking from today.**
- **At the Ministry of Labour, we are continuing to support employers and workers... and doing our part to keep workplaces safe.**
- **WorkSafeBC continues to go above and beyond... working collaboratively to help keep people safe at work.**
- **They are focusing on workplaces where there have been transmissions...**
- **And have stepped up to serve closure orders on businesses with multiple COVID-19 transmissions, when directed by a chief medical health officer.**
- **We all need to be vigilant right now, and do everything we can, to stop the spread and get through this third wave.**

- **Last month, I presented the work we're doing to support B.C.'s Immunization Plan and make it as easy as possible for workers to get the COVID-19 vaccine leave without losing pay.**
- **To build on that, this afternoon, we will be moving forward to ensure that if you need to take time off work to get vaccinated, paid leave will be available.**
- **Workers benefit from protecting themselves and their families, businesses benefit by helping prevent staff and customers from getting sick, and the public benefits by reducing the chances of an outbreak.**
- **People shouldn't have to choose between being paid or getting vaccinated. We must ensure that it's as easy as possible for workers to receive a COVID-19 vaccine.**
- **I really value the feedback we heard from this group and others across the province.**
- **Thank you.**

Questions & Answers

Ministry of Labour

Paid leave for COVID-19 vaccine **April 16, 2021**

Key Messages

- **We want to make sure that it's as easy as possible for workers to receive a vaccine, as part of B.C.'s Immunization Plan.**
- **That's why we are introducing amendments that, if passed, will provide up to three hours of paid leave for workers to receive their COVID-19 vaccine, for each dose.**
- **This improves the job-protected leave we brought earlier this month that ensures that no one will lose their job if they need time off work to get their COVID-19 vaccine.**
- **We consulted with the business and labour community, other stakeholders and with Indigenous partners – most understand the need for workers to be vaccinated and providing a safe workspace for workers and customers.**
- **This ensures workers are not forced to choose between being paid and getting vaccinated.**

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Withheld pursuant to/removed as

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Questions & Answers

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6. Is this paid leave available to both full and part time workers?

- The proposed legislation allows full-time and part-time employees to take this leave.
- We all have an interest in supporting as many workers as possible to be vaccinated against COVID-19. No one should have to choose between being paid or getting vaccinated.

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8. Who did you consult with?

- We consulted with the business community, labour organizations, Indigenous partners, and other stakeholders in developing this legislation.
- We heard from a range of voices that represent employers, workers, Indigenous partners, people of colour and vulnerable and low-wage and migrant workers.

Questions & Answers

9. What consultations were done with Indigenous peoples?

- We consulted with the First Nations Health Authority to provide input on our work.
- We also had discussions with urban and rural Indigenous representatives from the Minister's Advisory Council on Indigenous Women and the BC Association of Aboriginal Friendship Centres to obtain a variety of perspectives.
- I also presented the topic to a group that included leaders and senior representatives from the BC Assembly of First Nations, the First Nations Summit, the Union of BC Indian Chiefs and the First Nations Major Project Coalition.
- We were advised that paid vaccination leave will particularly assist Indigenous women who have been disproportionately impacted by COVID-19; and feedback included a recognition that small businesses, including Indigenous businesses, would experience a financial impact.
- I also presented the topic to a group that includes leaders and senior representatives from the BC Assembly of First Nations, the First Nations Summit, the Union of BC Indian Chiefs and the First Nations Major Project Coalition.
- We were advised that paid vaccination leave will particularly assist Indigenous women who have been disproportionately impacted by COVID-19; and feedback included a recognition that Indigenous employers would experience a financial impact.

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Questions & Answers

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12. With the variants rapidly spreading around the world, it seems like COVID-19 is going to be with us for some time. Why not make this a permanent provision?

- We have been working quickly, first to bring in the job-protected leave so we could give workers protection to take time off work to get the COVID-19 vaccine – and now to bring in legislative amendments for a paid leave.
- The paid leave is intended to support British Columbians through the current COVID-19 emergency and will be in place until repealed by regulation.
- Let's get through the current pandemic and have the benefit of reflection and further consultation on how this leave supports workers, employer, Indigenous partners, and other stakeholders – to inform whether to have this for future pandemics.

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14. Will this leave be available to workers each time they need time off for a dose, if for example it turns out people need to get an annual vaccine or booster for the variants?

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Questions & Answers

- Right now, the paid leave is intended to support British Columbians through the current COVID-19 pandemic and will be in place until repealed by regulation.
- This leave is available for both the first and second doses of the vaccine to fully vaccinate British Columbians against COVID-19.
- We will review the longer-term situation if there's a need for something else once we're through the current pandemic.

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More incomings for^{s.22} 61249

From: Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>
To: Correspondence Services LBR:EX <LBR.Correspondence@gov.bc.ca>
Sent: April 19, 2021 at 11:08:16 AM Pacific Daylight Time
Attachments: Paid sick leave now!, Voice Mail (1 minute and 59 seconds), Paid sick leave now!

Hi CU,

Please see attached new incomings and voicemail, And update office as necessary for 61249^{s.22} . Already added in cliff. Thank you!

Jenelyn Hontiveros
Administrative Assistant to the
Honourable Harry Bains, Minister of Labour

Paid sick leave now!

From : s.22
To: premier@gov.bc.ca, HLTH.Minister@gov.bc.ca, Mike.deJong.MLA@leg.bc.ca, LBR.Minister@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, de Jong.MLA, Mike LASS:EX <Mike.deJong.MLA@leg.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, Minister, HLTH HLTH:EX <HLTH.Minister@gov.bc.ca>
Sent: April 16, 2021 at 3:13:56 PM Pacific Daylight Time

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Dear Premier, Ministers and my MLA, Mike de Jong,
My name is s.22 and I live in so called Abbotsford BC, on the territory of the Sto:lo nation. I am demanding paid sick leave for all now. The fact that we still don't have paid sick leave, one of the most basic asks to protect all workers but especially essential workers, is infuriating. We are over a year in to this pandemic and we're in the middle of a third wave that didn't need to happen. It should have been over after the first wave.
Implement paid sick leave immediately. We all need minimum 21 days but there are countries around the world that give folks as many paid sick days they need. If you're sick, you stay home and come back when you're feeling better. That's what we need here in BC and across Canada. Stop prioritizing the profits of rich people and corporations over the public health of the people who actually run the economy, the people. Cases are running rampant here in BC and lack of actual policy like paid sick leave that is leading to this transmission! This is unconscionable. Do your job and implement paid sick leave now. Lives literally depend on it!
Sincerely,
s.22

Abbotsford BC
s.22

Sent with [ProtonMail](#) Secure Email.

Voice Mail (1 minute and 59 seconds)

From: Anonymous Caller, Microsoft Outlook
s.15

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

Sent: April 19, 2021 at 10:47:32 AM Pacific Daylight Time

Attachments: (1 minute and 59 seconds) Voice Mail.mp3

You received a voice message from Anonymous Caller

Caller-Id: Anonymous Caller

Paid sick leave now!

From : s.22
To: premier@gov.bc.ca, HLTH.Minister@gov.bc.ca, LBR.Minister@gov.bc.ca, Mike.deJong.MLA@leg.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, de Jong.MLA, Mike LASS:EX <Mike.deJong.MLA@leg.bc.ca>, Minister, HLTH HLTH:EX <HLTH.Minister@gov.bc.ca>
Sent: April 18, 2021 at 7:02:09 PM Pacific Daylight Time

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Dear Premier, Ministers and my MLA, Mike de Jong,
My name is s.22 and I live in so called Abbotsford BC, on the territory of the Sto:lo nation. I am demanding paid sick leave for all now. The fact that we still don't have paid sick leave, one of the most basic asks to protect all workers but especially essential workers, is infuriating. We are over a year in to this pandemic and we're in the middle of a third wave that didn't need to happen. It should have been over after the first wave.
Implement paid sick leave immediately. We all need minimum 21 days but there are countries around the world that give folks as many paid sick days they need. If you're sick, you stay home and come back when you're feeling better. That's what we need here in BC and across Canada. Stop prioritizing the profits of rich people and corporations over the public health of the people who actually run the economy, the people. Cases are running rampant here in BC and lack of actual policy like paid sick leave that is leading to this transmission! This is unconscionable. Do your job and implement paid sick leave now. Lives literally depend on it!
Sincerely,
s.22

Abbotsford BC
s.22

Sent with ProtonMail Secure Email.

FW: regarding short media availability

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>
To: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Sent: April 19, 2021 at 1:09:38 PM Pacific Daylight Time
Attachments: image002.png

Jenelyn Hontiveros
Administrative Assistant to the
Honourable Harry Bains, Minister of Labour

From: Sarbmeet Singh <sarbmeet@sherepunjabradio.ca>
Sent: April 19, 2021 12:05 PM
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>
Subject: regarding short media availability

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hello minister Bains

I hope you are doing fine.

I have come to know about the new announcement of paid sick leave for vaccination by the NDP government and this decision is being applauded by several organizations. We want to record you on this issue and this media availability will be a short one of 3-4 minutes. My deadline is 2 PM. Please share the appropriate time to call you along with your number or you can call us at 604 271 1550 and please ask for Sarbmeet.

Thank you

Sarbmeet Singh
News Correspondent



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61341 Incoming Paid Sick Leave for all Workers - Policy proposal, open letter, and signatories

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>
Sent: April 19, 2021 at 2:17:33 PM Pacific Daylight Time
Attachments: Paid Sick Leave Policy Proposal .pdf, pastedImagebase640.png, Paid Sick Leave - Open Letter and Signatories.pdf, 0500-21let RA PSL-Premier Horgan.pdf

For info: Letter from BC Fed - Redirect from PO. For Min.Response OBO PO
Jenelyn Hontiveros
Administrative Assistant to the
Honourable Harry Bains, Minister of Labour

From: President - BCFED <president@bcfed.ca>
Sent: April 16, 2021 4:58 PM
To: OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>
Cc: Bain, Don PREM:EX <Don.Bain@gov.bc.ca>; Meggs, Geoff PREM:EX <Geoff.Meggs@gov.bc.ca>
Subject: Paid Sick Leave for all Workers - Policy proposal, open letter, and signatories

To: Hon. John Horgan, Premier of British Columbia

Dear Premier Horgan

Please find attached our letter regarding Paid Sick Leave for all workers.
We have additionally attached the following documents:

- Our Paid Sick Leave policy proposal
- Our open letter on behalf of all workers in BC with the list of signatories to the open letter

Kindly acknowledge receipt by reply email.

Sincerely,

W. LAIRD CRONK SUSSANNE SKIDMORE

President Secretary-Treasurer

BC Federation of Labour | 200-5118 Joyce Street | Vancouver BC V5R 4H1

tel: 604-430-1421 | email: exec@bcfed.ca | www.bcfed.ca

The BC Federation of Labour is located on unceded x̱məθḵw̱əy̱əm (Musqueam), səłilwətaʔl (Tsleil-Waututh), Skwxwú7mesh (Squamish) territories.

Sent by: Angela Boscariol | aboscariol@bcfed.ca 

Cc: Don Bain, Geoff Meggs

Signatories to the open letter re. Paid Sick Leave for all workers:

Dani-Rose Coates

John Johnby

Joan Johnby

George De Witt

Harminder Kaur

Nadine Bennett

Cheryl Carter

Caprice Christl

Patricia Thompson
Leah Burdett
Megan Burdett
Emily Shiach
Angela Clark
Tracy Lingham
Anthony Moniz
Melvin Petovello
Naisa Tufail
Wendy Johnston
carmen gagnon
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Matthew David Landberg
Erika Malmberg
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Nitish Goel
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Abigail Hakim
Penny Shaver
Christopher Waizenegger
Linsey Benson
Pamela Gonzalez
Melissa Nahanee
Chris Sorio
Jeniah Lee
Heather Scott
Lee Smith
Lorenda Tiongson
Angela Woods
Shannon Pearson
Sarah Hoggard
Kelly Price
Margaret Deneault
Jonah Colinco
Domenic Arrotta
Theresa sfr
Shelley Sherwood
Nancy Maloney
Teresa Ngan
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Steve Wood
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Blaine Adamson
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Norma Orsonez
Karen Johnson
Janette Purdy
Sierra Hendriks
Sheila Dunnachie
Aye Thu
Shirin Dehghan

Susan Tait
Rosanne Mackenzie
Nikki Imbeau
Kelly Bonnett
Amber ouellet
Cynthia Schadt
Sukhjinder Johal
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Tisha Cooper
Amy Reyes
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Narinders Sanghera
Wade Findlay
Wendy Robb
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Tina Thiessen
Cynthia Hayes
Colin Wessels
Frabisco Gomez Mesa
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Proposal on Paid Sick Leave

June 2020



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Garry and Lynn	Crassweller
Shamus	Vivian
Peter	Prontzos
Joanne	Long
Amie	Mitchell
Leigh	Bowie
Scott	Stephens
Karissa	Ahner
Roxanna	Wong
George	Talbott
Donald	Dodge
Camila	Mehai
Amy	Read
Deb	Billwiller
Marianne	Alto
Jeff	Bailey
Hamida	Bendriss
Shinji	Kasama

Margaret	Coutts
Ed	Martin
Shelley	Jackson
Dave	Lang
Cynthia	Mendoza
Eric	Kristensen
Meenal	Salia
Lorraine	Somers
Heather	Duffy
Jeannette	Mergens
Jessica	Carson
Dave	Wilson
Sadie	Lucas
Leanne	Ewen
Sharon	Richards
Marshall	McDonough
Gwen	Welp
Kathy	Miller
Susan	Stout
Oosha	Ramsoondar
Donna	Stubbe
David	Price
joan	ezra
Nick	Ford
Hans	Mullock
Robert	Martens
Jennifer	Jordan
Ray	Haynes
lana	cherris
James	Scott
Ray	Manning
Kathy	Dangerfield
Tom	Odwyer
GARY	WITHERS
Patricia	Moore
Robin	Boodle
Anabel	Sevallo
Lesley	Currie
Dan	Campbell
Janet	Vickers
Leslie	Walerius
Mike	Walmsley

Eileen	Ferguson
claire	anderson
Michael	McManus
Ralph	Davis
Barbara	Lapierre
Larry	Gritzmaker
Heidi	Ravenel
Jean	Prescott
Rebeca	Fonseca
David	Bancroft
Diane	Ockerman
Yassie	Pirani
Duncan	Sample
Ron	Johnson
Sylvia	Dyer
Henry	Corness
mike	gormley
Sharron	Padden
Jodie	Anderson
Kathleen	Dubbin
Armando	Ulpndo
Donna	Shapcotte
Crystale	Barrick
Patricia	Seipp
Joyce	Cunningham
Valerie	Wright
Christine	Mulligan
Harssh	Siingh
David	Kirkby
Maclean	Low
Elizabeth	DeMill
Jurek	Golas
gladys	Kemp
Lou	Black
Sam	Roberts
Edward	Rubin
Brad	Burton
Megan	McCormick
sara	Mann
Ling	Savoie
Jacqueline	Janum
Melody	Shudo

Cyndia	Cole
Nicole	Blackall
Sangeeta	Bedi
Dave	Riopel
Louise	Scott
Michael	Helmer
Joanne	Drummond
David	Bouvier
Marci	Wilson
Mark	Simpson
Ryan	heibloem
David	Hay
Johnathawn	Pinch
Aaron	Thom
Dawn	Diamond
Domingo	Miranda
Katrine	Ireland
Lorri	Duncan
Wes	Kmet
Patty	Holmes
Renee	Sellberg
Sharon	Cruz
Philip	De Rosa
Ian	Shepherd
Jay	Mitchell
Erica	Scott
Mary	Brennan
John	Robinson
Sheree	Czechowski
sunita	Grewal
Sherri	Molnar
Sarah	Leslie
Mel	Bivar
Ann	Kooy
Kennedy	Shah
Rob	Esaiw
Gail	Chaddock-Costello
Lynne	Reside
Donna	Bourque
Ronald	Hughes
LAURA	DORAY
Steven	Wearing

Jessica	Shumaker
Phil and Ruth	MacNeill
Wiltrud	Helbig
Lisa	Parans
Jeanette	Paley
Jim	Murray
Jennifer	Hollinshead
Thomas	Sullivan
Petra	Leinemann
Kimberley	Olsen
Loran	Lilwall
Heather	Watt
Shifteh	Shahid Saleess
Brenda	Sarvis
Mirella	Wessel
Jim Lipkovits	Lipkovits
Stephanie	Rose
Stefani	Ibsen
EUGENE	BURLES
Andrew	Skipsey
Eleonora	Ikponmwosa
Nicole	Hour
Andrew	Fallis
Sandra	Babcock
Ryan	Knippelberg
howard	STIFF
Stacey	Easterbrook
Denis	Ottewell
Sharnjit	Sandhu
Robyn	Kocis
Lindsay	Hardy
Marla	Kiland
Mary	Gay
Donna	Mottershead
M. F. Loraine	Wellman
Douglas	McCorquodale
Meagan	Goudreault
Wilson	Southam
Shetal	Kishore
Dan	McAskin
stephanie	laprise
Jeffrey	Rosenfeld

Patricia	Hollinger
Rod	Hiebert
Linda	Leese
Sarah	McGowan
Mike	Logan
Anoop	Mathew
Marilyn	Lethbridge
Amanda	Eady
Roger	Cote
Ingrid	Figueroa
Richard	Yong
Krysta	Mapplebeck
Penny	Lewis
Karen	Bibby
Robert	Callihoo
Bill	Windley
Glenn	Fyfe
Eric	Davidson
Lynne	Rheas
Taranpreet Singh	Sidhu
Regan	Cameron
Joy	French
Gene	McGuckin
Stephanie	May
Shauna	Tomsic
Sherry	Jung
Jim	Miller
Craig	Campbell
Jennifer	Mundell
Abhilash	Sewak
Shannon	Christensen
Sue	Jacques
Heather	Keely
Leslie	Franklin
Don	Anderson
Subrata	Dasgupta
A. Jessie	Kerr
pam	taylor
Nancy	McNeil
Theodore	Fowler
Kevin	Howell
Aaron	Bichard

Dan	MAC Phee
Gordon	Westrand
Keith	Finch
Robin	Bacica
Richard	Gaylard
Alan	MacKinnon
Kristine	Byers
MARILYN	RICHET
R	Regehr
Susana	Ferrer
Robert	Peacock
Anne	Beel
Jonah	Floritto
Lloyd	Peacock
Ian	MacKenzie
Anita	Fung
vickie	montgomery
Kari	Bepple
Lynne	Wright
Nina	Miller
Derrick	Goodwin
Roxanne	Round
Wendy	Coderre
Allison	Cronk
Bea	Rutledge
Janet	Morrissey
NATHAN	SEEBER
April	Duffield
Jackie	Oliver
Ian	McDonald
Lee	Smith
Ted	Eisner
Susan	Russell
Christopher	Maguire
Jennifer	Kendall
ELIN	HORSMAN
Laura	Geberdt
Edward	LaLonde
John	BEENEN
GILLIAN	MIMMACK
Enrique	Rodriguez Pamanes
Pamela	Lockhart

Tannis	Puhalo
Maria	Lauricella
Kelly-Anne	Bishop
Heather	Neilson
Joe	Samson
Danial	Asadolahi
Lenka	Svab
Shawn-marie	Rodger
Martin	Osborne
Arlene	McLaren
Elyse	Warm
Krista	Whaley
Emma	Dolhai
Janet	Keating
Maggie	Hughes
Paul	Craik
Leesa	Watson
Stephen	Peters
John	Stevens
Peter	Lab
Lisa	Stary
Margaret	Nelson
Donna	French
Donald	Pengilly
Joan	Jochim
Audrey	Herridge
Rob	Finch
carol	jerde
Walter	Gerlach
Sharon	Hazelwood
Ashley	Augustus
AIDEEN	GAMA
Nicole	Pedersen
Rick	GREENWELL
Shawna	Harpe
Sasha	Wood
Patrick	Welch
Sherylee	Harper
Chris	Jones
Bonnie	Taylor
Sara	Sloan
Kristina	Ulmer

Jamie	Moore
Peter	Lane
Jayson	Harpe
Alexander	Forrest
Jer	Calla
Lee	Jensen
ANGELA	PETERS
Mark	Davison
Sandra	Wood
Bonnie	Hammermeister
Cenen	Bagon
Gemma	Chater
Deb	Beaulieu
Carmen	Carlos
Meredith	Klemmensen
Chris	Connell
Darcy	O'Neil
Doug	Martin
Suhrob	Azizullo
Wendy	Matsubuchi-Bremne
Amanda	Ruttan
April	Andrew
Jennie	Stadnichuk
Jo	Clark
Robert	Scott
Robert	Trubenbach
Mike	Komo
Mary	Loughlin
Dora	Demers
John	Neilson
Darlene	Grodzki
Leah	Lange
Judith	Jordan
Shirley	Baker
sharon	stinson
Deanna	Hoversland
Eve	Wilgosh
Sean	Quinn
Alison	Gillis
Brian	Robinson
Maggie	Parkhurst-Bartel
Ren	Bul

Ross	McKee
John	Middleton
Jennifer	Quinn
Beverly	Anderson
Barbara	Tomei
Abdul	Kadir
Chris	Lee
Wayne	Biffert
Jay	Rudolph
Sangeeta	Tugnait
Anna Thủy Đường	Lai
Jessica	Claveau
Diana	Dawson
Jasmine	Hogan
Alysha	Peters
Deanna	Chattaway
Kelly	Fairful
Elena	Rapalo
Patrick	Coghlan
Lisa	Sharpe
Chris	Olson
Cody	Wilson
Jeannie	Magenta
Clayton	Ansdell
Debbie	Power
Cortney	Ireland
Betty	Leach
Elmer	Kabush
Ron	Vogt
Mary	Howe
Allyce	Kranabetter
Maureen	Mcmahon
Jacquelyn	Moyse
Julie	Billing
Natalie	Lingren
kathy	clausen
Marian	Luxton
Juanita	Hyde
Janet	Vesterback
Carole	Jeppesen
Heather	Briere
Amy	Soderman

Schula	Leonard
Shannon	Reid
Barry	Morley
Ivan	Hayward
Lise	Berry
Heather	Kaleta
Jonas	Kaleta
Gerard	Nachtegaele
Leanne	Demarco
Krystal	Randhawa
Xiao Yan	Xu
Christine	Holowka
Chris	Judge
James	Little
Charles	Clausen
russell	watson
Esperanza	Maclean-Basnett
Brian	Pepito
Tor	Baxter
Qetrina	Swetlikoff
Ann	Waring
Janice	Jackson
Devan	Balcombe
Adda	Besseghieur
Destiny	Siefert
Craig	Thomas
Warren	Williams
arlene	quesnelle
Larry	Stephenson
Andrea	Turner
Elizabeth	Blackwood
Leonard Gerald	Brown
Ernie	Kuehn
myra	george
Deidra	Fell
hanny	pannekoek
Chris	Defalque
Laura	Cipolato
wendy	price
Jennifer	Brouse
June	Allen
Vicky	Waldron

Shirley	W
Megan	Ross
Larry	Kazdan
Blake	Covert
laura	duncan
Morgan	Coates
Laura	Barker
Susan	Nicholson
Judy	Vaughan
M.	Rahimi
Mohammad	Alizada
Laura	Sflogar
Rebecca	Parkes
Brian	mccombie
mike	lang
Doug	Singer
Shay	Modaressi
Karen	Coulter
Elaine	Forsey
Tina	Lonneberg
Betty Anne	Huget
Priscilla	Chenier
Liz	Mackenzie
Merlin	Fernandes
Taymoor	Arif
Brenda	Mah
michele	todd
Howard	Judge
Elaine	Sager
D'Arcy	Briggs
Wilkiam	Holtby
Kelly	Durr
Barbara	Charron
LOURDES	OBLIOSCA
Ron	Jones
Judy	ILAN
Cynthia	Egli
Kathy	Hagerty
Tracy	Beyer
Gord&petra	Savard
Jodi	Birston
Denny	Karsten

Denice	McKay
Kelly	Harding
Christina	Drake
Yolanda	Lora Vilchis
Sandra	Heatherington
Amanda	Piche
William	Mckerrow
Celia	Purificacion
Theresa	Davidson
Craig	Story
LORRAINE	BLOOMFIELD
diane	bjorgaard
Gale	Langevin
Trisha	Cameron
Ian	Hookham
Wendy	Fletcher
James	Mansell
Debby	Cowan
Soowook	Kim
Melvin	Petovello
Dominique	Fauquet-lemaitre
Dusty	Kelly
Tim	Stuart
Janice	Gray
Pamela	Pye
Jessica	Luka
Nicola	Meyers
jorge	sorger
Andrea	Alexander
Tammy	Dukes
Gabi	Byers
Don	Swerdan
PJ	Durham
Alice	Gerbrecht
Penny	Newman
Daniel	Anderson
Lila	Mah
Lochleen	MacGregor
Bradley	Chartrand
Catherine	Lindquist
Janice	Valecourt
Sylvia & Don	Downton

Maninder	Arora
Patrick	Tyroler
Dal	Benning
Trudeen	Renz
Amine	El Fadl
Kevin	Biggs
ben	portz
Michelle	Ferguson
Casey	Lewis
Bailey	Brooks
Raymond	Rafuse
Bryce	Martel
Bree	Spencer
Caroline	Dehner
Claudia Cantoral	Blaney
Christopher	Ma
Danon	Brown
Brandon	Mackay
Jai	Field
David	Dibdin
Charlie-Joe	Mitchell
David	Biason
Nicole	Cascanette
Andrea	Manchur
Nova	Hart
Rebekka	Sorensen-Kjelstrup
Hudson	Cooley
Amanda	Alexander-McLean
Henry	Earle
Moir	Irving
Leica	Nelson
graham	brown
Kristen	Young
Jordan	Rivera
Clara	Clapp
Benson	Ho
GE	SAVOURY
Brady	Armstrong
Andrew	Li
Grace	Delahanty
Shelley Surette	Surette
tina	rahn

Amanda	Davies
Kelle	Mobley
Gobinder	Gill
Peter	Janz
Tero	Arden
Kyla	Tremblay
Paul	Coyle
Steve	Scriver
Patrick	Oh
Pavel	Fillipov
JAYNNE	WELLYGAN
Laura	Mueller
jesse	wheatley
Karley	Scovell
Suzy	Konigsberg
Rick	Zazula
Joan	Nygren
Brent	Boates
Sylvia	Jones
Stephanie	Duncan
Ricky	Picanço
Kelly	Worms
James	Zmud
Mandy	Watts
Jacqueline	Uthoff
Erin	Goertzen
Jamie	Hisco
Matie-Helene	Babin
Shea	McManus
Christopher	Brennan
Lyndal	Ford
Emelie	Qvick
Pauline	Friedli
Brian	Sammartino
Jonathan	Stamp
Stefanie	Missler
Wanita	Rangihuna
Magnus	Bjurling
Michael	Johnson
Christie	Bennett
Kat	Sukkau
Stanley	Mishra

Jade	Freer
George	Verch
Lucy	Monroe
Karina	Centeno Mirth
Stephen	Ruebsaat
Miralem	Bradaric
Hayden	Reimer
Jason	Sokolowski
Ice	Keri
Whit	Recalma
Heather	Seshadri
Anna	Mewhort
Jolyne	Maier
Tobie	Caplette
Rick	Rogerson
Sara	Forest
Joao	Cordeiro
Lee	Donnelly
Stefan	Skoronski
Nabil	Baouya
Roumen	Mintchev
Pauline	L.Tremblay
Jacob	Marcoux
Sheeera	von Puttkamer
Lynn	Murray
Anna	Siy
Daniel	Hallquist
Trevor	Curley
Thelma	Quinn
dan	Farkas
Rafat Zulghina	Rafat
Deborah	Lee
Ali	Macrae
Tracy	Licenik
Ciara	Allen
Elaine	Hoekstra
James	O'Connor
Lisa	Leung
John	Bogardus
Ildiko	Barritt
Nadia	DiMofte
Brenda	Garner

William	Dettlaff
shauna	supeene
Frank	Dalziel
Lorraine	Rush
Ruby	rue
David	Spaven
Emma	Reynolds
Igor	Beuhler
Barry	Hebein
Jaydene	Maryk
Melonie	Lloyd-Jones
Kyla	Stanlow
Phoenix	Black
Andrei	Andrianko
Jennifer	Halliday
Violet	Cordoni
Susan	Birks
Kathleen	Mann
Danielle	Blatchford
P	Brannan
Sylvia	Marques
Christine	Cheung
Kathy	Sand
Stephanie	Ryan
Crystal	Duguay
Barbara	Gordon
Leopoldo	Flores
Tara	Robinson
CJ	Wood
Robin	Seto
Dennis	Record
Pam	Record
Kristen	Javallas
Tom	Bajic
Cheryl	Nazareno
Robin	Marshall
Nenad	Bubnjevic
Ann	Bagayas
Liana	Terry
Jesse	Fluet
susanne	milka
Anita	Lai

Janet	Dorsett
Phillip	Crewe
Marisa	Lavoie
Tom	O'Brien
Josh	P
James	Bond
Ken	Dickey
Who is paying for paid	Small business is strug
Wendy	Wood
Joseph	Lamontagne
Angela	Johnson
Michael	Dyck
Cenen	Bagon
Rob	Iacullo
Jean	Oke
Steinunn	Benjaminsson
Michael	Kurtz
Beverly	Hoy
Alexander	Ryan
Ashley	Arsenault
Joni	Danielson
Melissa	Nahanee
Sheri	Masson
Alicia	Heymerdinguer
Katerina	Stavrakis
Jordynn	Graham
Stephanie	Mckee
Roberta	Hayes
kim	fivelsdal
Cathy	Good
Christopher	McDonald
Valerie	C
Cody	Gotobed
Jennifer	Dowding
Shendi	Robbins
Jonathan	Birch
Tillie	King
Lisa	Granger
Jesse	Gotobed
Carol	Pashniak
Erwin	Apilado
Cathy	Silvera

Christine	Bohnert
Shari	Bell
Frank	Doosti
Dana	Huggard
Scott	Anderson
Tammy	Meier
Ryan	Hunter
Giulia	Accetti
Kleopatra	Janssens-Olenga
Cecilia	Borglin
Dante	Cross
Andre	Paris
Suzanne	Bradford-Stehr
Danielle	Bishop
Rob	Brown
GEORGE	PEDDLE
Dane	Mcintosh
Alyssa	Lapinski
Estella	Erickson
Paul	Voykin
Joy	Spears
Jason	Cooper
John	Buist
Stacey	Li
Nicole	Forth
Janet	Cruz
John	Hill
Jennifer	Merasty
Cristopher	Manalo
Natasa	Lenic
Dawn	Patterson
Chris	Presiloski
Darren	Hoem
Brenda	McGuire
Kirsten	Kaip
Bruce	Rambo
Chris Connell	J
Wendy	Cook
Sarah	Kich
Taralyn	Chyzyj-vince
Debra	Fehr
Lindsay	Leong

Loraine	Anchor
Hervey	Rivera
Dennis	Simard
Annah	Simard
Arun	Ajgaonkar
Shirley	Baker
GARTH	FLEMING
Annie	Macanulty
Jessika	Rowley
Maureen	Hickey
Darlene	Sapizak
Kathleen	Cunningham
Gabrielle	Bjornson
Tara	Williamson
Joyce	Meier
Catherine	Winston
Tamara	Brown
Shannon	Levinsky
Barbara	Razzo
Karen	Mohr
Shawn	Asleson
Sherrill	Prodruk
Egon	Koonings
Circe	Spink
Nikolas	Estatopulos
Peter	Gunnyou
Shauna	McFarlane
Kimberly	Scott
Vanessa	Skotnitsky
Bonita	McKay-Larsen
Anthony	Lopatto
Tiana	Cohee
Marika	Pajger
Shannon	Wuensche
Katherine	MacPhee
Chloe	Busswood
Chris	Nokleby
Valentina	Veiluva
Matteau	Imeson
Melanie	McConnell
Jeanette	Ross
Erik	Vogel

Veronica	Preweda
Sharie	Aumair
Laura	Noakes
Fatima	Zaidi
Trudy	Parisien
Brenda	Jones
janet	wass
Andrew	lp
Brittany	Graham
Jacek	Scheller
David	Fairey
wayne	morell
Jean-Francois	Ruest
Tom	Kaczmarski
Pamela	Charron
Olivia	Lindgren
Tim	Armstrong
Laarni	de los Reyes
Eeva	Valiharju
James	Federau
Trina	Akehurst
Nathan	Larson
scott	drake
Helen	Sheremeta
Mark C	NICHOL
Anna	Vasyak
Loree	Cameron
Haelysan	Lins
christine	malaka
Derek	Sahota
Kalvinder	Phull
Tawnya	Popoff
Nat	Stewart
Dawn	Dreher
Megan	Dunn
barten	youmans
jason	sandham
David	Hendry
Lillian	Deeb
Phil	Dluhy
Jude	McArthur
Patricia	Hoffmann

Jenna	Robins
April	Luckman
Lindsay	Mellor
Joanne	Sheridan
Ruth	Mellor
Sarah	Sutmoller
kristin	sonstebo
Jade	Ho
Melissa	Roth
Terry	Bridges
Marion	McLaughlin
Cecile	Thomson
Merv	Nicholson, Ph.D.
Rosr	Fiangkiao
Cindy	Dobko
Deirdre	Whalen
Conor	Moore
Leslie	Kemp
Chris	Vance
Simon	Jang
Raymond	Goerke
Nancy	Howse
Fred	Cuddington
Aska	Djikia
King-mong	Chan
Amy	Jones
Claire	Sauve
Sarah	Hornstein
Samantha	Montgomery
Danielle	Gauld
Samantha	Burke
Kahla	Lichti
Barry	Peters
Tamara	Mortimer
HEATHER	DUQUETTE
James	Fantin
Heather	McLellan
Jordan	McLean
Pamela	Rogers
Janine	Althorp
Paul	Hnatiw
Ivana	Pauletig

Kyle	Wright
Jonathan	Sas
Giselle	Ruemke
Jerome	Truran
Nancy	Brown
Eliska	Davis
Kyle	Hehn
Michael	Keating
Peter	Kerr
Fraser	Fairweather
Neil	McBride
Mike	Kruper
Christopher	Bennett
Sara	Quine
David	Warner
Leon	LaPointe
Paola	Schiappacasse
Aaron	Wardwell
Tracey	Boulton
Michael	Shannon
Andrew	Gaudet
Michelle	Grossmith
Matthew	Wood
Emily	Bloudek
Todd	Munn
Kaitlen	Arundale
Josef	Krancevic
Bridget	Pilon
Bacica	Monica
Sandra	Blimke
Sandi	Dannetta
Nenad	Kuljic
Laurie	Young
Michael	Gillooly
Colette	Storey
Susanne	Metz
Tara	Bonham
Sheila	Kinakin
Ahmed	Shalaby
Don	McBain
Anja	Mesic
David	Axon

Joe	Papp
Martin	Kostian
Priska	Helm
German	Giraldo
Gemma	Suque
Carlos	Henriquez
leilani	baul
Ilona	Metcalfe
Pamela	Panek
Pauline	L.Tremblay
Kris	Hurd
Lynne	Rhead
Marg	Bizuk
Shae	Cameron
Elizabeth	Shelton
Antonio	Contreras
Valeria	Bayona-Otero
Josephine	Scott
Owen	Brown
Maureen	Tully
Tasha	Diamant
Malcom	Ermanson
Koren	Bear
Jacqueline	Dallamore
Reva	Clavier
Tracey	Smyth
Thomas	Corcoran
Pamela	MacIntyre
Roden	San Antonio
Bogdan	Trebesh
John	Brennand
Teale	Phelps Bondaroff
Jeff	Lyth
Melissa	Searcy
Barry	Sohal
Jacqueline	Curtis
Justin	Schmid
Hillary	Bergshoeff
Daniel	Fung
Nasreen	Mohammed
John	Irwin
Janet	Patterson

Marvin	Cohodas
Mazdak	Gharibnavaz
Seema	Ahluwalia
Bill	Bargeman
Jean	Swanson
Patrica	Shields
allan	crawshaw
Susan	Sanderson
Roz	Isaac
Anna	Jonsson
Cathy	Walker
ERLING "AL"	JENSEN
Sallie	Graham
Liam	McClure
Blair	Redlin
Rose	Palozzi
Stephen	Tweedale
Erica	Cardarelli
Mike	Archibald
Lora	Haber
Russ	St Eloi
Travis	Bernhardt
Alison	Curtis
Devan	Ritchie
Richard	Vollo
Taylor	Bishop
Paul	Silveria
Karine	Ng
Stephen	Stewart
Jennifer	Stewart
Marion	Pollack
Cara	Chuang
Joseph	Haigh
Kirsten	Brooker
Ian	Weniger
vivian	baumann
nadine	anderson
Pat	Downey-Truelove
Janet	Matthew
Gene	McGuckin
Paul	Murray
lisa	kind

Jef	Keighley
Blaine	Gurrie
Nancy	Hawkins
Brent	Camilleri
Bob	Dhaliwal
Caitlin	Gilroy
Marilyn	Vassell
Evangeline	Bautista
Kathleen	Sanders
Cressida	Buckberry
Nick	Moudakis
Cristel	Tomboc
Kerry	Jacobs
Adam	Sanders
Rina	Kumar
Andii	Stephens
Robert	Papa
Tom	Kallo
LISA	SZARY
Reg	Langman
ashley	horrocks
Melissa	Ieraci
Julia	Sabbe
Julia	Wai
Kerry	Nicol
Holly	Barton
Jasveen	Kaur
April	Brown
Xiaolong	Zhu
Sukhdeep	Grewal
Carolina	Vieira de Araujo
Leonard	Hetu
Amy	Turton
Carmelita	Dela Fuente
Arron	Sully
Raymond	Blackmore
Angela	Lees
Stacy	Swanson
Leah	Baldwin
Shannon	Howell
Raylene	Smale
Amar	Sangha

Glenda	Staecey
Judy	Mackay
Arman	Bains
Delzeen	Katrak
Dino	Buljubasic
Sharon	Breton
George	Gaw
Lawrence	Nanos
Sandra	Nelson
Patricia	Borges
Janice	Gill
Barbara	Buter
David	Black
Dawn	Stevens
Dobrinka	Dimitrova
Jacob	Russell
Michelle	Lim
Latoya	McCarthy
kevin	smyth
Kim	McInroy
Brenda	Slay
Roohie	Moudgil
Alexis	Tivadar
Melissa	Mortimer
Pavla	Tan
Sudharaka	Palamakumbura
Elizabeth	Burroughs
Dianne	Kish
Rob	Pardy
Abhilash	Muppuri
Danya	Simunkovic
Joanne	Hordatt-Awang
Marcy	Marko
Tracy	Chutskoff
Tejinder	Sivia
Jason	Chouinard
Ali	pouroskoui
Allyson	Turner
Deano	Oppermann
John	Ford
Simi	Dhindsa
Cole	Barry

Myra	McIntosh
Khalid	Boudreau
Kendra	Pacilla
Donna	SHELLENBERG
Lynn	Budny
Jasbir	Sandhu
Nancy	Tokaryk
Robin	Myck
Sara	Dee
Cecille	Santos
Joey	Nicolson
Vivian	Nnoka
Susan	MacLellan
Tammy	Bienz
Kathie	Kaulius
Levana	Robertson
Glennis	Stevens
Lisbeth	Liebgoty
Darci	Schmid
Shelley	Pope
Neethu	thomas
Jeff	Bryant
Mary	Torres
barbara	kieser
Shannon	Davies
Jeremy	Schinkewitz
Wayne	Hopkins
Beverly	Kirkman
Cathy	Stavridis
Yan	Zhou
Erin	Greene
Lori	Petrie
Sheila	Dunnachie
Kassahun	Emiru
Joyce	Slett
Kelly	Barry
Sabine	Hindermann
Shane	Parmar
Nikki	Yau
Melissa	Reid
Julia	M Ling Contreras
Michelle	Robertson

Arbaz	Shaikh
Margret	Christensen
vanessa	laron
Mia	Williamson
Santiago	Ramirez
Madeline	Venditti
Jared	Hicks
Charity	Endersby
Mona	MORK
Karen	Tran
Patricia	Leger
Tony	Pop
Mumtaz	Devji
Estrella	Garcia
Eric	Vettraino
Shari	Bergman
Natalie	Daniels
Ophelia	Lee
Carl	Mandy
Meeya	Jeong
Sarah	McGowan
Cornelius	Orquiola
Voltaire	Ugalde
Derek	Furtney
corinne	parks
Will	Chan
Danielle	Backman
Amy	Singh
Kimani	Shukuru
Zena	Msilim
Deborah	Johnson
Wheath	Ralla
Mary	Langevin
Jakelina	Listes
Mukul	Jain
Sarika	Jain
Norman	Williams
Gennesse	Langdon
Stacy	Fortin
Gail	de Solla
Susan	Hartwig
Stacey	Graham

kieran	smith
Scott	Kelman
Irene	Kumar
Marnie	Strutynski
Roya	Eshragh
Rosemary	Fleming
Frances	Pedroso de Almeida
Terri	Van Steinburg
Brian	Yip
Hi	Anonymous
Shirley	Ackland
Zinab	Alfakih
Maria	Dobrinskaya
Faizel	Desai
Mike	Woodward
Lori	Mayhew
Carolyn	Mccolm
Robert	Wertz
Pardeep	Thandi
Katherine	Allen
Kamaljit	Brar
Sohyun	lim
Travis	Marr
april	young
Cathy	Alpaugh
Nancy	Ruest
Shauna	McFarlane
Mina	Lee
Andrew	Duffy
David Thomas G.	Jones
Evelyn	Stebbins
Fred	Bremmer
Kiera	Duhamel
Niko	Kaminski
Leslie	Bell
Allyson	Hutchinson
Robert	Hurtubise
Cynthia	Dufresne
Arielle	Spence
Angie	Goertz
Marina	Boe
Tera	Kazak

Nicole	Grant
Kalya	Laherstorfer
Julia	Hedtfeld
Eleaner	Kinman
Teng	Chiang
Betty-Ann	Xenis
Shannon	Ward
Preet	Lidder
Shaun	Stewart
Kelly	Sawatsky
Deysi	Cornelio Rivera
Colin	Mayer
Alene	Stolle
Gary	Werk
Cara	Ferguson
Indervir	Nijjer
B.	Skinner
Katie	Jackson
Nicole	De Giusti
Marjorie	Dumont
Leana	Brady
Dana	Plett
Vanessa	Lefebvre
Colleen	Nelson
Nataliya	Radke
Stefanie	Missler
Desmond	Leblanc
Danette	Gagnon
David	Clancy
Shari	Lennie
Lizanne	Foster
Bruce	Cassidy
Monica	Ta
Lisa	Johnson
Edward	Yee
Aidee	Arias
Allison	Mussett
Sandi	Collins
Shannon	Dudley
Gordon	Lechner
Al-karim	Walji
Maria	Frias

Michael	o'keeffe
Allan	McRae
Dan	Blake
Sheila	Bell
Janet	Bruce
Natasha	Sanders-Kay
Carol	Jarvinen
Alan	Otrosina
John	Jewell
Annabel	Bradshaw
Dorina	Marina
Lori	Cronin
Valerie	Chartrand
Earl	Graham
Madelaine	Russell
Kevin	Saya-Moore
Dawn	Logan
Kim	Daniel
Laura	Davis
Rostik	Artiushenkov
Cynthia Ann	Mclean
David	Rice
Frank	Lee
Ash	Arden
Katherine	Maas
Susan	Ruzic
Mandip	Kang
Arshdeep	Kaur
Jordan	Carrie
Annaliza	Asis
linda	Forbes
Cat	Girczyc
Janice	Veysey
Ken	Wile
Ron	Nielson
Linda	Burchill
Genya	Bonfield
Cameron	Cain
Dorothy	Smith
Blair	Bauer
Candace	Tolentino
Annb	Bradbury

Tara	Shushtarian
Roxanne	Martel
Dirk	MacKenzie
John	Mill
Mei	Liu
Miriam	Levine
Derek	Mason
Tim	Munro
Kaitlin	Morrison
Karen	Sutton
Kelvin	Boos
Daiva	Azubalyte
Janice	Neden
Lerna	Luga
Joseph	Theriault
Marcel	Duruiseau
SHARON	GOLDBERG
Robert	Kerr
Brad	Irons
Courtney	Baker
Roderick	Macdonald
Lara	Hudock
Anthony	Salandini
Frank	Manuel
Bernadette	Fitzgerald
Nelda	Bonsor
Harold	Fraser
Jeremy	Butterfield
Nicole	Tzingounakis
Jennifer	Horsley
Monique	Sobrino
Stephen	Stewart
Jennifer	Kimbley
Renee	Fennell
Jill	Macneill
Harjinder	Boparai
Donna0	Faulkes
Cheryl	Lewis-Scott
Mohit	Gautam
Celeste	Giguere
Linnaea	Holm Molenaar
Alicia	Pelegrin-Tudor

Gail	McBride
Don	Fielding
Urmila	Paul
Brent	Valan
Ed	Goodine
Jean	Bacis
Al	Alana
Sandra	Schoeler
Angelo	Pellegrinoangelo
Jo	Fox
Mike	Foulds
Arnold	Marcelo
Derede	Dalziel
Angeleah	Hoeppner
Ismail	Askin
Wayne	Johnson
Bruce	Foster
Mark	Wilson
Bill	Babcock
Habiba	Hassan
Stephen	Portman
Suhrob	Azizullo
Kelly	Bonnett
Faalon	Wildeman
Geordie	MacGregor
Mairy	Beam
Ursula	Kernig
David	Gillese
Jamie	Moon
Sandra	Goodridge
Jacqui	Salvino
Ken	jeannotte
Shabina	Jahan-Chaudhary
Zita	Lambert
Aideen	Gama
Heather	Anderson
Paz	Mazaredo
Quinlan	Jones
Gang	Chang
Chris	Nokleby
Brett	Dimond
Cheri	Trewin

Terry-lynne	Jensen
Christopher	Connell
Kombii	Nanjalah
Mike	Reid
Irina	Zelenioug
Pierre	Bell
Nathan	Ferguson
Ian	Christie
Rosemary	Carter
Maria	Rilkoff
Jack	MacDermot
Lydia	Del Bianco
Gale	Hazelton
Sandy	Errett
Sarah	Sta Ines
Laurie	Sieber
Laurie	Edmundson
Dale	Smith
sara	Mann
Jan	Bunney
rubi	anderson
Jason	Blackman
Wendy	Robb
Tiffany	McLaughlin
Amy	LeBlanc
Simran	Purewal
Colin	Jones
Robert	Demand
Tori	Reid
Meena	Brisard
Scott	Ashton
Paul	Jones
Barb	Dafoe
Dora	Tsao
Bill	Pegler
Ashley	Condie
Bryan	Bickley
Sue	Dronfield
Doug	McKay
Monica	Urrutia
Mitchell	Guitard
Dave	Betker

Dayna	Gill
Afifa	Hashimi
stela	stoica
Sandra	Fromberg
James	Greenwell
Gillian	Vasilyev
Christian	Johnson
Gregory	Wilson
Kaylin	MacLeod
John	Calvert
L	Nicholson
Loree	Nicholson
Marina	Luporini
Mehri	Ziarati
Katie	Phelan
Heather	Crites
margaret	janicki
Dave	Davis
Eileen	Hackett
Brittany	Forrest
Sabrina	Jordan
Megan	Andrews
Kristan	Arens
Kevin	Tilley
Stephanie	Jang
Harpinder	Sandhu
Joe	Walsh
Barry	Fleming
Friday	Bailey
Denis	St-Onge
Sandra	Willing
Kenneth	Mitchell
Sue	Nicholson
Brett	Salary
Skyla	Chu
Sylvie	Martin
Terri	Bernardi
Samantha	Conn
Nathan	Fleming
Joyce	Macdonald
Jonathan	Helgason
Robert	Kwalheim

Vasanthe	Gunaratna
Richard	Moore
Darya	Douglas
Dustin	Stone
Suzanne	Hall
Melanie	Hammermaster
Kent	Ogilvie
Nikola	Stojisavljevic
Lisa	Cottingham
Joanne	Hapke
Kelly	McDonald
Tassie	Vicars
Ronnie	Skolnick
Tracy	Sitter
Wally	Sommerfeld
Sandie	Phillips
Greg	Corp
David	Dibdin
Brittany	Brown
Marianne	Brown
Conny	Schaffer
Jeane	Andrews
Lenea	Bardaro
Martine	Bilodeau
Jill	Ellams
Conroy	Briczin
Nancy	Steyns
Christine	Boyd
Cathy	Edgar
Amber	Wardley
April	Beer
Elisabeth	Jolliffe
Teresa	Langlois
Ravi	Punia
Amanda	Marandola
Gloria	Taylor
Glen	Greenly
Chris	Nokleby
Frederick	Mark
Wendy	Nuis
Surinder	Bhullar
Kyle	Irwin

Danica	Penner
Alexandra	Holmes
Michelle	Hartford
Michelle	kiniak
Samiha	Jama
Heather	Kopchia
Lena	Savic
Randy	Block
Latifah	Brett
Rosemary	Murray
rae	Nix
J	Martin
CoriAnne	Neuman
Karen	Johnson
Barb	Hoodspith
Lorne	Fiedler
Tracy	Tifenbach
Kirsten	Spate
Chris	Harwood
Sarah	Dow
Rick	Enarson
Victor	Wells
Pete	Rozsa
Al	Ina
Julie	Roberts
Brianne	Sexsmith
AMANDEEP	SINGH
Mamdeep	Singh
Avtar	Badesha
gursimranjeet	brar
Hardeep	Badesha
Bikkar Singh	Sandhu
Deepak	Sharma
Harpinder	Sandhu
karam	kaler
Jagsir singh	gill
TAJINDER	Singh
Gurjeet	Singh
Sukhwinder	JASWAL
Inderjit	Jandu
Jasvir	Datewas
Sukhwant	Hundal

Harnek	Dhaliwal
Ramanpreet	Sohi
Harbans	Singh
Baljeet	Sidhu
Kanwaljit Singh	Manawala
ਵਿਕਰਮਜੀਤ ਸਿੰਘ	ਸੰਧੂ
Lakhvir singh	Grewal
Surinder	Gill
Kuldip	Shergill
Jaswinder	Singh
Parmjit	Grewal
Navneet	Mutti
Kulwinder	Parhar
ਸੁਰਜੀਤ ਸਿੰਘ	ਤੱਖਰ
Mandeep	Kumar
Raghbir	Sahl
Kulwant	Kaur
ਕੁਲਜੀਤ	ਸਿੰਘ
zorawar	singh
Rohit	Aggarwal
Gurpreet	Chahal
Amandeep kaur	Sidhu
Jasveen kaur	Natt
Arshdeep	Natt
Sunny	Loey
ਜਸਮੇਲ ਕੌਰ	ਸਰਾਂ
Jagdeep	Binepal
Vipindeep	Sandhu
Ramandeep	Singh
Simarjeet	Bath
Sarbjit	Dubb
Manpreet	Kaur
ਚਮਕੌਰ ਸਿੰਘ	ਸਿੱਧੂ
Ujjal	Aulakh
Ujjal	Aulakh
Tajinder	Mangat
Simranjit	Kaur
Sukhwinder	Grewal
gagan	whar
Onkar Singh	Parmar
Gurjit	Singh
Gurjit	Singh

Jagjitpal	Saini
Kulwinder	Saini
Jasmail kaur	Sran
Jashandeep	Brar
jatinder	Dhiman
Jaspreet	Chauhan
Maninder	Aulakh
Jeevanjot	Virk
Hardeep	Deol
Gurlal	Brar
Sumandeep kaur	Brar
Varinder	Mattu
Rajvir	Bsaanti
Santokh	Maird
ਪਰਮਜੀਤ	ਗੋਸਲ
Harjaspal	Brar
Pritpal	Kaur
Kulwant	Khosa
Amandeep	Sandhu
Narinder	Bahia
Daljit	Natt
Avtar singh	Mangat
Baljinder	Dhillon
Gagandeep Singh	Mann
Rajwinder	Singh
Gurmit kaur	Rai
Gurmit kaur	Rai
JAGJIT	HANS
Jatinder	Narang
Gurleen	Dhiman
Ranvijay	Randhawa
Baljeet	Kaur
Jaspal	Brar
Hanminder singh	Purba
Balvir kaur	Bains
Ramandeep Singh	Dhaliwal
Jeevanjot	Virk
Gurwinder	Sidhu
Kanwalpreet	cheema
Ranji	Bharti
Nachhattar	Atwal
ਚਮਕੌਰ ਸਿੰਘ	ਸਿੱਧੂ

s.22

Baljit	Dulai
Maricar	Lanto
Kuopang	Wei
Anthony	Lee
Anthony	Lee
Michelle	Chen

s.22 Postal Code

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Withheld pursuant to/removed as

s.22



April 16, 2021

Via email to: premier@gov.bc.ca

Hon. Premier John Horgan
PO BOX 9041 Stn
Provincial Government
Victoria, BC V8W 9E1

Dear Premier Horgan,

I am writing on behalf of the over 500,000 members of the BC Federation of Labour's affiliated unions and in this case, BC's unorganized workers regardless of status, and especially those holding low-income jobs who disproportionately are racialized women, to urge your government to legislate permanent paid sick leave for all workers in BC.

BC, under your leadership, has worked effectively to lead our province throughout this crisis. Despite this comprehensive effort, there is a significant gap in our public health response over half of BC workers lack access to paid sick leave.

Every day, workers across BC - are forced to ask themselves if they can afford to stay home when they are sick, risking spread of COVID-19 to their coworkers. The challenge is particularly acute for low-wage workers, many of whom work in the service, care and other essential sectors. This is an untenable choice, and we need to offer these workers a simple solution.

We are heartened to see your commitment to workers in that you spearheaded a provincial push in tandem with Jagmeet Singh to bring in a Federal program, the Canada Recovery Benefit. That program is a stop gap for people who test positive, but the reality is that it doesn't fully replace worker wages.

Legislating paid sick leave for all workers will protect the health and financial security of individual workers; but it will also help keep our workplaces and communities safe and help bend the curve during this challenging third wave.

Today, we are sharing with you a letter signed by 2360 British Columbians who have joined our call for paid sick leave. Individual letters have also been sent to the Minister of Labour, Harry

Bains. We've also attached a policy proposal - outlining how the BC government can make paid sick leave a reality.

Since the pandemic began, British Columbia has consistently led Canada with steps to ensure workers are at the forefront of our response. With paid sick leave, BC has an opportunity to ensure a legacy that lasts long after the last dose of vaccine is administered.

In solidarity,



W. LAIRD CRONK
President, BC Federation of Labour



SUSSANNE SKIDMORE
Secretary-Treasurer, BC Federation of Labour

Cc: Don Bain, Geoff Meggs

Media and social media summary - paid COVID-19 leave

From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>, Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>, Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>, Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>, Joyes, Kieran GCPE:EX <Kieran.Joyes@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Sent: April 19, 2021 at 3:58:27 PM Pacific Daylight Time
Attachments: image010.jpg, image020.jpg, image013.jpg, image024.jpg, image018.jpg, image011.jpg, image004.jpg, image009.jpg

Here's the media coverage, stakeholder statements and social media on Bill 3 so far. The morning scrum was a good way to get ahead of the afternoon news and get some coverage for us.

I'm in budget lock up from 7:30am onwards tomorrow so I'll put my out of office now and Colin will be on point. He will join the CD call at 8am, daily issues call at 8:20am and attend QP prep. Please text me if anything needs my attention.

Global:

<https://globalnews.ca/news/7769539/british-columbia-legislation-employers-pay-workers-covid-19-vaccine/>

Times Colonist:

<https://www.timescolonist.com/business/b-c-ndp-to-introduce-bill-to-protect-workers-taking-time-off-to-get-covid-19-vaccination-1.24308979>

Vancouver Sun:

<https://vancouversun.com/news/local-news/proposed-bc-law-will-ensure-workers-get-paid-time-off-to-get-covid-19-vaccine>

Chek News:

<https://www.cheknews.ca/b-c-to-require-employers-to-pay-workers-to-get-covid-19-vaccine-770452/>

CKNW and CTV Vancouver covered on noon news with quotes from scrum

OMNI news clip on FB:

<https://www.facebook.com/watch/?v=1182165022558935>

Indo-Canadian Voice:

<https://voiceonline.com/paid-leave-for-workers-to-get-covid-19-vaccine/>

Castlegar Source:

<http://castlegarsource.com/news/bc-government-introduces-covid-19-vaccine-paid-leave>

Abby News:

<https://www.abbynews.com/business/b-c-moves-to-protect-employee-pay-for-covid-19-vaccination/>

Surrey Now Leader:

<https://www.surreynowleader.com/business/b-c-moves-to-protect-employee-pay-for-covid-19-vaccination/>

My News Now:

<https://www.mycariboonow.com/70915/workers-in-bc-now-have-paid-time-to-get-vaccinated/>

<https://www.myprincegeorgenow.com/139918/provincial-government-outlines-paid-leave-for-workers-to-get-covid-19-vaccinecorr/>

Squamish Reporter:

<https://www.squamishreporter.com/2021/04/19/bc-plans-three-hour-paid-leave-for-workers-to-get-covid-19-shot/>

Press Progress analysis:

<https://pressprogress.ca/heres-why-labour-groups-and-health-experts-want-british-columbia-to-legislate-paid-sick-days/>

ESA amendment opinion:

<https://www.vernonmorningstar.com/opinion/kootnekoff-b-c-esa-vaccine-amendments/>

Stakeholders

Unifor position:

<https://www.newswire.ca/news-releases/unifor-welcomes-paid-vaccination-leave-for-b-c-workers-878172448.html>

BC Fed:

<https://bcfed.ca/news/releases/paid-leave-get-vaccinated-victory-workers-and-public-health>



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Unifor @UniforTheUnion · 32m
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MoveUP @MoveUPTogether · 2h
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@A_MacLeod_Tyee



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Andrew MacLeod @A_MacLeod_Tyee · 4h



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Andrew MacLeod @A_MacLeod_Tyee · 4h



Copyright



My Prince George Now @mypgnow · 41m



Copyright



Teri Mooring @TeriMooring · 2h



Copyright



John Horgan ✓ @jjhorgan · 2h

...

If your vaccination is scheduled during work hours, you will be able to go without losing your job or wages.

When workers are able to protect themselves and their families, everyone benefits.

Copyright



Anne Kang @AnneKangMLA · 1h

...

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Harry Bains ✓ @HarryBainsSN · 1h

We're making it easy for you to get the COVID-19 vaccine: long clinic hours, easy registration and now we've introduced paid leave from work for each dose of the vaccine. news.gov.bc.ca/24268





MoveUP @MoveUPTogether · 2h



Copyright



John Horgan ✓ @jjhorgan · 2h



If your vaccination is scheduled during work hours, you will be able to go without losing your job or wages.

When workers are able to protect themselves and their families, everyone benefits.

Copyright



My Prince George Now @mypgnow · 41m
Copyright





Anne Kang @AnneKangMLA · 1h
Copyright



Harry Bains @HarryBainsSN · 1h

We're making it easy for you to get the COVID-19 vaccine: long clinic hours, easy registration and now we've introduced paid leave from work for each dose of the vaccine. news.gov.bc.ca/24268





Teri Mooring @TeriMooring · 2h
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Andrew MacLeod
@A_MacLeod_Tyee

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Gavin McGarrigle @gavinmccgarrigle · 47m
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Unifor @UniforTheUnion · 54m
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Unifor @UniforTheUnion · 32m
Copyright

...

FW: iPolitics: Ontario 'considering' paid sick leave after months of pressure

From: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
To: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>, Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>, Blakely, John H LBR:EX <John.Blakely@gov.bc.ca>, Tanner, Michael A LBR:EX <Michael.Tanner@gov.bc.ca>, Webb, Jennifer LBR:EX <Jennifer.Webb@gov.bc.ca>, Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>
Cc: Joyes, Kieran GCPE:EX <Kieran.Joyes@gov.bc.ca>
Sent: April 20, 2021 at 1:34:01 PM Pacific Daylight Time

FYI has just come in

From: tno@gov.bc.ca <tno@gov.bc.ca>
Sent: April 20, 2021 1:32 PM
Subject: iPolitics: Ontario 'considering' paid sick leave after months of pressure
iPolitics
Iain Sherriff-Scott
2021-04-20 13:35

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TNO...

<https://ipolitics.ca/2021/04/20/ontario-considering-paid-sick-leave-after-months-of-pressure/>

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Today's emerging issues

From : Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>, Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>, Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>, Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>, Joyes, Kieran GCPE:EX <Kieran.Joyes@gov.bc.ca>
Sent: April 21, 2021 at 8:20:26 AM Pacific Daylight Time

CLIPS:

Ontario government says it's considering a paid sick-day policy for essential workers, an alternative to an absence in the federal budget.

Richard Zussman noted that a sick day program was missing from the budget, see below. Several stakeholders in the news calling for a paid sick leave policy in BC, including BCGEU, Gavin McGarrigle and Worker Solidarity Network. Global BC has a story on the gig economy as part of their Future of Work series, saying gig workers are falling through the cracks, notes there are some calls for government to better regulate some jobs.

PRIORITIES:

Will be watching the committee stage of Bill 3 this evening.

Working on a budget response speech.

Received a media request from Press Progress asking if we can confirm there was no budget increase for the Employment Standards Branch, Colin has that in approvals.

Otherwise, we'll be tying up some loose ends on various projects.

CD CALL:

Budget lock-up rolled out fairly smoothly concerning we were breaking new ground. Many stakeholders and reporters were pleased with the offering.

Sage: today is all about the budget

Issues: continuing to watch coverage of new orders are being developed.

Finance: Minister Robinson is doing lots of media interviews

Digital: travel is a big theme on the social media channels, questions about what kind of proof people need to prove their travel is essential.

s.12; s.13

Global News: BC 1 (Vancouver)

2021-04-20 14:27

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Partial Leave from COVID Committee

From: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
To: Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>
Cc: Corriveau, Lucinda PREM:EX <Lucinda.Corriveau@gov.bc.ca>
Sent: April 21, 2021 at 11:44:31 AM Pacific Daylight Time

Hello Amber,

Minister Bains has just had a request for Scrum at 3pm on paid sick leave. Is it possible he may have 30 minutes leave from Committee to attend?

Please let me know

Thanks

Kate Duncan

Administrative Coordinator to the Honourable Harry Bains, Minister of Labour
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-974-5975

Ontario paid sick leave

From : Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>
Sent: April 21, 2021 at 11:55:25 AM Pacific Daylight Time

[Ontario will make enhancements to paid sick day program amid third wave of coronavirus pandemic: Calandra | CP24.com](#)

RE: Info- BC Fed

From: Kwan, Shirley LBR:EX <Shirley.Kwan@gov.bc.ca>
To: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Cc: Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Sent: April 21, 2021 at 2:41:24 PM Pacific Daylight Time

Kate – thought I would follow up to make sure PO is good with the information provided below.

Could you please confirm ASAP!

Shirley

From: Kwan, Shirley LBR:EX
Sent: April 21, 2021 12:14 PM
To: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Cc: Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Subject: RE: Info- BC Fed

Sorry Kate, please share this as well.. Thanks!

In response to the 2021 BC Budget, the BCFED issued a public statement which argues that:

Copyright

However, the BCFED statement concluded by noting that:

Copyright

In addition, Laird Cronk, BCFED President, communicated directly with the Ministry of Labour after the introduction of the budget. Mr. Cronk indicated that the BCFED would have liked to have seen more money added to *Employment Standards Branch* but is pleased by addition of funding to the Labour Relations Board.

From: Kwan, Shirley LBR:EX
Sent: April 21, 2021 11:57 AM
To: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Cc: Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Subject: RE: Info- BC Fed

Hi Kate -

Please see below note from DM Hughes and advise to PO if this is enough?

s.13

Let us know.

Thanks!

Shirley

From: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Sent: April 21, 2021 10:42 AM
To: Kwan, Shirley LBR:EX <Shirley.Kwan@gov.bc.ca>
Cc: Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Subject: FW: Info- BC Fed

Hey Guys,

Please see the request from the PO below, they are also looking for information about ESB funding.

Sorry for the short turn around but it is from the PO.

Thanks

Kate Duncan

Administrative Coordinator to the Honourable Harry Bains, Minister of Labour
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-974-5975

From: Hagglund, Jarrett PREM:EX <Jarrett.Hagglund@gov.bc.ca>
Sent: April 21, 2021 10:40 AM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Subject: Info- BC Fed

Hi Folks,

PJH and Minister Robinson are meeting with the BC Fed tomorrow. I am looking for a note with information on their reaction to the budget. What they liked, what they thought we didn't deliver on. And any pieces from the budget you folks think should be highlights for Labour.

Are you able to get us something for 4pm today?

Let me know, Thanks so much!

Jarrett

Jarrett Hagglund | Executive Coordinator to the Premier
Office of the Premier
Office: 236-478-1561 | Cell: 604-817-1458
Jarrett.Hagglund@gov.bc.ca

FYI: Van Sun -paid sick leave - scrum result

From : Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>, Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>
Cc: Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>, Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
Sent: April 22, 2021 at 12:37:07 PM Pacific Daylight Time

Vancouver Sun just posted their article on paid sick leave flowing out of the Minister's scrum yesterday:
https://vancouversun.com/news/local-news/budget-2021-labour-groups-slam-lack-of-funding-for-paid-sick-leave-program?utm_term=Autofeed&utm_medium=Social&utm_source=Twitter#Echobox=1619119615

RE: Request: Justine Hunter to speak with MBH

From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>, Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Sent: April 23, 2021 at 9:52:09 AM Pacific Daylight Time

Resending to include Trevor so he's looped in.

From: Wey, Melody GCPE:EX
Sent: April 23, 2021 9:44 AM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
Subject: Request: Justine Hunter to speak with MBH
Hi all- the PO is wondering if Minister Bains could speak with Justine Hunter today, she's looking for the very latest on paid sick leave. Jimmy is updating the messaging slightly and that will be coming.

From: Smith, George PREM:EX <George.Smith@gov.bc.ca>
Sent: April 23, 2021 9:33 AM
To: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
Cc: Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Subject: FW: good morning
Hi Melody,
Could we see if Minister Bains could speak to Justine Hunter today?

From: Hunter, Justine <JHunter@globeandmail.com>
Sent: April 23, 2021 8:00 AM
To: Smith, George PREM:EX <George.Smith@gov.bc.ca>
Subject: good morning

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

I'm doing something on sick pay for Dispatch, is there anything moving on this that might be useful to know?
I would love to know if anyone has costed out the BC Fed proposal or anything along those lines.

Thanks,

Justine

Justine Hunter | National Correspondent, Victoria

t: 250.381.6679 | c: 250.857.4779 |

e: jhunter@globeandmail.com

Updated messaging on paid sick leave

From: Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX
<Josh.Moraes@gov.bc.ca>, Wey, Melody GCPE:EX
<Melody.Wey@gov.bc.ca>
Sent: April 23, 2021 at 12:25:38 PM Pacific Daylight Time
Attachments: Paid Sick Leave - Bains - Updated KMQA - April 23 2021.docx

Here's the updated language.

James Smith (He/Him)

Issues Manager

250.882.2892

Key Messages

- Since the outset of the pandemic, BC has been at the forefront in pushing for and developing increased supports for workers, so they don't go to work when they're sick.
- Across Canada, workers are pushing for action because they shouldn't have to choose between going into work sick or seeing a loss of income – and I agree.

s.13; s.16

- We are continuing to explore all options that prevent workers from going into work sick – including working with our provincial and federal partners because this is a problem across Canada.
- And we're preparing possible next steps including discussions with workers and businesses in BC.
- We need to do everything possible to make sure workplace transmission does not happen and people do not go to work when they are sick.

s.13

Justine Hunter call - paid sick leave

From : Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>, Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>
Sent: April 23, 2021 at 1:15:57 PM Pacific Daylight Time

Hi all – Justine Hunter would be happy to speak with MHB about paid sick leave today, she says he can call her anytime after 3:30pm – and the closer to 3:30pm the better for her. Please have the Minister call her land line: 250 381-6679.

Happy to do a practice prep with Minister.

Updated IN - Paid Sick Leave

From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>, Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>, Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>, Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
Sent: April 23, 2021 at 2:59:30 PM Pacific Daylight Time
Attachments: IN - Paid sick leave - April 23 2021.docx

Here's our updated issues note on paid sick leave, weaving in the latest messaging from Jimmy – approved by Trevor. Once you've reviewed, I'll share with all CDs as several have asked for the latest messaging in case their Minister's are asked during media interviews. Thanks, M

ADVICE TO MINISTER

CONFIDENTIAL ISSUES NOTE

Ministry of Labour
Date: April 23, 2021
Minister Responsible: Harry Bains

Paid sick leave

ADVICE AND RECOMMENDED RESPONSE:

- Since the outset of the pandemic, B.C. has been at the forefront in pushing for, and developing, increased supports for workers, so people don't go to work when they're sick.
- Workers across Canada want action because people shouldn't have to choose between going to work sick or losing pay during a national pandemic.
- We are continuing to explore all options for workers to avoid going to work sick because they have bills to pay. We are working with our provincial and federal partners because this is a problem across Canada.
- And, we're preparing possible next steps including discussions with workers and businesses in B.C.
- We need to do everything possible to make sure workplace transmission of COVID-19 does not happen – and that workers don't have to choose between supporting their families and staying home if they are sick.

Secondary messaging:

- Early in the pandemic, Premier Horgan successfully advocated for a national paid sick leave program during COVID-19 - created and administered by the federal government for workers across Canada.
- As Minister of Labour I have amended the Employment Standards Act to protect workers with three days of unpaid job-protected personal illness and injury leave, and most recently, we introduced up to three hours of paid leave for workers to get each dose of the COVID-19 vaccine.
- We know businesses are struggling right now and our government has put new programs in place to support them – at the same time, we

realize workers shouldn't have to pay the cost for getting sick and staying home without paid leave.

- **There is more work to do and we are committed to protecting workers and helping employers for B.C.'s economic recovery.**

Additional messaging:

- **Any workers affected by COVID-19 should stay home and apply for the Canada Recovery Sickness Benefit, which provides \$500 a week for up to four weeks.**
- **This program works with improvements we made to the Employment Standards Act in 2020 which protects the jobs of workers who take leave due to circumstances relating to COVID-19.**
- **If you're a worker who is ill with COVID-19, you need to self-isolate, or need to care for a child or other dependent family member, please be assured that your job is protected for as long as you need the leave.**
- **As well, workers can take up to three days of unpaid, job-protected leave each year if they cannot work due to personal illness or injury.**
 - **This is a permanent change that will remain in place after the pandemic ends.**
 - **In many cases, employers may provide their workers additional sick days, including paid sick days.**

If asked: what are you doing to ensure workers stay home when sick?

- **We are preparing possible next steps, so workers avoid going to work sick – working with other provinces, the federal government, and here in B.C.**
- **We have consistently said that sick people should stay at home and apply for the Canada Recovery Sickness Benefit.**
- **The Canada Recovery Sickness Benefit works with changes we made to the Employment Standards Act in March, which protects the jobs of workers who take leave due to circumstances related to COVID-19.**
- **There is more work to do and we are committed to protecting workers.**

ADVICE TO MINISTER

KEY FACTS:

The Premier and Ministry of Labour continue to receive media inquiries about what B.C. is doing to ensure workers can access paid sick days during the pandemic and what B.C. is doing to fill gaps in the federal Canada Recovery Sickness Benefit.

Since the federal and provincial budgets were presented, on April 19 and 20 respectively, with no mention of paid sick leave, there's been an increased call by workers, advocates and media for B.C. to bring in its own paid sick leave program.

As part of the Minister's November 2020 mandate letter, Minister Bains has been directed to "continue working with the federal government on a paid sick leave program to protect workers and businesses during the COVID-19 pandemic and beyond."

In response to the impact of COVID-19 on workers and employers, the B.C. government made several changes to the Employment Standards Act in Spring 2020.

On March 23, 2020, amendments to the Employment Standards Act allow workers to take unpaid, job-protected leave as long as necessary if they are unable to work for reasons related to COVID-19. The amendments also brought in a permanent three-day, unpaid job-protected sick leave that will continue beyond the pandemic.

Since the start of the pandemic, workplace outbreaks have highlighted the need for not just job-protected sick leave but paid sick leave — measures that are now in place by the federal government for a national paid sick leave plan related to COVID-19.

Throughout the pandemic, some stakeholders have been saying that the federal paid sick leave plan for COVID-19 is a step in the right direction but not enough.

The Retail Action Network, the BC Employment Standards Coalition and Fight for \$15 and Fairness have been calling for provincial employment standards legislation to provide at least seven permanent employer-paid sick days per year, with an additional 14 days during public health emergencies such as COVID-19. The BC Federation of Labour calls for a minimum of three days and up to 10 days of paid sick leave, with the federal and provincial governments subsidizing up to 75 percent of the sick leave pay for new and struggling employers during the pandemic.

B.C. worked with the federal government on a national paid sick leave program — which led to the creation of the Canada Recovery Sickness Benefit, providing \$500 a week for up to four weeks for COVID-19. The Canada Recovery Sickness Benefit works with changes made to the Employment Standards Act in March 2020, which protects the jobs of workers who take leave due to circumstances related to COVID-19.

Stakeholders have also expressed concern around the complexity of the federal sick leave plan and how it is administered. For example, the need to provide proof and the time gap between applying and receiving the pay benefit.

Media Interest: There has been sustained significant media coverage, including press gallery reporters, of paid sick leave during COVID-19.

RE: Follow up - conceptual thinking

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
To: Zacharuk, Christina PREM:EX <Christina.Zacharuk@gov.bc.ca>
Sent: April 23, 2021 at 5:04:37 PM Pacific Daylight Time

CONCEPTUAL THINKING – Paid sick leave:

Hi, as discussed, ^{s.13}
_{s.13}

Page 209 of 292

Withheld pursuant to/removed as

s.13

RE: Sick pay

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>
Cc: Zacharuk, Christina PREM:EX <Christina.Zacharuk@gov.bc.ca>
Sent: April 25, 2021 at 3:24:17 PM Pacific Daylight Time

Hi Lori – thanks for your note. I understand CZ has sent you on some notes I prepared on Friday in response to her note about some conceptual thinking. I have cc'd her here. I thought I'd give you some additional context plus note my conversation in the last hour with MHB.

- s.13

-

- Canada put in place the Canada Recovery Sickness Benefit and modelled it on the EI system which means a portion of wages paid after a waiting period and only for a set period (initially 2 weeks but moved to 4 weeks about a month ago).
- WorkSafeBC's Board of Directors established a presumption for COVID-19 which meant any worker who gets infected at work would be automatically entitled to WCB benefits where the nature of the worker's employment created a risk of contracting the disease significantly greater than the ordinary exposure risk of the public at large.
- Claims have been accepted for workplace exposure of COVID-19 that has created illness – in sectors from health care and education to retail and construction. Essentially this means that the work-related sickness due to COVID-19 is addressed in terms of benefits leaving the gap non-workplace COVID-19 exposure for benefit coverage.
- On March 1, Minister Bains pushed federal Labour Minister Tassi and his PT colleagues to support a national sick leave plan, ideally with improvements to CRSB to address the waiting period and the level of the benefit. s.13

- s.13

- Last week, we emailed and spoke to Ontario about the reports their premier intends to move to address the gap on paid sick leave established by the insufficiency of CRSB. Some of what they might be thinking is set out in my note to CZ.

- s.13

-

Happy to answer any questions.

T.

From: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>
Sent: April 24, 2021 7:02 PM
To: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Subject: Re: Sick pay

Hi Trevor. Can you please send an update on the status of your sick leave work first thing Monday morning. Nothing fancy. Bullets in an email totally fine.

Lori.

Sent from my iPhone

On Apr 24, 2021, at 9:28 AM, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca> wrote:

Thanks. Depending on what we put in place, s.13

T.

From: Meggs, Geoff PREM:EX <Geoff.Meggs@gov.bc.ca>
Sent: April 24, 2021 9:26 AM
To: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Cc: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>
Subject: Sick pay

Trevor, you're probably aware but this nuance in Quebec --^{s.13}
s.13 -- may be useful here.

Geoff

Yes. You can be absent from work, without pay, because of sickness or an accident. If you have 3 months' continuous service, you can benefit from up to 2 days of paid sick leave per year.

You cannot be absent for more than 26 weeks in any 12-month period, starting from the date of the first absence. A worker's regular position, and the related advantages, are protected by law while the worker is absent.

Your employer must allow you to return to your regular position.

More information is available on the [CNESST website](#) .

FW: 61367 Incoming Paid sick leave: an idea

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>
To: Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>
Sent: April 26, 2021 at 9:28:52 AM Pacific Daylight Time

Should this be responded? – acknowledgement?

Jenelyn Hontiveros
Administrative Assistant to the
Honourable Harry Bains, Minister of Labour

From: s.13
Sent: April 22, 2021 11:10 AM
To: Minister, FIN FIN:EX <FIN.Minister@gov.bc.ca>; Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>
Subject: 61367 Incoming Paid sick leave: an idea

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

I think we can deliver a paid sick leave benefit.
Have the employer pay the benefits up front, charge it back to WCB.
Have WCB invoice for reimbursement from EI (federal government) on a quarterly basis.
This should be the basis of a federally funded, provincially delivered program. Please act ASAP.
s.13

Nanaimo BC

Media request: national Globe and Mail

From : Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Cc: Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>, Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
Sent: April 26, 2021 at 11:04:27 AM Pacific Daylight Time

Hi all- Bill Curry with the Globe and Mail's Ottawa Bureau called about paid sick leave saying the he's heard Ontario has submitted a proposal to Ottawa that if Ottawa doubles the Canadian Recovery Sickness Benefit to \$1,000 a week that Ontario will cover half the costs. He's asking if I can confirm that B.C. hasn't also made this proposal- he doesn't think so and has spoken with Justine Hunter who says that would be news to her.

s.13

Thanks, M

I want to thank you for all your support with Bill 3: paid vaccination leave. We are still in committee stage and will be back discussing it in committee of the whole today.

Since the outset of the pandemic, our government has been at the forefront in pushing for and developing increased supports for workers, so they don't go to work when they're sick.

s.13

I will continue to explore all options that prevent workers from going into work sick – including working with our provincial and federal partners because this a problem across Canada.

I am preparing possible next steps including discussions with workers and businesses in BC.

We need to do everything possible to make sure workplace transmission does not happen and people do not go to work when they are sick. There will be more to come in short order. That is all I can say to this today.

Media Request: Paid Sick Leave - CBC

From: Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>
To: Bains, Harry LBR:EX <Harry.Bains@gov.bc.ca>
Cc: Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>
Sent: April 26, 2021 at 11:50:03 AM Pacific Daylight Time

Hi Minister,
Flagging this. We'll chat about it at QP prep today.
Josh

From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>

Sent: April 26, 2021 11:13 AM

To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>

Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>

Subject: Media Request: Paid Sick Leave - CBC

Hi all- the CBC Early Edition with Stephen Quinn is asking if the Minister is available for an interview tomorrow at 7:10am for 5-7 minutes to discuss the status of things on paid sick leave and whether BC has any new plans coming up to support worker more. Please let me know if there's interest and I'll set up. Thanks, M

Reporter

Kiran Singh, Producer
CBC Early Edition
kiran.singh@cbc.ca
778-251-0084

Deadline Monday, April 26, 2021 2:00 PM

Request

I would like to invite Minister Harry Bains on air with us to talk about paid sick leave. Please let me know if he can join us tomorrow at 7:10am PST for a phone interview.

FYI: Sihota/Watts/Olsen - paid sick leave

From : Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
Sent: April 26, 2021 at 4:55:38 PM Pacific Daylight Time

Sharing only, no concerns on content-

From: tno@gov.bc.ca <tno@gov.bc.ca>

Sent: April 26, 2021 4:41 PM

Subject: CBU: Sihota/Watts/Olsen - paid sick leave 

CBU (CBC Vancouver)

CBC Early Edition

2021-04-26 07:42

Copyright

Eliot: And, Adam, what do you make of that? Is it enough for the NDP government to say we were waiting for the federal government, it was not in the budget, and that's what we were relying on?

Adam Olsen: I don't think so. I think Budget 2021 was framed by the Finance minister as the we-got-your-backs budget and this is an area which, I think, has been clearly lacking from the federal government. I think watching these two levels of government posture with one another is really quite frustrating. We know that we need to provide -- just as Moe said, we need to support our health care workers by limiting our travel, the provincial government needs to support our health care workers by putting in place programs in order to allow for people who are working in crowded workplaces to be able to make the decision to not go to work if they're feeling the symptoms. Just a number of months ago Premier Horgan was in front of the people of BC saying if you are sick, stay home, and now what we need is a provincial government that is going to use the budgetary process, the one that we're just starting here at the end of April, to be able to put in place the programs to support those people to make the decision that we need them to make, which is to stay home if you're not feeling well.

And right now the stress on people financially, and with no effective mechanism in place, (means) that vulnerable people are making the decision to go to work because they need to make the money and it's just not acceptable to have an answer that we're starting the consultation now. We're well into the third wave and this provincial government needed to get it right in this budget.

Eliot: I want to ask you about the messaging here. We spoke with Dr Srinivas Murthy, who's an infectious disease expert, who talked about paid sick leave and said it is very important at this point in the pandemic.

Dr Srinivas Murthy: I can say that that's where most of the source of transmission is, even the BC CDC data in the Fraser region specifically, that it's a lot of workplace transmission and so people need to be able to stay home if they're feeling unwell or if they're exposed to someone who's feeling unwell, so that they can be paid and continue to have [inaudible] I think that's an important feature that's a next phase of announcements, hopefully, from the government.

Eliot: That's Dr Srinivas Murthy. Later in the program on Friday we spoke with Health minister Adrian Dix. We did talk about paid sick leave, but as well he put the emphasis on indoor social gatherings.

Adrian Dix: Let's be careful this month and not, in fact, see transmission or get sick with COVID-19 if you can possibly avoid it. What we're encouraging people to do is to be outside, but to be outside and local, that the place where transmission happens most is indoor social gatherings. That has always been true.

Eliot: Dianne Watts, what do you make of that emphasis on indoor social gatherings when, at the same time, we see this workplace spread and the call for paid sick leave?

Watts: Indoor gatherings, that's been an issue all along. There's no doubt about that, but when you're working in close quarters, you're indoors, whether it's a processing plant, whether it's a LTC facility, it doesn't matter. You're still indoors. But one of the things that I really want to highlight here is that this disproportionately affects women, youth, and minorities, and those are the people that we need to really support. And so when you've got this whole notion of well, we're passing the buck to the feds and that's not happening, well, it's indoors, it's not really the workplace -- no, at the end of the day the transmission is occurring through the workplace and so therefore you've got to put in mechanisms now, not a year from now, two years from now, three years from now. You need to do it now and so they need to respond because we are in the third wave of this pandemic. [xrz]

TNO...

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FW: FYI: Provincial sick-leave program -- Premier to work with WorkSafeBC and Finance Minister on program

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
To: Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>, Bains, Harry LBR:EX <Harry.Bains@gov.bc.ca>, Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>
Sent: April 27, 2021 at 4:36:35 PM Pacific Daylight Time

[COVID-19: Premier Horgan says BC working on its own sick-leave program | Vancouver Sun](#)

COVID-19: With no help from feds, Premier John Horgan says B.C. working on its own sick-leave program

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Vancouver Sun
Katie DeRosa
April 27, 2021

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Overview of Options - Sick Leave

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
To: Wood, Heather FIN:EX <Heather.Wood@gov.bc.ca>, Zacharuk, Christina
PREM:EX <Christina.Zacharuk@gov.bc.ca>, Wanamaker, Lori PREM:EX
<Lori.Wanamaker@gov.bc.ca>, Plecas, Bobbi JERI:EX
<Bobbi.Plecas@gov.bc.ca>
Sent: April 27, 2021 at 4:55:07 PM Pacific Daylight Time
Attachments: DRAFT_Overview of Options_Paid Sick Leave_to DM.pdf

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Re: For 6pm: Media Request: Sick Leave

From : Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
To: Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>
Cc: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>, Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>, Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>, Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Sent: April 27, 2021 at 5:47:37 PM Pacific Daylight Time

6:50pm works okay but they say that 6:35pm is their first choice if that's possible. Minister to call the 604 number below.

On Apr 27, 2021, at 5:25 PM, Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca> wrote:

MHB has caucus at 7pm so **lets go ahead w this for 6:50pm**. Let me know as soon as this is confirmed.
Josh

From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>

Sent: April 27, 2021 4:54 PM

To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>

Subject: For 6pm: Media Request: Sick Leave

This media request came in from JERI- any interest in having Minister Bains do this?

Reporter

Deepali Rani, Producer
Sherepunjab Radio 600am
deepali@sherepunjabradio.ca
604-204-0600

Deadline ASAP

Request

Hi

This is Deepali, the Show Producer from Sherepunjab radio AM 600. I was wondering if we can have Minister Ravi Kahlon on our show today at 6:07PM, regarding the provincially-funded paid sick leave.

Waiting for the reply.

Thankyou

Recommendation

Background

BC FEDERATION OF LABOUR

Proposal on Paid Sick Leave

June 2020



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Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 27, 2021 2:01 PM
To: Wey, Melody GCPE:EX
Subject: RE: Paid Sick Leave

Great thanks – I just spoke with Aileen too.

Krys

From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
Sent: April 27, 2021 2:00 PM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>
Subject: RE: Paid Sick Leave

Yes, will do. I gave Health comms our Q&A about sufficient proof- they think Dix may be asked about that at a scrum.

From: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>
Sent: April 27, 2021 1:58 PM
To: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
Subject: Paid Sick Leave

Hello Melody,

PJH was asked about paid sick leave in his announcement today. Can we get the transcript?

Krystal Smith

Senior Ministerial Advisor | Honourable Harry Bains
Ministry of Labour
Krystal.Smith@gov.bc.ca | 250-361-7096

Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 26, 2021 11:41 AM
To: May, Ed LASS:EX
Cc: Moran, Roseanne LASS:EX
Subject: FW: Caucus

Hello Folks,

So any further in site into other questions from Caucus that you have heard?

Krystal Smith

Senior Ministerial Advisor | Honourable Harry Bains
Ministry of Labour
Krystal.Smith@gov.bc.ca | 250-361-7096

From: Bains, Harry LBR:EX <Harry.Bains@gov.bc.ca>
Sent: April 26, 2021 11:29 AM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>
Subject: Re: Caucus

Ok can you find out from Rosanne about what is coming from our caucus members and from how many so I am prepared.

Sent from my iPhone

On Apr 26, 2021, at 11:20 AM, Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca> wrote:

Hello Minister,

Caucus would like you to say a few words on paid sick leave – pulled from your speaking notes if you needed a reference. Short couple of sentences.

Krystal Smith

Senior Ministerial Advisor | Honourable Harry Bains
Ministry of Labour
Krystal.Smith@gov.bc.ca | 250-361-7096

<April 26 Caucus Meeting.docx>

Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 21, 2021 12:26 PM
To: Hynes, Colin GCPE:EX; Moraes, Josh LBR:EX
Cc: Wey, Melody GCPE:EX; Smith, Jimmy GCPE:EX
Subject: RE: Prem Scrums on Sick pay

Hello Folks,

Just including our friendly neighbourhood Jimmy!

Krys

From: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
Sent: April 21, 2021 12:23 PM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>
Cc: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
Subject: Prem Scrums on Sick pay

Hey Krystal,

Here's the April 13th and the early December scrums from the Premier.

April 13 media avail with Premier:

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Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 21, 2021 12:12 PM
To: Gostelow, Tara GCPE:EX; Wey, Melody GCPE:EX; Hynes, Colin GCPE:EX; Moraes, Josh LBR:EX; Moraes, Josh LBR:EX
Cc: Byers, Lindsay PREM:EX; Smith, George PREM:EX; Devereux, Rick GCPE:EX; GCPE Strategic Issues Team
Subject: RE: Minister Bains scrum request - requesting time.

Hello Tara,

We have requested leave from a Cabinet committee around 3pm – waiting to hear back to see if it is granted.

Krys

From: Gostelow, Tara GCPE:EX <Tara.Gostelow@gov.bc.ca>
Sent: April 21, 2021 12:10 PM
To: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>
Cc: Byers, Lindsay PREM:EX <Lindsay.Byers@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Devereux, Rick GCPE:EX <Rick.Devereux@gov.bc.ca>; GCPE Strategic Issues Team <STRATIST@Victoria1.gov.bc.ca>
Subject: RE: Minister Bains scrum request - requesting time.

Hi again all – a flag that we should be getting dial in details to press gal no later than 45 minutes before a scrum – do you have a time Minister is available?

Thank you,

Tara Gostelow (she/her/hers)
Director, Media Relations
Government Communications and Public Engagement
E: Tara.Gostelow@gov.bc.ca
P: 250.893.7136

I would like to acknowledge with respect the Lekwungen people, including the Esquimalt and Songhees First Nations, whose land I am grateful to live, work and play on.

From: Gostelow, Tara GCPE:EX
Sent: April 21, 2021 11:32 AM
To: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>
Cc: Byers, Lindsay PREM:EX <Lindsay.Byers@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Devereux, Rick GCPE:EX <Rick.Devereux@gov.bc.ca>; GCPE Strategic Issues Team <STRATIST@Victoria1.gov.bc.ca>
Subject: Minister Bains scrum request - requesting time.
Importance: High

Morning all –

We have a scrum request for Minister Bains today re: paid sick leave.

Is he in Victoria? If so, what time can he be at the Blue Curtain?

Available slots (15 minute increments) include:

- Between 12:30 & 1:15 p.m.
- After 3 p.m.

Minister Bains scrum requests

- Richard Zussman/Global
 - o RE: Sick days
- Andrew MacLeod/Tyee
 - o RE: paid sick days

Please let me know ASAP what time works and I'll share details with you and the press gallery.

Thank you,

Tara Gostelow (she/her/hers)

Director, Media Relations

Government Communications and Public Engagement

E: Tara.Gostelow@gov.bc.ca

P: 250.893.7136

I would like to acknowledge with respect the Lekwungen people, including the Esquimalt and Songhees First Nations, whose land I am grateful to live, work and play on.

Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 21, 2021 11:58 AM
To: Smith, Jimmy GCPE:EX
Subject: FW: Ontario paid sick leave

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Sent: April 21, 2021 11:55 AM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>
Subject: Ontario paid sick leave

[Ontario will make enhancements to paid sick day program amid third wave of coronavirus pandemic: Calandra | CP24.com](#)

Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 19, 2021 4:01 PM
To: Bains, Harry LBR:EX
Subject: FW: Media and social media summary - paid COVID-19 leave

See below.

From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
Sent: April 19, 2021 3:58 PM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Joyes, Kieran GCPE:EX <Kieran.Joyes@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Subject: Media and social media summary - paid COVID-19 leave

Here's the media coverage, stakeholder statements and social media on Bill 3 so far. The morning scrum was a good way to get ahead of the afternoon news and get some coverage for us.

I'm in budget lock up from 7:30am onwards tomorrow so I'll put my out of office now and Colin will be on point. He will join the CD call at 8am, daily issues call at 8:20am and attend QP prep. Please text me if anything needs my attention.

Global:
<https://globalnews.ca/news/7769539/british-columbia-legislation-employers-pay-workers-covid-19-vaccine/>

Times Colonist:
<https://www.timescolonist.com/business/b-c-ndp-to-introduce-bill-to-protect-workers-taking-time-off-to-get-covid-19-vaccination-1.24308979>

Vancouver Sun:
<https://vancouversun.com/news/local-news/proposed-bc-law-will-ensure-workers-get-paid-time-off-to-get-covid-19-vaccine>

Chek News:
<https://www.cheknews.ca/b-c-to-require-employers-to-pay-workers-to-get-covid-19-vaccine-770452/>

CKNW and CTV Vancouver covered on noon news with quotes from scrum

OMNI news clip on FB:
<https://www.facebook.com/watch/?v=1182165022558935>

Indo-Canadian Voice:
<https://voiceonline.com/paid-leave-for-workers-to-get-covid-19-vaccine/>

Castlegar Source:
<http://castlegarsource.com/news/bc-government-introduces-covid-19-vaccine-paid-leave>

Abby News:

<https://www.abbynews.com/business/b-c-moves-to-protect-employee-pay-for-covid-19-vaccination/>

Surrey Now Leader:

<https://www.surreynowleader.com/business/b-c-moves-to-protect-employee-pay-for-covid-19-vaccination/>

My News Now:

<https://www.mycariboonow.com/70915/workers-in-bc-now-have-paid-time-to-get-vaccinated/>

<https://www.myprincegeorgenow.com/139918/provincial-government-outlines-paid-leave-for-workers-to-get-covid-19-vaccinecorr/>

Squamish Reporter:

<https://www.squamishreporter.com/2021/04/19/bc-plans-three-hour-paid-leave-for-workers-to-get-covid-19-shot/>

Press Progress analysis:

<https://pressprogress.ca/heres-why-labour-groups-and-health-experts-want-british-columbia-to-legislate-paid-sick-days/>

ESA amendment opinion:

<https://www.vernonmorningstar.com/opinion/kootnekoff-b-c-esa-vaccine-amendments/>

Stakeholders

Unifor position:

<https://www.newswire.ca/news-releases/unifor-welcomes-paid-vaccination-leave-for-b-c-workers-878172448.html>

BC Fed:

<https://bcfed.ca/news/releases/paid-leave-get-vaccinated-victory-workers-and-public-health>







Andrew MacLeod
@A_MacLeod_Tyee

...

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10:33 AM · Apr 19, 2021 · Twitter Web App

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Andrew MacLeod @A_MacLeod_Tyee · 4h

...

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Andrew MacLeod @A_MacLeod_Tyee · 4h

...

Copyright



My Prince George Now @mypgnow · 41m

...

Copyright



Teri Mooring @TeriMooring · 2h

...

Copyright



John Horgan @jjhorgan · 2h

...

If your vaccination is scheduled during work hours, you will be able to go without losing your job or wages.

When workers are able to protect themselves and their families, everyone benefits.

Copyright



Anne Kana @AnneKanaMLA · 1h

Copyright



Harry Bains @HarryBainsSN · 1h

We're making it easy for you to get the COVID-19 vaccine: long clinic hours, easy registration and now we've introduced paid leave from work for each dose of the vaccine. news.gov.bc.ca/24268



Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 19, 2021 12:36 PM
To: Duncan, Kate LBR:EX
Subject: FW: Paid Sick Leave for all Workers - Policy proposal, open letter, and signatories
Attachments: 0500-21let RA PSL-Premier Horgan.pdf; Paid Sick Leave - Open Letter and Signatories.pdf; Paid Sick Leave Policy Proposal .pdf

From: Bernard, Tabitha PREM:EX <Tabitha.Bernard@gov.bc.ca>
Sent: April 19, 2021 8:21 AM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>
Subject: FW: Paid Sick Leave for all Workers - Policy proposal, open letter, and signatories

For MHB, per Geoff's note below.

From: Meggs, Geoff PREM:EX <Geoff.Meggs@gov.bc.ca>
Sent: April 17, 2021 8:10 PM
To: Bernard, Tabitha PREM:EX <Tabitha.Bernard@gov.bc.ca>
Cc: Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>
Subject: Fw: Paid Sick Leave for all Workers - Policy proposal, open letter, and signatories

tabitha, please print and forward to MHB for evaluation

geoff

From: President - BCFED <president@bcfed.ca>
Sent: Friday, April 16, 2021 4:57 PM
To: OfficeofthePremier, Office PREM:EX
Cc: Bain, Don PREM:EX; Meggs, Geoff PREM:EX
Subject: Paid Sick Leave for all Workers - Policy proposal, open letter, and signatories

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

To: Hon. John Horgan, Premier of British Columbia

Dear Premier Horgan

Please find attached our letter regarding Paid Sick Leave for all workers.

We have additionally attached the following documents:

- Our Paid Sick Leave policy proposal
- Our open letter on behalf of all workers in BC with the list of signatories to the open letter

Kindly acknowledge receipt by reply email.

Sincerely,

W. LAIRD CRONK

SUSSANNE SKIDMORE

President

Secretary-Treasurer

BC Federation of Labour | 200-5118 Joyce Street | Vancouver BC V5R 4H1

tel: 604-430-1421 | email: exec@bcfed.ca | www.bcfed.ca

The BC Federation of Labour is located on unceded xʷməθkʷəy̓əm (Musqueam), sə́lilwətaʔt (Tsleil-Waututh), Skwxwú7mesh (Squamish) territories.

Sent by: Angela Boscariol | aboscariol@bcfed.ca 

Cc: Don Bain, Geoff Meggs

Signatories to the open letter re. Paid Sick Leave for all workers:

Dani-Rose Coates

John Johnby

Joan Johnby

George De Witt

Harminder Kaur

Nadine Bennett

Cheryl Carter

Caprice Christl

Patricia Thompson

Leah Burdett

Megan Burdett

Emily Shiach

Angela Clark
Tracy Lingham
Anthony Moniz
Melvin Petovello
Naisha Tufail
Wendy Johnston
carmen gagnon
Petra Maassen
Matthew David Landberg
Erika Malmberg
Cassandra Strain
Cheryl Bailey
Audrey Denoon
Karla MacIntyre
Nitish Goel
Tiffany Ross
Abigail Hakim
Penny Shaver
Christopher Waizenegger
Linsey Benson
Pamela Gonzalez
Melissa Nahanee
Chris Sorio
Jeniah Lee
Heather Scott
Lee Smith
Lorenda Tiongson
Angela Woods
Shannon Pearson
Sarah Hoggard
Kelly Price
Margaret Deneault
Jonah Colinco
Domenic Arrotta
Theresa sfr
Shelley Sherwood
Nancy Maloney
Teresa Ngan
Pawel Szopa
Kelly Tamara
Meagan Bagley
lisa descary
Randy Baker
Michelle Murray
Steve Wood
Elisa Paoluzzi
Hilary Olsen
Blaine Adamson
Frank Dalziel
Norma Orsonez
Karen Johnson
Janette Purdy
Sierra Hendriks
Sheila Dunnachie
Aye Thu

Shirin Dehghan
Susan Tait
Rosanne Mackenzie
Nikki Imbeau
Kelly Bonnett
Amber ouellet
Cynthia Schadt
Sukhjinder Johal
Caroline Broughton
Tisha Cooper
Amy Reyes
Lauren DeCarlis
Narinders Sanghera
Wade Findlay
Wendy Robb
BRENDA FUSSELL
Tina Thiessen
Cynthia Hayes
Colin Wessels
Frabscisco Gomez Mesa
Michael Moizumi
Carmen Richardson
Herbert Estrada
Donna Boyes
Jason Arnold
Clayton Morton
Darshanpal Shanasara
Jeannie Yeung
HALEY WOLOVETZ
Adrienne Watt
Sharlene Hunter
Sarah Chapman
Jennifer Spinney
Bruce Alexander
Travis Mead
Kevin Frances
ken likness
Sherry Routledge
Derek Clutchey
Joseph Archie
Jennifer Whitcher
Kaylene Tong
Sandra Kucheran
WADE WATSON
Shivonne St Pierre
Deb McKenzie
Jeannette Horsfield
Tammy Gauvin
Aye Thu
Sarah Lockerbie
Kim Wood
Deborah Lee
Melanie Blendell
Jeremy White
Charlene Ross

Gayle Stewart
Lori Zacharuk
Terry Gall
Blesilda Buco
Debbie Comer
Kris VanSantvoord
Corinne Mcdonald
Donna Guay
Sarah Chapple
Brynne Sinclair-Waters
Heather Breckon
Troy Polyak
Kim Scobie
Greg Fraser
Susan Jordan
Barbara Kieser
Bobin Monga
Gary Durmin
Neil hamilton
Anita Skaalid
RUBINA SADIQ
Elaine May
Nicola Meyers
Lisa Clark
Amanda Jewell
Janet Pietracci
Stephen Von Sychowski
Robert Demand
Robert MacDonald
Melissa Carson
Mark Carreon
Sara Bureau
Catherine Pineda
Gail Fennings
Stephen Crozier
Elizabeth A Mason
Melissa purcha
Jan Davis
Ky Gauley
Sheila Nyman
Jessica Orcutt
Megan Zaugg
Louella Vincent
virginia anderson
Cheryl Berard
Yvonne Hackworth
Alison Bell
Mike Krazanowski
Margaret Kyle
Stanley Cheng
Angie Soper
Dorothy Campbell
Jack Tataryn
Chantelle Leason
Laura Vaughan

Shannon Dass
Nancy Edgar
Ildiko Duha
Eve Wilgosh
Sharon Negrin
Jane Heyman
Maire Kirwan
Denise Korn
Ronnie Nicolasora
Bal Sandhu
Renée Guigueno
Pamela Widmer
Janet Pohl
Loree Nicholson
Nimfa Torrente
Lynne Vander Linde
Keisha McRae
Wanda McGuire
anne bull
Tobie Caplette
Gulzar Grewal
Theresa Anderson
Maria Caliciuri
Lucy Monroe
Tammy McDonald
Christine Clark
Judi Reid
Michelle Schreinders
Starla Bayley
Peter John
Shane Lange
Emilie Henderson
Erin Riordan
Kathleen Sharp
Chloe Smith
Nina Dhillon
Cheryl Williams
Laura Drennan
Jayson Reynolds
Chrystal Latham
Manjit Dhillon
Trisha Rimmer
Kim Turton
Mardonio Tavera
Terry-lynne Jensen
Kathy Kebarle
Deborah Lee
Michelle Harman
Lori Jones
Amanda Schanz
Mohammad Yusufi
Conor Moore
Pat Blaney
Margaret Hashimoto
Tracy Cameron

Christine Nielsen
Grace Touchie
Natasha Bernoe
Aditya Chourasiya
Sheila Moir
Karla Salinas-Valle
Bal Dosanjh
Alissa Benteau
Karen Scott
Doug Saunders
Dave McIntosh
Ada Choi
Sileshni Devi
Jessie Smith
Reah Arora
Disha Chawla
Jacqueline Levitin
Nicola Ho
Troy Polyak
Frank Kohlberger
Matt Abel
Chelsie Charest
C.M. Grahame
Janey Davis
Jane Dixon
Santa Vo
Gloria Weileby
Randall Grant
barbara findlay
Divyanshi Jindal
Marilyn Nassey
Kelly Hake
Ashley Singh
Jaime Leung
K. D.
Shawna Bergen
Carolyn Bray
Katie PARKIN
Maria Vooy
Chris Gordon
Cheryl Lahti
Rob Clark
Kerri-Anne Hill
Mohammed Khan
April Watson
Robin Jackman
Patrick Bedry-Viani
Lerma Diapera
Lucie Nicholls
Sadia Aden
Richard Nofield
April McIvor-Roberts
Callie Langlois-Torgerson
merian wassbauer
Julie Burns

Eve McClarty
Michelle Thompson
Kelly Tymich
Angela Redman
AJ Roberge
Louella Vincent
Nora Hooper
Heidi Gonzalez
Sarah Hulme
Teresa Port
Dubravka Franic-Mihajlovic
Sheri Masson
Bonnie St. Denis
Wendy Friar
Zina Shapansky
Misty Casimir
Simon Jones
Krista Schofield
Karen Mason
Lindsay MacDonald
Krystal Madill
Ron Eddicott
Selena Martens
Amanda Morgan
Hayleigh Giesbrecht
jocelyn lucas
Leah Palmer
M. Ali McEwan
David Dobinson
George Scott
Leonard Piggan
Lrslie Gilderdale
David Fleming
Mikal Williams
Coleen Jones
Jocelyn Melder
Bonnie Gibson
Pat Lentowicz
Mervyn VAN STEINBURG
Heather Muir
Martha Nix
Kailey McEachern
Danielle St.Charles
Glennis Wunderlich
Kathy Radcliffe
James Doll
Judi Griffin
Milena Kollay
Doug Kinna
Parveen Kaur Maan
Devin Rutledge
PETER LEE
Carol Bourque
Marlis Klucker
Osvaldo Villeda

Adair Bastin
Sabrina Weeks
Gloria McGillivray
Oliver Dyck
Dave Greenbaum
Nan Fredericks
Thoung (Henry) Khine
Chelley Caldwell
Laureen Richards
Amanda McDonald
Amanda Deo
Lee-Anne Clarke
Lisa Carr
Melissa Nelson
Sheilagh Mans
Cheryl Wolfe-Milner
James Sanyshyn
Mike Schmidt
Raymond Austin
Aimee Cho
Robin Saini
Mark Sandberg
Jana Rayne MacDonald
Marylou Fonda
chris rae
Connie Graham
Arvid R Vimb
Erlinda Palines
Naomi Zukowski
RAYNA DOTZLER
Arniel Abella
Angela Allen
April Wheeler
Brett Swanson
Hugh Cullinan
Sue MacAulay
Edward LaLonde
Kim Jensen
Eleine Gordon
Janice McKinney
Nicole Randell
Lisa Sammartino
Joy Riley
Cameron Robertson
Catherine Alpha
Paulena Smith
Andrew Chandra
Greg Cumby
Linda Murray
Jim Waldie
Wesley Schellenberg
Paul Steer
Sussanne Skidmore
Jane Massy
Rhonda Ott

Shannon Jones
Fahad Shajahan
Linda Howard
Jennie O'Connor
Bonnie Avery
Jeremy Leveque
Samar Deshpande
Tiffany McLaughlin
Shelley Hogue
Bob Finch
Raihan Sangherra
Brenda Dunlop
G J
Cindy McDonnell
John Hindle
Terry Jung
Lara Ternosky
Margo Vandenberg
Robyn Gordon
Josh Towsley
Crystal Lewis
Denise Moffatt
Peter Nowakowski
Brian Foley
BLSharon Williams
Lexie Nelson
Edward Bystrom
Bruce Baugh
Aaron Bradley
Phil Le Vesconte
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Kerry Jacobs
Adam Sanders
Rina Kumar
Andii Stephens
Robert Papa
Tom Kallo
LISA SZARY
Reg Langman
ashley horrocks
Melissa Ieraci
Julia Sabbe
Julia Wai
Kerry Nicol
Holly Barton
Jasveen Kaur
April Brown
Xiaolong Zhu
Sukhdeep Grewal
Carolina Vieira de Araujo
Leonard Hetu
Amy Turton
Carmelita Dela Fuente
Arron Sully
Raymond Blackmore
Angela Lees
Stacy Swanson
Leah Baldwin
Shannon Howell
Raylene Smale
Amar Sangha
Glenda Staecey
Judy Mackay
Arman Bains
Delzeen Katrak
Dino Buljubasic
Sharon Breton
George Gaw

Lawrence Nanos
Sandra Nelson
Patricia Borges
Janice Gill
Barbara Buter
David Black
Dawn Stevens
Dobrinka Dimitrova
Jacob Russell
Michelle Lim
Latoya McCarthy
kevin smyth
Kim McInroy
Brenda Slay
Roohie Moudgil
Alexis Tivadar
Melissa Mortimer
Pavla Tan
Sudharaka Palamakumbura
Elizabeth Burroughs
Dianne Kish
Rob Pardy
Abhilash Muppuri
Danya Simunkovic
Joanne Hordatt-Awang
Marcy Marko
Tracy Chutskoff
Tejinder Sivia
Jason Chouinard
Ali pourouskoui
Allyson Turner
Deano Oppermann
John Ford
Simi Dhindsa
Cole Barry
Myra McIntosh
Khalid Boudreau
Kendra Pacilla
Donna SCHELLENBERG
Lynn Budny
Jasbir Sandhu
Nancy Tokaryk
Robin Myck
Sara Dee
Cecille Santos
Joey Nicolson
Vivian Nnoka
Susan MacLellan
Tammy Bienz
Kathie Kaulius
Levana Robertson
Glennis Stevens
Lisbeth Liebgoty
Darci Schmid
Shelley Pope

Neethu thomas
Jeff Bryant
Mary Torres
barbara kieser
Shannon Davies
Jeremy Schinkewitz
Wayne Hopkins
Beverly Kirkman
Cathy Stavridis
Yan Zhou
Erin Greene
Lori Petrie
Sheila Dunnachie
Kassahun Emiru
Joyce Slett
Kelly Barry
Sabine Hindermann
Shane Parmar
Nikki Yau
Melissa Reid
Julia M Ling Contreras
Michelle Robertson
Arbaz Shaikh
Margret Christensen
vanessa laron
Mia Williamson
Santiago Ramirez
Madeline Venditti
Jared Hicks
Charity Endersby
Mona MORK
Karen Tran
Patricia Leger
Tony Pop
Mumtaz Devji
Estrella Garcia
Eric Vettraino
Shari Bergman
Natalie Daniels
Ophelia Lee
Carl Mandy
Meeya Jeong
Sarah McGowan
Cornelius Orquiola
Voltaire Ugalde
Derek Furtney
corinne parks
Will Chan
Danielle Backman
Amy Singh
Kimani Shukuru
Zena Msilim
Deborah Johnson
Wheath Ralla
Mary Langevin

Jakelina Listes
Mukul Jain
Sarika Jain
Norman Williams
Gennesse Langdon
Stacy Fortin
Gail de Solla
Susan Hartwig
Stacey Graham
kieran smith
Scott Kelman
Irene Kumar
Marnie Strutynski
Roya Eshragh
Rosemary Fleming
Frances Pedroso de Almeida
Terri Van Steinburg
Brian Yip
Hi Anonymous
Shirley Ackland
Zinab Alfakih
Maria Dobrinskaya
Faizel Desai
Mike Woodward
Lori Mayhew
Carolyn Mccolm
Robert Wertz
Pardeep Thandi
Katherine Allen
Kamaljit Brar
Sohyun lim
Travis Marr
april young
Cathy Alpaugh
Nancy Ruest
Shauna McFarlane
Mina Lee
Andrew Duffy
David Thomas G. Jones
Evelyn Stebbings
Fred Bremmer
Kiera Duhamel
Niko Kaminski
Leslie Bell
Allyson Hutchinson
Robert Hurtubise
Cynthia Dufresne
Arielle Spence
Angie Goertz
Marina Boe
Tera Kazak
Nicole Grant
Kalya Laherstorfer
Julia Hedtfeld
Eleaner Kinman

Teng Chiang
Betty-Ann Xenis
Shannon Ward
Preet Lidder
Shaun Stewart
Kelly Sawatsky
Deysi Cornelio Rivera
Colin Mayer
Alene Stolle
Gary Werk
Cara Ferguson
Indervir Nijjer
B. Skinner
Katie Jackson
Nicole De Giusti
Marjorie Dumont
Leana Brady
Dana Plett
Vanessa Lefebvre
Colleen Nelson
Nataliya Radke
Stefanie Missler
Desmond Leblanc
Danette Gagnon
David Clancy
Shari Lennie
Lizanne Foster
Bruce Cassidy
Monica Ta
Lisa Johnson
Edward Yee
Aidee Arias
Allison Mussett
Sandi Collins
Shannon Dudley
Gordon Lechner
Al-karim Walji
Maria Frias
Michael o'keeffe
Allan McRae
Dan Blake
Sheila Bell
Janet Bruce
Natasha Sanders-Kay
Carol Jarvinen
Alan Orosina
John Jewell
Annabel Bradshaw
Dorina Marina
Lori Cronin
Valerie Chartrand
Earl Graham
Madelaine Russell
Kevin Saya-Moore
Dawn Logan

Kim Daniel
Laura Davis
Rostik Artiushenkov
Cynthia Ann Mclean
David Rice
Frank Lee
Ash Arden
Katherine Maas
Susan Ruzic
Mandip Kang
Arshdeep Kaur
Jordan Carrie
Annaliza Asis
linda Forbes
Cat Girczyc
Janice Veysey
Ken Wile
Ron Nielson
Linda Burchill
Genya Bonfield
Cameron Cain
Dorothy Smith
Blair Bauer
Candace Tolentino
Annabradbury
Tara Shushtarian
Roxanne Martel
Dirk MacKenzie
John Mill
Mei Liu
Miriam Levine
Derek Mason
Tim Munro
Kaitlin Morrison
Karen Sutton
Kelvin Boos
Daiva Azubalyte
Janice Neden
Lerna Luga
Joseph Theriault
Marcel Duruisseau
SHARON GOLDBERG
Robert Kerr
Brad Irons
Courtney Baker
Roderick Macdonald
Lara Hudock
Anthony Salandini
Frank Manuel
Bernadette Fitzgerald
Nelda Bonsor
Harold Fraser
Jeremy Butterfield
Nicole Tzingounakis
Jennifer Horsley

Monique Sobrino
Stephen Stewart
Jennifer Kimbley
Renee Fennell
Jill Macneill
Harjinder Boparai
Donna0 Faulkes
Cheryl Lewis-Scott
Mohit Gautam
Celeste Giguere
Linnaea Holm Molenaar
Alicia Pelegrin-Tudor
Gail McBride
Don Fielding
Urmila Paul
Brent Valan
Ed Goodine
Jean Bacis
Al Alana
Sandra Schoeler
Angelo Pellegrinoangelo
Jo Fox
Mike Foulds
Arnold Marcelo
Derede Dalziel
Angeleah Hoeppner
Ismail Askin
Wayne Johnson
Bruce Foster
Mark Wilson
Bill Babcock
Habiba Hassan
Stephen Portman
Suhrob Azizullo
Kelly Bonnett
Faalon Wildeman
Geordie MacGregor
Mairy Beam
Ursula Kernig
David Gillese
Jamie Moon
Sandra Goodridge
Jacqui Salvino
Ken jeannotte
Shabina Jahan-Chaudhary
Zita Lambert
Aideen Gama
Heather Anderson
Paz Mazaredo
Quinlan Jones
Gang Chang
Chris Nokleby
Brett Dimond
Cheri Trewin
Terry-lynne Jensen

Christopher Connell
Kombii Nanjalah
Mike Reid
Irina Zeleniuk
Pierre Bell
Nathan Ferguson
Ian Christie
Rosemary Carter
Maria Rilkoff
Jack MacDermot
Lydia Del Bianco
Gale Hazelton
Sandy Errett
Sarah Sta Ines
Laurie Sieber
Laurie Edmundson
Dale Smith
sara Mann
Jan Bunney
rubi anderson
Jason Blackman
Wendy Robb
Tiffany McLaughlin
Amy LeBlanc
Simran Purewal
Colin Jones
Robert Demand
Tori Reid
Meena Brisard
Scott Ashton
Paul Jones
Barb Dafoe
Dora Tsao
Bill Pegler
Ashley Condie
Bryan Bickley
Sue Dronfield
Doug McKay
Monica Urrutia
Mitchell Guitard
Dave Betker
Dayna Gill
Afifa Hashimi
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Sandra Fromberg
James Greenwell
Gillian Vasilyev
Christian Johnson
Gregory Wilson
Kaylin MacLeod
John Calvert
L Nicholson
Loree Nicholson
Marina Luporini
Mehri Ziarati

Katie Phelan
Heather Crites
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Dave Davis
Eileen Hackett
Brittany Forrest
Sabrina Jordan
Megan Andrews
Kristan Arens
Kevin Tilley
Stephanie Jang
Harpinder Sandhu
Joe Walsh
Barry Fleming
Friday Bailey
Denis St-Onge
Sandra Willing
Kenneth Mitchell
Sue Nicholson
Brett Salary
Skyla Chu
Sylvie Martin
Terri Bernardi
Samantha Conn
Nathan Fleming
Joyce Macdonald
Jonathan Helgason
Robert Kwalheim
Vasanthe Gunaratna
Richard Moore
Darya Douglas
Dustin Stone
Suzanne Hall
Melanie Hammermaster
Kent Ogilvie
Nikola Stojisavljevic
Lisa Cottingham
Joanne Hapke
Kelly McDonald
Tassie Vicars
Ronnie Skolnick
Tracy Sitter
Wally Sommerfeld
Sandie Phillips
Greg Corp
David Dibdin
Brittany Brown
Marianne Brown
Conny Schaffer
Jeane Andrews
Lenea Bardaro
Martine Bilodeau
Jill Ellams
Conroy Briczin
Nancy Steyns

Christine Boyd
Cathy Edgar
Amber Wardley
April Beer
Elisabeth Jolliffe
Teresa Langlois
Ravi Punia
Amanda Marandola
Gloria Taylor
Glen Greenly
Chris Nokleby
Frederick Mark
Wendy Nuis
Surinder Bhullar
Kyle Irwin
Danica Penner
Alexandra Holmes
Michelle Hartford
Michelle kiniak
Samiha Jama
Heather Kopchia
Lena Savic
Randy Block
Latifah Brett
Rosemary Murray
rae Nix
J Martin
CoriAnne Neuman
Karen Johnson
Barb Hoodspith
Lorne Fiedler
Tracy Tifenbach
Kirsten Spate
Chris Harwood
Sarah Dow
Rick Enarson
Victor Wells
Pete Rozsa
Al Ina
Julie Roberts
Brianne Sexsmith
AMANDEEP SINGH
Mamdeep Singh
Avtar Badesha
gursimranjeet brar
Hardeep Badesha
Bikkar Singh Sandhu
Deepak Sharma
Harpinder Sandhu
karam kaler
Jagsir singh gill
TAJINDER Singh
Gurjeet Singh
Sukhwinder JASWAL
Inderjit Jandu

Jasvir Datewas
 Sukhwant Hundal
 Harnek Dhaliwal
 Ramanpreet Sohi
 Harbans Singh
 Baljeet Sidhu
 Kanwaljit Singh Manawala
 ਵਿਕਰਮਜੀਤ ਸਿੰਘ ਸੰਧੂ
 Lakhvir singh Grewal
 Surinder Gill
 Kuldip Shergill
 Jaswinder Singh
 Parmjit Grewal
 Navneet Mutti
 Kulwinder Parhar
 ਸੁਰਜੀਤ ਸਿੰਘ ਤੱਖਰ
 Mandeep Kumar
 Raghbir Sahl
 Kulwant Kaur
 ਕੁਲਜੀਤ ਸਿੰਘ
 zorawar singh
 Rohit Aggarwal
 Gurpreet Chahal
 Amandeep kaur Sidhu
 Jasveen kaur Natt
 Arshdeep Natt
 Sunny Loey
 ਜਸਮੇਲ ਕੌਰ ਸਰਾਂ
 Jagdeep Binopal
 Vipindeep Sandhu
 Ramandeep Singh
 Simarjeet Bath
 Sarbjit Dubb
 Manpreet Kaur
 ਚਮਕੌਰ ਸਿੰਘ ਸਿੱਧੂ
 Ujjal Aulakh
 Ujjal Aulakh
 Tajinder Mangat
 Simranjit Kaur
 Sukhwinder Grewal
 gagan whar
 Onkar Singh Parmar
 Gurjit Singh
 Gurjit Singh
 Jagjitpal Saini
 Kulwinder Saini
 Jasmail kaur Sran
 Jashandeep Brar
 jatinder Dhiman
 Jaspreet Chauhan
 Maninder Aulakh
 Jeevanjot Virk
 Hardeep Deol
 Gurlal Brar

Sumandeep kaur Brar
Varinder Mattu
Rajvir Bsaanti
Santokh Maird
ਪਰਮਜੀਤ ਗੋਸਲ
Harjaspal Brar
Pritpal Kaur
Kulwant Khosa
Amandeep Sandhu
Narinder Bahia
Daljit Natt
Avtar singh Mangat
Baljinder Dhillon
Gagandeep Singh Mann
Rajwinder Singh
Gurmit kaur Rai
Gurmit kaur Rai
JAGJIT HANS
Jatinder Narang
Gurleen Dhiman
Ranvijay Randhawa
Baljeet Kaur
Jaspal Brar
Hanminder singh Purba
Balvir kaur Bains
Ramandeep Singh Dhaliwal
Jeevanjot Virk
Gurwinder Sidhu
Kanwalpreet cheema
Ranji Bharti
Nachhattar Atwal
ਚਮਕੌਰ ਸਿੰਘ ਸਿੱਧੂ
Baljit Dulai
Maricar Lanto
Kuopang Wei
Anthony Lee
Anthony Lee
Michelle Chen

Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 18, 2021 6:38 PM
To: Wey, Melody GCPE:EX; Hughes, Trevor LBR:EX; Hourston, Sveah LBR:EX
Cc: Hynes, Colin GCPE:EX; Moraes, Josh LBR:EX; Smith, Jimmy GCPE:EX; Sangha, Jasmeet LBR:EX
Subject: RE: FINALS: QA and SN -PVL
Attachments: KM QA - Paid Leave for Vaccination Interviews- April 16 2021 Krystal Josh.docx

Hello Folks,

Here is the larger QA for the interviews with edits and changes from the previous shorter QA doc for the scrum.

Krystal Smith

Senior Ministerial Advisor | Honourable Harry Bains
Ministry of Labour
Krystal.Smith@gov.bc.ca | 250-361-7096

From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
Sent: April 18, 2021 2:38 PM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>
Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>
Subject: FINALS: QA and SN -PVL

Hi all- here's the finals back for the scrum speaking notes and Q&As, they look good. Copying Trevor so he has the latest and can flag concerns, if he has any.

From: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>
Sent: April 18, 2021 1:49 PM
To: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>
Subject: QA and SN -PVL

Hello Folks,

Here are the materials for the morning scrum – do we have a time slot for this yet? We want to have some kind of prep with folks beforehand. I will meet the Minister tonight to talk through it and make sure he has print outs. Melody we will look at the second set of QAs for the afternoon interviews also to make sure everything is cohesive and lines up.

Will let folks know if the Minister has any further questions tonight.

Krystal Smith

Senior Ministerial Advisor | Honourable Harry Bains
Ministry of Labour

Smith, Krystal LBR:EX

From: Smith, Krystal LBR:EX
Sent: April 18, 2021 5:59 PM
To: Wey, Melody GCPE:EX; Moraes, Josh LBR:EX; Sangha, Jasmeet LBR:EX; Hughes, Trevor LBR:EX
Cc: Hynes, Colin GCPE:EX
Subject: RE: Speaking Notes - Monday- IET meeting
Attachments: SN - Industry Engagement Table - KS Edit .docx

Hello Folks,

Oh dear! That is my fault I thought this was on Tuesday – it even says Monday on page one :/ attached is another attempt – will need a grammar edit.

Krystal Smith

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Krystal.Smith@gov.bc.ca | 250-361-7096

From: Smith, Krystal LBR:EX
Sent: April 18, 2021 5:45 PM
To: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
Subject: RE: Speaking Notes - Monday- IET meeting

Hello Trevor and Melody,

Can you have a look at the SN's for the Industry Engagement Table – thanks.

Krystal Smith

Senior Ministerial Advisor | Honourable Harry Bains
Ministry of Labour
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From: Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>
Sent: April 16, 2021 9:12 AM
To: Smith, Krystal LBR:EX <Krystal.Smith@gov.bc.ca>; Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>
Cc: Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>
Subject: Speaking Notes - Monday- IET meeting

Hi all- here's brief intro speaking notes for the Industry Engagement Table meeting, likely on Monday. Approved by Trevor.

Thanks, M