

Employer No: ER015-945

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2013/05/14	368748	VA	Sillito, Brenda	CLSD 2013/06/20	50
2013/01/18	366429	LR	Booth, Kristine	CLSD 2013/03/13	53
2012/06/09	361937s.22	CO	Hughes, Terry	CLSD 2013/03/07	01
2011/08/23	356015s.22	CO	Sillito, Brenda	CLSD 2011/11/04	57
2011/05/07	353999	LR	Burchnall, Shelly	CLSD 2011/10/31	53
2009/12/02	340188 s.22	9	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188	9	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188	9	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188	9	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/11	340435 s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/11	340435 s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01
2009/12/11	340435 s.22	19	OFFICER, TRUST	CLSD 2011/06/21	01

Date: 2013/Jun/20

COVER SHEET EMPLOYER INFORMATION

Page: 3

Employer No: ER015-945

2013/05/09 368683 s.22

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

2013/02/26 367193 s.22

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

Employer No: ER015-945

2013/05/09 368683 s.22

OPEN

2013/05/09 368683

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193 s.22

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
 Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
 Operating Name: THE COMMISSIONAIRES
 Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3
 Phone: (250) 727-7755
 Fax: (250) 727-7355
 Cell:
 Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2013/05/31	369182	VA Hughes, Terry	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

2013/06/10	369195	VA Hughes, Terry	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

2013/06/19	369343	VA Wulf, Katherine	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

2013/05/09	368683	S.22	OPEN		
------------	--------	------	------	--	--

2013/02/26	367193		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683	S.22	OPEN		
------------	--------	------	------	--	--

2013/05/09	368683		OPEN		
------------	--------	--	------	--	--

Page 005 of 221 to/à Page 006 of 221

Withheld pursuant to/removed as

s.22 ; s.3



Director of Employment Standards

Determination

June 20, 2013

ER # 015-945

Variance Notice

On May 14, 2013, the Director of Employment Standards (the "Director") received an application under section 72 of the **Employment Standards Act** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, The Islands & Yukon) carrying
on business as The Commissionaires

Name

928 Cloverdale Ave., Victoria, B.C., V8X 2T3

Address

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employee(s): RCMP Guards working full time at the Port Hardy RCMP Detachment.

4 (12) hour shifts followed by 4 consecutive days of rest.

Daily overtime: at double time after 12 hours of work per day.

Weekly overtime: as this schedule averages 42 hours per week, employees will receive 2 hours at time and one half each week of the cycle.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Payment of overtime wages arising from this variance is to be made in each pay period. If an employee is absent or on unpaid leave, the number of overtime hours affected by

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

2nd Floor – 6475 Metral Drive
Nanaimo, B.C. V9T 2L9

Telephone: (250) 390-6186
Facsimile: (250) 390-6195

the missed day(s) will be deducted from the overtime hours payable for that pay period only. If an employee is on annual vacation for any part of a shift cycle, the calculation of overtime hours is not affected.

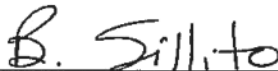
An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of these conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on June 19, 2015.

June 20, 2013


Brenda Sillito, Delegate of the Director of
Employment Standards

Search ▶

Go To ▶

A-Z □

[Labour Intranet Home](#) > [ESB](#) > [SOPS](#) > Book 2 Tab 2Ministry of
Labour

I N T R A N E T

Book 2 Tab 2 Variances

Introduction

- [Objective](#)
- [What is a variance](#)
- [Timelines](#)
- [Roles](#)

Policies

- Variance Committee
 - [Memberships](#)
 - [Responsibilities](#)
- [Variance principles](#)
- [Overtime variances](#)
- [Minimum daily pay](#)
- [Conditions for canceling a variance](#)
- [Length of variances](#)

Procedures

- [Receiving a variance application](#)
- [Investigating a variance application](#)
- [Issuing a variance](#)
- [Denying a variance](#)

OBJECTIVE

To outline the policies and procedures related to investigating a variance application.

WHAT IS A VARIANCE

A variance is a determination issued by the Director varying one or more provisions of the Act. Under section 72 of the Act, an employer and any of its employees may make a joint written application to the Director to vary one of the provisions of the Act. Section 72 of the Act identifies the **only provisions** of the Act that the Director may consider for purposes of granting a variance.

[ESA Section 72 - Application for variance](#)

[ESA Section 73 - Power to grant variance](#)

[ESR Section 30 - How to apply for a variance](#)

TIMELINES

Variance applications should be assigned to an officer to investigate upon receipt. These files should be treated in a time sensitive manner.

ROLES

Variance applications must be assigned to an officer to investigate the application.

[P:\List Directories & File Mgmt Forms\2004 Delegation Matrix.XLS](#)

VARIANCE COMMITTEE

The variance committee was established to assist in ensuring that the conditions under which the Director will grant a variance are consistently applied.

Membership

The variance committee is comprised of:

- An officer from each region (referred to as a "gatekeeper") as noted on the ESB Directory;

P:\List Directories & File Mgmt Forms\ESB Directory.doc

- The Program Advisor; and
- Individual experts the committee chooses to include as necessary to its considerations.

Responsibilities

The committee members' responsibilities include:

- Providing information and making recommendations to the Director on a regular basis about trends and issues arising from the issuing of variances;
- Support officers in interpreting and applying Branch policy when investigating variance applications;
- Reviewing all variances before being issued or denied;
- Approving "unusual" variances, which fall within committee guidelines after consultation with the committee; and
- Referring variances which may be an exception to the committee guidelines to the Director and Branch management team for a final decision.

VARIANCE PRINCIPLES

When determining whether to issue a variance, the Director must consider the requirements outlined in section 73 of the Act:

- A majority of the employees who will be affected by the variance must be aware of its effect and approve of the application, and
- The variance is not inconsistent with the purposes of this Act set out in section 2.

In addition, the Director considers that:

- Variances should allow for additional flexibility in the workplace; and
- Variances should provide for a minimum of 30 hours of work a week, or an average of 30 hours of work in a multiple week schedule.

 [Top](#)

OVERTIME VARIANCES (SECTION 40)

Variances to section 40 of the Act generally must require overtime premiums:

- For any hours worked in excess of 12 hours in a day at double the regular wage rate (2x); and

- For any hours worked in excess of an average of 40 hours in a week over the shift cycle at one and a half times the regular wage rate (1.5x).

The gatekeeper must approve exceptions including variances for:

- Less than 30 hours of work a week or less than an average of 30 hours of work in a multiple week schedule;
- More than 42 hours of work a week or more than an average of 42 hours of work in a multiple week schedule;
- More than 14 consecutive days worked.

The variance application should include a schedule showing the shift cycle and the actual hours and days to be worked in the shift cycle. If an application does not identify the schedule, the following conditions must be included:

- The employer must set and communicate to employees a schedule prior to each week of work; and
- The employer must keep a copy of the schedule.

Variances generally should identify a group of employees (e.g. occupation, classification, etc.), versus employees by name. Employees within the group who are not covered by the variance should be identified by name.

All overtime variances will include the following conditions (except as authorized by the variance committee):

- The overtime provisions of section 40 may apply to weeks where the employer has contravened requirements of the variance;
- An employee covered by the variance qualifies for statutory holiday pay, subject to the requirement that they are employed by the company for 30 days;
- An employee covered by the variance must work or earn wages for the full shift cycle, except in the event of termination;
- If an employee does not receive the benefits of a full shift cycle, overtime is payable under section 40;
- Any work outside scheduled times of work must be paid at premium pay (e.g. if a schedule provides for 7 hours work in a day, time worked in excess of 7 hours on that day will result in premium pay at 1.5x the regular wage rate up to 12 hours); and
- Vacation relief and casual employees are only covered by the variance if they work the full shift cycle; and
- The parties must adhere to the schedule, except in circumstances beyond the control of the parties.

The variance may contain provisions:

- That the employer can allow employees to agree to exchange shifts.

MINIMUM DAILY PAY (SECTION 34)

Minimum daily pay will be varied only where approved by the Director.

CONDITIONS FOR CANCELLING A VARIANCE

An employer can elect to cancel a variance , however; employees cannot be negatively impacted by the cancellation. To cancel a variance the employer must:

- Notify the Director and employees affected by the cancellation; and
- Apply section 40 to all hours worked by employees that are not given the opportunity to finish their shift cycle as per the variance.



If the employees affected by the variance wish to cancel it they must:

- Notify the Director and the employer; and
- If the employer wants the variance to remain in place it must prove majority support, or the Director may otherwise test majority support.

The Director may cancel a variance if the employer is found to be in non-compliance with the variance.

LENGTH OF VARIANCES

Initial variance applications will be approved up to 2 years, and up to 5 years on renewal. Either period could be extended by approval of the Regional Manager.

Receiving a Variance Application

1. A request for a variance must be made in writing jointly by the employer and employee, and must contain the:
 - o Provision of the Act the Director is requested to vary;
 - o Details of the variance requested;
 - o Duration of the variance;
 - o Reason for requesting the variance;
 - o Employer's name, address and telephone number; and
 - o Name and home phone number of each employee who signs the letter.

If a variance request is not made jointly, the party that made the request should be contacted by the delegate and provided with further information regarding making a variance application. The party should be told that the Branch will not take any action until a joint request is received.

If the request is made jointly, it should be entered into CASE and a file set up.

[Book 3 Tab 1 File Management](#)

Investigating a Variance Application

1. The officer must contact both parties that have made the application.
2. Where there are five or less employees, the officer must contact all the employees and discuss the application with them. In cases where there are more than 5 employees, the office must contact a representative sampling of employees. If there is more than one job category, ensure your sampling has a mixture of job categories in it. For expedience this should be done by telephone or by making a site visit if practical.
3. The officer must gather information from the parties with respect to the following:
 - o Confirm the legal name of the employer and the correct contact information;

Book 3 Tab 3 Legal Entity Types

- o A majority of the employees who are affected by the application understand the impact of the variance and agree to the variance;
- o Should some employees such as part time or float employees be specifically excluded;
- o There is a benefit to the employees;
- o The variance is consistent with the intent of the Act;
- o The variance fall within the guidelines established by the Director;
- o The employees are not excluded from the Act;
- o The application is not covered by an exemption (e.g. there is a regulation that already deals with the issue); and
- o Consideration is given to the interests of those employees who have not agreed to the variance.

 **Top**

Issuing a Variance

1. If satisfied that the variance should be granted , the officer should draft the variance using the appropriate template. The variance must include:
 - o The employer's legal name and address;
 - o The conditions of the variance including the exact schedule where applicable;
 - o The job category and/or position of the employees affected;
 - o A notice to post it where affected employees can see it;
 - o The officer's name, signature and phone number;
 - o The variance start date; and
 - o The variance expiry date.

Note: If a variance is for a specific employee, and will lapse if that employee leaves, the employee's name should be on the variance. Usually the variance will list job categories or positions without reference to individual employee's names.

P:\Variances\Variance Notice Determination revised Feb 2004.dot

2. Send the draft variance for review to the regional variance gatekeeper.
3. Upon confirmation from the gatekeeper that the variance is acceptable, mail the variance to the employer.

 **Top**Book 3 Tab 2 Delivery of Documents

4. Keep a copy of the variance for the file.
5. Ensure that the employer posts the variance at the workplace in a spot visible to all employees.
6. Enter the variance into CASE and send to head office for posting on the P Drive.
7. Close the file.

Denying a Variance

If the officer is not satisfied that the variance should be granted, then the officer should discuss this with the parties prior to formally denying the application. The officer should be prepared to discuss what changes to the application may be required for the variance to be granted or what condition would be acceptable to the Director.

- If the parties agree to amend the request, the variance may be granted as outlined above;
 - If the parties agree to withdraw the request, the officer should get this in writing from both parties; or
 - If the parties refuse to amend or withdraw the application, the officer must issue a determination denying the variance.
1. Using the appropriate template, draft the determination ensuring the following:
 - o The employer's legal name and address are correct;
 - o The nature of the application is described; and
 - o The reason for denying the variance is explained.

P:\Variances\Variance Standard Determination Denied.dot

2. Send the draft variance for review to the regional variance gatekeeper.
3. Upon confirmation from the gatekeeper that the determination is acceptable, mail the determination to the parties.

Book 3 Tab 2 Delivery of Documents

4. Keep a copy of the determination for the file.
5. Enter the determination into CASE.

If determination is appealed refer to:

Book 1 Tab 18 Appeals

Close the file after the appeal has been dealt with or after the appeal period has expired.

[BACK](#)[TOP](#)[COPYRIGHT](#)[DISCLAIMER](#)[PRIVACY](#)[FEEDBACK](#)

This page was last modified: April 25, 2013

Search ▶

Go To ▶

A-Z □

[Labour Intranet Home](#) > [ESB](#) > [SOPS](#) > Book 2 Tab 2Ministry of
Labour

I N T R A N E T

Book 2 Tab 2 Variances

Introduction

- [Objective](#)
- [What is a variance](#)
- [Timelines](#)
- [Roles](#)

Policies

- Variance Committee
 - [Memberships](#)
 - [Responsibilities](#)
- [Variance principles](#)
- [Overtime variances](#)
- [Minimum daily pay](#)
- [Conditions for canceling a variance](#)
- [Length of variances](#)

Procedures

- [Receiving a variance application](#)
- [Investigating a variance application](#)
- [Issuing a variance](#)
- [Denying a variance](#)

OBJECTIVE

To outline the policies and procedures related to investigating a variance application.

WHAT IS A VARIANCE

A variance is a determination issued by the Director varying one or more provisions of the Act. Under section 72 of the Act, an employer and any of its employees may make a joint written application to the Director to vary one of the provisions of the Act. Section 72 of the Act identifies the **only provisions** of the Act that the Director may consider for purposes of granting a variance.

[ESA Section 72 - Application for variance](#)

[ESA Section 73 - Power to grant variance](#)

[ESR Section 30 - How to apply for a variance](#)

TIMELINES

Variance applications should be assigned to an officer to investigate upon receipt. These files should be treated in a time sensitive manner.

ROLES

Variance applications must be assigned to an officer to investigate the application.

[P:\List Directories & File Mgmt Forms\2004 Delegation Matrix.XLS](#)

VARIANCE COMMITTEE

The variance committee was established to assist in ensuring that the conditions under which the Director will grant a variance are consistently applied.

Membership

The variance committee is comprised of:

- An officer from each region (referred to as a "gatekeeper") as noted on the ESB Directory;

P:\List Directories & File Mgmt Forms\ESB Directory.doc

- The Program Advisor; and
- Individual experts the committee chooses to include as necessary to its considerations.

Responsibilities

The committee members' responsibilities include:

- Providing information and making recommendations to the Director on a regular basis about trends and issues arising from the issuing of variances;
- Support officers in interpreting and applying Branch policy when investigating variance applications;
- Reviewing all variances before being issued or denied;
- Approving "unusual" variances, which fall within committee guidelines after consultation with the committee; and
- Referring variances which may be an exception to the committee guidelines to the Director and Branch management team for a final decision.

VARIANCE PRINCIPLES

When determining whether to issue a variance, the Director must consider the requirements outlined in section 73 of the Act:

- A majority of the employees who will be affected by the variance must be aware of its effect and approve of the application, and
- The variance is not inconsistent with the purposes of this Act set out in section 2.

In addition, the Director considers that:

- Variances should allow for additional flexibility in the workplace; and
- Variances should provide for a minimum of 30 hours of work a week, or an average of 30 hours of work in a multiple week schedule.

 [Top](#)

OVERTIME VARIANCES (SECTION 40)

Variances to section 40 of the Act generally must require overtime premiums:

- For any hours worked in excess of 12 hours in a day at double the regular wage rate (2x); and

- For any hours worked in excess of an average of 40 hours in a week over the shift cycle at one and a half times the regular wage rate (1.5x).

The gatekeeper must approve exceptions including variances for:

- Less than 30 hours of work a week or less than an average of 30 hours of work in a multiple week schedule;
- More than 42 hours of work a week or more than an average of 42 hours of work in a multiple week schedule;
- More than 14 consecutive days worked.

The variance application should include a schedule showing the shift cycle and the actual hours and days to be worked in the shift cycle. If an application does not identify the schedule, the following conditions must be included:

- The employer must set and communicate to employees a schedule prior to each week of work; and
- The employer must keep a copy of the schedule.

Variances generally should identify a group of employees (e.g. occupation, classification, etc.), versus employees by name. Employees within the group who are not covered by the variance should be identified by name.

All overtime variances will include the following conditions (except as authorized by the variance committee):

- The overtime provisions of section 40 may apply to weeks where the employer has contravened requirements of the variance;
- An employee covered by the variance qualifies for statutory holiday pay, subject to the requirement that they are employed by the company for 30 days;
- An employee covered by the variance must work or earn wages for the full shift cycle, except in the event of termination;
- If an employee does not receive the benefits of a full shift cycle, overtime is payable under section 40;
- Any work outside scheduled times of work must be paid at premium pay (e.g. if a schedule provides for 7 hours work in a day, time worked in excess of 7 hours on that day will result in premium pay at 1.5x the regular wage rate up to 12 hours); and
- Vacation relief and casual employees are only covered by the variance if they work the full shift cycle; and
- The parties must adhere to the schedule, except in circumstances beyond the control of the parties.

The variance may contain provisions:

- That the employer can allow employees to agree to exchange shifts.

MINIMUM DAILY PAY (SECTION 34)

Minimum daily pay will be varied only where approved by the Director.

CONDITIONS FOR CANCELLING A VARIANCE

An employer can elect to cancel a variance , however; employees cannot be negatively impacted by the cancellation. To cancel a variance the employer must:

- Notify the Director and employees affected by the cancellation; and
- Apply section 40 to all hours worked by employees that are not given the opportunity to finish their shift cycle as per the variance.



Top

If the employees affected by the variance wish to cancel it they must:

- Notify the Director and the employer; and
- If the employer wants the variance to remain in place it must prove majority support, or the Director may otherwise test majority support.

The Director may cancel a variance if the employer is found to be in non-compliance with the variance.

LENGTH OF VARIANCES

Initial variance applications will be approved up to 2 years, and up to 5 years on renewal. Either period could be extended by approval of the Regional Manager.

Receiving a Variance Application

1. A request for a variance must be made in writing jointly by the employer and employee, and must contain the:
 - o Provision of the Act the Director is requested to vary;
 - o Details of the variance requested;
 - o Duration of the variance;
 - o Reason for requesting the variance;
 - o Employer's name, address and telephone number; and
 - o Name and home phone number of each employee who signs the letter.

If a variance request is not made jointly, the party that made the request should be contacted by the delegate and provided with further information regarding making a variance application. The party should be told that the Branch will not take any action until a joint request is received.

If the request is made jointly, it should be entered into CASE and a file set up.

[Book 3 Tab 1 File Management](#)

Investigating a Variance Application

1. The officer must contact both parties that have made the application.
2. Where there are five or less employees, the officer must contact all the employees and discuss the application with them. In cases where there are more than 5 employees, the office must contact a representative sampling of employees. If there is more than one job category, ensure your sampling has a mixture of job categories in it. For expedience this should be done by telephone or by making a site visit if practical.
3. The officer must gather information from the parties with respect to the following:
 - o Confirm the legal name of the employer and the correct contact information;

Book 3 Tab 3 Legal Entity Types

- o A majority of the employees who are affected by the application understand the impact of the variance and agree to the variance;
- o Should some employees such as part time or float employees be specifically excluded;
- o There is a benefit to the employees;
- o The variance is consistent with the intent of the Act;
- o The variance fall within the guidelines established by the Director;
- o The employees are not excluded from the Act;
- o The application is not covered by an exemption (e.g. there is a regulation that already deals with the issue); and
- o Consideration is given to the interests of those employees who have not agreed to the variance.

 **Top**

Issuing a Variance

1. If satisfied that the variance should be granted , the officer should draft the variance using the appropriate template. The variance must include:
 - o The employer's legal name and address;
 - o The conditions of the variance including the exact schedule where applicable;
 - o The job category and/or position of the employees affected;
 - o A notice to post it where affected employees can see it;
 - o The officer's name, signature and phone number;
 - o The variance start date; and
 - o The variance expiry date.

Note: If a variance is for a specific employee, and will lapse if that employee leaves, the employee's name should be on the variance. Usually the variance will list job categories or positions without reference to individual employee's names.

P:\Variances\Variance Notice Determination revised Feb 2004.dot

2. Send the draft variance for review to the regional variance gatekeeper.
3. Upon confirmation from the gatekeeper that the variance is acceptable, mail the variance to the employer.

 **Top**Book 3 Tab 2 Delivery of Documents

4. Keep a copy of the variance for the file.
5. Ensure that the employer posts the variance at the workplace in a spot visible to all employees.
6. Enter the variance into CASE and send to head office for posting on the P Drive.
7. Close the file.

Denying a Variance

If the officer is not satisfied that the variance should be granted, then the officer should discuss this with the parties prior to formally denying the application. The officer should be prepared to discuss what changes to the application may be required for the variance to be granted or what condition would be acceptable to the Director.

- If the parties agree to amend the request, the variance may be granted as outlined above;
 - If the parties agree to withdraw the request, the officer should get this in writing from both parties; or
 - If the parties refuse to amend or withdraw the application, the officer must issue a determination denying the variance.
1. Using the appropriate template, draft the determination ensuring the following:
 - o The employer's legal name and address are correct;
 - o The nature of the application is described; and
 - o The reason for denying the variance is explained.

P:\Variances\Variance Standard Determination Denied.dot

2. Send the draft variance for review to the regional variance gatekeeper.
3. Upon confirmation from the gatekeeper that the determination is acceptable, mail the determination to the parties.

Book 3 Tab 2 Delivery of Documents

4. Keep a copy of the determination for the file.
5. Enter the determination into CASE.

If determination is appealed refer to:

Book 1 Tab 18 Appeals

Close the file after the appeal has been dealt with or after the appeal period has expired.

[BACK](#)[TOP](#)[COPYRIGHT](#)[DISCLAIMER](#)[PRIVACY](#)[FEEDBACK](#)

This page was last modified: April 25, 2013



Ministry of Labour,
Citizens' Services and
Open Government

Employment Standards Branch

FAX

To: H.O.
Phone: _____
Fax: _____
CC: _____

Date: June 20, 2013

Number of pages including cover sheet: 3

From: Barb Benson

Phone: 250-390-6193

Fax: 250-390-6195

E-Mail: Barbara.benson@gov.bc.ca

REMARKS: ☐ Urgent ☐ For your review ☐ Reply ASAP ☐ Please comment

Hi. I am not sure if Brenda already sent this down to you for posting on "P". Thanks

Ministry of
Labour, Citizens'
Services and
Open Government

Employment Standards
Branch

2nd Floor, 6475 Metral Drive
Nanaimo BC V9T 2L9

Phone: 250-390-6186

Fax: 250-390-6195

Web site: www.labour.gov.bc.ca/esb

* * * Communication Result Report (Jun. 20. 2013 10:06AM) * * *

1) Min of Lab&Citizens Employ Stand
2)

Date/Time: Jun. 20. 2013 10:05AM

File No.	Mode	Destination	Pg(s)	Result	Page Not Sent
8476	Memory TX	Head Office	P. 3	OK	

Reason for error

M. 1) Hang up or line fail
 M. 3) No answer
 E. 5) Exceeded max. E-mail size

E. 2) Busy
 E. 4) No facsimile connection



Ministry of Labour,
 Citizens' Services and
 Open Government
 Employment Standards Branch

FAX

To: <u>ILO</u> Phone: _____ Fax: _____ CC: _____	Date: <u>June 20, 2013</u> Number of pages including cover sheet: <u>3</u>
From: <u>Barb Benson</u> Phone: <u>250-390-6193</u> Fax: <u>250-390-6195</u> E-Mail: <u>Barbara.benson@gov.bc.ca</u>	
REMARKS: <input type="checkbox"/> Urgent <input type="checkbox"/> For your review <input type="checkbox"/> Reply ASAP <input type="checkbox"/> Please comment	

Hi. I am not sure if Brenda already sent this down to you for posting on "P". Thanks

Ministry of
 Labour, Citizens'
 Services and
 Open Government

Employment Standards
 Branch

2nd Floor, 6475 Metrol Drive
 Nanaimo BC V8T 2L9

Phone: 250-390-6188
 Fax: 250-390-6195
 Web site: www.labour.gov.bc.ca/esb



June 20, 2013

ER#: 015-945

Canadian Corps of Commissionaires
(Victoria, The Islands & Yukon)
carrying on business as The Commissionaires
928 Cloverdale Ave.
Victoria, BC V8X 2T3

Attention: Ron Warmald, Director of Human Resources

Dear Mr. Warmald:

Re: Application for Variance

This letter is in regards to your request for a new variance as per your May 8, 2013 letter. The request for this variance has been approved for a two year period. I have enclosed the variance and want to remind you that the variance must be posted in the workplace where all employees can see it.

If you have any questions or concerns please contact me at 250-390-6205.

Yours truly,

Brenda Sillito
Delegate of the Director
of Employment Standards

Encl.: Variance

Sillito, Brenda LBR:EX

From: Sillito, Brenda LBR:EX
Sent: Wednesday, June 19, 2013 3:34 PM
To: Blake, Sara LBR:EX
Subject: Variance
Attachments: Commissionaires.docx

Hi Sara, here is a variance for ya!!! Thanks.

*Brenda Sillito
Employment Standards Officer
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
2nd Floor, 6475 Metral Drive
Nanaimo, BC, V9T 2L9
Phone: 250-390-6205
Fax: 250-390-6195*



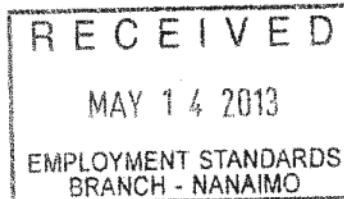
COMMISSIONAIRES

TRUSTED • EVERYDAY • EVERYWHERE

BRENDA

ER015-945

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*



8 May 2013

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor – 6475 Metral Drive
Nanaimo, BC
V9T 2L9

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-vij.biz

**Re: Request for Variance from Section 40 of the BC Employment Standards
Act for Employees Working as RCMP Guards at the Port Hardy RCMP Detachment**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for two employees working as Commissionaires in Port Hardy as follows:

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Avenue
Victoria, BC
V8X 2T3
Office: 250 727-7755 local 110

B. Section of the Act the Director is requested to vary.
Section 40

C. Detailed description of the variance being requested.

For two employees working as RCMP Guards at the Port Hardy RCMP Detachment, the employer wishes to have a four days on, four days off work schedule of 12 hours per shift on a four week cycle. Over the cycle, the employees would work 192 hours. Any hours worked over an average of 40 in a week over the course of the shift cycle are paid at time and one half. For the actual work schedules for each employee, please see Appendix A.

D. How long the variance will be in place.

The employer is requesting an indefinite variance until such time as it wishes to end the variance; however, it understands the Director may approve the variance for a period of up to two years.

Victoria, the Islands and Yukon Division

E. The reason for requesting the variance.

The client (RCMP) and Commissionaires employed on the 12 hour shift believe that by conforming to RCMP shift rotation there will be an increase in team cohesiveness and effectiveness. Additionally the proposed shift schedule would allow Commissionaires utilizing it greater down time between shift blocks.

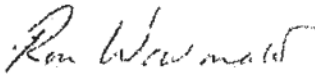
F. The name and home telephone number of each employee who signs the application.

s.22

G. The name of each employee who will be affected by the variance.

s.22

Sincerely,



Ron Warmald MPA, CHRP
Director of Human Resources

Employee s.22	Signature	Date 2013 05.08
------------------	-----------	--------------------

Employee s.22	Signature	Date 2013 - 05 - 08
------------------	-----------	------------------------

Cc: Bill Riggs – Director of Operations

Appendix A -s.22

Shift 1		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total # of Hours Worked in Week
Shift1	Start/end times			Nights	Nights	Nights	Nights		
Week 1	# of Hours Worked			12.0	12.0	12.0	12.0		48.0
Alt	Start/end times				Nights	Nights	Nights	Nights	
Week 2	# of Hours Worked				12.0	12.0	12.0	12.0	48.0

Shift 2		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total # of Hours Worked in Week
Shift2	Start/end times					Nights	Nights	Nights	
Week 3	# of Hours Worked					12.0	12.0	12.0	36.0
Alt	Start/end times	Nights					Nights	Nights	
Week 4	# of Hours Worked	12.0					12.0	12.0	36.0

Appendix A – ^{S.22}

Shift 1		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total # of Hours Worked in Week
Shift1	Start/end times							Nights	
Week 1	# of Hours Worked							12.0	12.0
Alt	Start/end times	Nights	Nights	Nights					
Week 2	# of Hours Worked	12.0	12.0	12.0					36.0

Shift 2		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total # of Hours Worked in Week
Shift2	Start/end times	Nights	Nights	Nights	Nights				
Week 3	# of Hours Worked	12.0	12.0	12.0	12.0				48.0
Alt	Start/end times		Nights	Nights	Nights	Nights			
Week 4	# of Hours Worked		12.0	12.0	12.0	12.0			48.0

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET

Delegate

Employer _____	CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & YUKON) VARIANCE Nanaimo May 4, 2013	ER # <u>015-945</u>
Employer Telephone _____		_____
Complainant _____		_____
Telephone _____		_____

FACTSHEETS SENT

- | | |
|---|--|
| <input type="checkbox"/> Annual Vacation | <input type="checkbox"/> Hours of Work & Overtime |
| <input type="checkbox"/> Commission Sales | <input type="checkbox"/> Just Cause |
| <input type="checkbox"/> Deductions from Wages | <input type="checkbox"/> Managers |
| <input type="checkbox"/> Employee or Independent Contractor | <input type="checkbox"/> Statutory Holidays |
| <input type="checkbox"/> Employment Standards Hearings | <input type="checkbox"/> Termination of Employment |
| <input type="checkbox"/> Employment Standards Mediations | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Enforcement Measures & Penalties | |

CONTACTS MADE

CONTACTS MADE			METHOD CODE				PERSON CODE	
DATE	METHOD	PERSON	P	In Person	TF	Telephone Call from	ER	Employer
			LT	Letter to	TMT	Telephone Message to	EE	Employee
			LF	Letter from	TMF	Telephone Message from	A	Accountant/Bookkeeper
			FT	Fax to	EMT	Email Message to	L	Lawyer
			FF	Fax from	EMF	Email Message from	O	Other
			TT	Telephone Call to				
June 7			S.22					
June 10								

Employer No: ER015-945

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2013/05/14 368748	VA Sillito, Brenda	CLSD 2013/06/20 50
2013/05/31 369182	VA Hughes, Terry	CLSD 2013/06/20 50
2013/06/10 369195	VA Hughes, Terry	CLSD 2013/06/20 50
2013/01/18 366429	LR Booth, Kristine	CLSD 2013/03/13 53
2012/06/09 361937 ^{s.22} s.22	CO Hughes, Terry	CLSD 2013/03/07 01
2011/08/23 356015 ^{s.22}	CO Sillito, Brenda	CLSD 2011/11/04 57
2011/05/07 353999	LR Burchnall, Shelly	CLSD 2011/10/31 53
2009/12/02 340188 ^{s.22}	19 OFFICER, TRUST	CLSD 2011/06/21 01
2009/12/02 340188 ^{s.22}		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/11 340435		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/11 340435		CLSD 2011/06/21 01
2009/12/02 340188 ^{s.22}		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01

Date: 2013/Jun/20

COVER SHEET EMPLOYER INFORMATION

Page: 1

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
Operating Name: THE COMMISSIONAIRES
Mailing Address: 928 CLOVERDALE AVE
VICTORIA, BC Canada
V8X 2T3
Phone: (250) 727-7755
Fax: (250) 727-7355
Cell:
Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2013/06/19	369343	VA Wulf, Katherine Industry Group: 0012 Other Services Industry Code: 7382 Security	OPEN		
------------	--------	---	------	--	--

2013/06/20	369376	VA Elliott, Patricia Industry Group: 0012 Other Services Industry Code: 7382 Security	OPEN		
------------	--------	---	------	--	--

2013/05/09	368683 s.22		OPEN		
------------	-------------	--	------	--	--

2013/02/26	367193		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683 s.22		OPEN		
------------	-------------	--	------	--	--

2013/05/09	368683		OPEN		
------------	--------	--	------	--	--

Date: 2013/Jun/11

COVER SHEET EMPLOYER INFORMATION

Page: 1

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
Operating Name: THE COMMISSIONAIRES
Mailing Address: 928 CLOVERDALE AVE
VICTORIA, BC Canada
V8X 2T3
Phone: (250) 727-7755
Fax: (250) 727-7355
Cell:
Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2013/05/14 368748 VA Sillito, Brenda OPEN
Industry Group: 0012 Other Services
Industry Code: 7382 Security

2013/05/31 369182 VA Hughes, Terry OPEN
Industry Group: 0012 Other Services
Industry Code: 7382 Security

2013/06/10 369195 VA Hughes, Terry OPEN
Industry Group: 0012 Other Services
Industry Code: 7382 Security

2013/05/09 368683^{s.22} OPEN

2013/02/26 367193^{s.22} OPEN

2013/05/09 368683 OPEN

2013/05/09 368683^{s.22} OPEN

JUNE 21/13
11:00 AM
THS. T.N.



Director of Employment Standards

Determination

ER # 015-945

June 21, 2013

Variance Notice

On June 10, 2013, the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, The Islands & Yukon)

Name

928 Cloverdale, Victoria BC V8X 2T3

Address

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employees:

Employees working as Commissionaire Dispatchers at the Military Police Section at CFB Esquimalt (Dockyard) BC.

Work Schedule:

5 (12) hour shifts followed by 4 consecutive days of rest, followed by
5 (12) hour shifts followed by 5 consecutive days of rest, followed by
4 (12) hour shifts followed by 5 consecutive days of rest.

This schedule repeats itself after 4 weeks.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

Overtime

Daily overtime: at double time after 12 hours of work per day.

Weekly overtime: as this schedule averages 42 hours per week, employees will receive 2 hours at time and one half each week of the cycle.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Payment of overtime wages arising from this variance is to be made in each pay period. If an employee is absent or on unpaid leave, the number of overtime hours affected by the missed day(s) will be deducted from the overtime hours payable for that pay period only. If an employee is on annual vacation for any part of a shift cycle, the calculation of overtime hours is not affected.

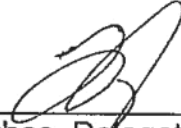
An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of these conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on June 20, 2015.

June 21, 2013



**Terry Hughes, Delegate of the Director of
Employment Standards**

Page 035 of 221 to/à Page 036 of 221

Withheld pursuant to/removed as

s.22 ; s.3

Sun	mon	Tue	Wed	Th.	F	Sat	Total
Week 1 12	12	12	12	12 (5)	12	X	60
Week 2 X	X (4)	12 12	12	12	12	12	60 (5)
Week 3 X	X X	X	X	X (5)	12	12	24
Week 4 12	12 (4)	X	X	X	X	X	24 (5)
2 hrs or more							168 ÷ 4 42/wk



COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

RECEIVED

JUN 10 2013

EMPLOYMENT STANDARDS
BRANCH - NANAIMO

29 May 2013

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC
V9T 2L9

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-viy.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-viy.biz

**Re: Request for Variance from Section 40 of the BC Employment Standards Act for Employees
Working as Commissionaire Dispatchers at the Military Police Section at CFB Esquimalt (Dockyard)**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaire Dispatchers at the Military Police Section at CFB Esquimalt (Dockyard) as follows:

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave.
Victoria, BC
V8X 2T3
Office: 250-727-7755 ext. 110

**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees on a shift cycle of 5 days on 12 hours shift, 4 days off, 5 days of 12 hour shift, 5 days off, 4 days of 12 hour shift, 5 days off on a repeating cycle of 28 days. The total hours in a 4 week cycle is 168 hours, employees are therefore paid overtime at time and a half for 8 hours on each shift cycle worked.

D. How long the variance will be in place

The employer is requesting an indefinite variance until such time as it wishes to end the variance; however it understands that the Director may approve the variance for a period of up to two years.

E. The reason for requesting the variance

The Client (DND Military Police) requested that the dispatchers work the same shifts as the police they are dispatching.



COMMISSIONAIRES

TRUSTED • EVERYDAY • EVERYWHERE

ER-016-945
Asgn-369-195

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

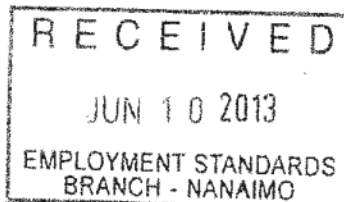
928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-vij.biz

29 May 2013

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC
V9T 2L9



**Re: Request for Variance from Section 40 of the BC Employment Standards Act for Employees
Working as Commissionaire Dispatchers at the Military Police Section at CFB Esquimalt (Dockyard)**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaire Dispatchers at the Military Police Section at CFB Esquimalt (Dockyard) as follows:

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave.
Victoria, BC
V8X 2T3
Office: 250-727-7755 ext. 110

**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees on a shift cycle of 5 days on 12 hours shift, 4 days off, 5 days of 12 hour shift, 5 days off, 4 days of 12 hour shift, 5 days off on a repeating cycle of 28 days. The total hours in a 4 week cycle is 168 hours, employees are therefore paid overtime at time and a half for 8 hours on each shift cycle worked.

D. How long the variance will be in place

The employer is requesting an indefinite variance until such time as it wishes to end the variance; however it understands that the Director may approve the variance for a period of up to two years.

E. The reason for requesting the variance

The Client (DND Military Police) requested that the dispatchers work the same shifts as the police they are dispatching.

F. The name and home telephone number of each employee who signs the application.

s.22

G. The name of each employee who will be affected by the variance

1. s.22
- 2.
- 3.
- 4.

If you require clarification or additional information, please contact the undersigned.

Yours sincerely,



Ron Warmald MPA, CHRP
Director of Human Resources

s.22	Employee	Signature	Date
			31 MAY/2013
			30 MAY 2013
			30 MAY 2013
			3 JUN/2013

Cc: Bill Riggs-Director of Operations

☒ Delegate

Employer Commissionary ER # _____
Employer Telephone _____ Employer Fax _____
Complainant _____
Telephone Varied _____

[illegible]

[illegible]

[illegible]

Employer No: ER015-945

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2013/05/14	368748	VA	Sillito, Brenda	CLSD	2013/06/20	50
2013/05/31	369182	VA	Hughes, Terry	CLSD	2013/06/20	50
2013/01/18	366429	LR	Booth, Kristine	CLSD	2013/03/13	53
2012/06/09	361937s.22	CO	Hughes, Terry	CLSD	2013/03/07	01
2011/08/23	356015 s.22	CO	Sillito, Brenda	CLSD	2011/11/04	57
2011/05/07	353999	LR	Burchnall, Shelly	CLSD	2011/10/31	53
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/02	340188 s.22	9	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/11	340435 Is.22 I	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/11	340435 Is.22 I	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/02	340188 s.22	OFFICER,	TRUST	CLSD	2011/06/21	01
2009/12/02	340188 s.22	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/02	340188s.22	19	OFFICER, TRUST	CLSD	2011/06/21	01
2009/12/02	340188s.22	19	OFFICER, TRUST	CLSD	2011/06/21	01

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
 Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
 Operating Name: THE COMMISSIONAIRES
 Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3

Phone: (250) 727-7755
 Fax: (250) 727-7355
 Cell:
 Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2013/06/19	369343	VA Wulf, Katherine	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2013/06/20	369376	VA Elliott, Patricia	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2013/05/09	368683 s.22		OPEN		
2013/02/26	367193		OPEN		
2013/05/09	368683 s.22		OPEN		
2013/05/09	368683 s.22		OPEN		

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
 Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
 Operating Name: THE COMMISSIONAIRES
 Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3

Phone: (250) 727-7755
 Fax: (250) 727-7355
 Cell:
 Email:

June 20/13

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2013/05/14 368748 VA Sillito, Brenda OPEN
 Industry Group: 0012 Other Services
 Industry Code: 7382 Security

2013/05/31 369182 VA Hughes, Terry OPEN
 Industry Group: 0012 Other Services
 Industry Code: 7382 Security

2013/05/09 368683 s.22

OPEN

2013/02/26 367193

OPEN

2013/05/09 368683 s.22

OPEN

2013/05/09 368683

OPEN

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
 Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
 Operating Name: THE COMMISSIONAIRES
 Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3
 Phone: (250) 727-7755
 Fax: (250) 727-7355
 Cell:
 Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2013/05/14	368748	VA Sillito, Brenda	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

2013/05/31	369182	VA Chrest, Shelley	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

2013/05/09	368683	s.22	OPEN		
------------	--------	------	------	--	--

2013/02/26	367193		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683	s.22	OPEN		
------------	--------	------	------	--	--



Director of Employment Standards

Determination

June 21, 2013

ER # 015-945

Variance Notice

On May 31, 2013, the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, The Islands & Yukon)

Name

928 Cloverdale, Victoria BC V8X 2T3

Address

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employees:

Employees working as Commissionaires at the Centennial Square Facilities in Victoria BC.

Work Schedule:

**3 (12) hour shifts followed by 2 consecutive days of rest, followed by
2 (12) hour shifts followed by 2 consecutive days of rest, followed by
2 (12) hour shifts followed by 2 consecutive days of rest, followed by
2 (12) hour shifts followed by 3 consecutive days of rest.**

This schedule repeats itself after 2 weeks.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

Overtime

Daily overtime: at double time after 12 hours of work per day.

Weekly overtime: as this schedule averages 42 hours per week, employees will receive 2 hours at time and one half each week of the cycle.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Payment of overtime wages arising from this variance is to be made in each pay period. If an employee is absent or on unpaid leave, the number of overtime hours affected by the missed day(s) will be deducted from the overtime hours payable for that pay period only. If an employee is on annual vacation for any part of a shift cycle, the calculation of overtime hours is not affected.

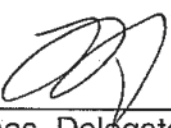
An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of these conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on June 20, 2015.

June 21, 2013



**Terry Hughes, Delegate of the Director of
Employment Standards**

T. Hughes
Delegate

Delegate

Telephone _____

-S.22

S.22

_s.22

**EMPLOYMENT STANDARDS BRANCH
WORKFLOW SHEET**

Delegate

Employer _____ ER# _____
Employer Telephone _____ Employer Fax _____
Complainant _____
Telephone _____

[illegible]

T. Hughes
Delegate

Employer _____ ER # _____
Employer Telephone _____ Employer Fax _____
Complainant _____
Telephone _____

[illegible]

T. Hughes

Delegate

Telephone _____

[illegible]

T. Hughes
Delegate

Employer _____ ER # _____
Employer Telephone _____ Employer Fax _____
Complainant _____
Telephone _____

[illegible]



COMMISSIONAIRES

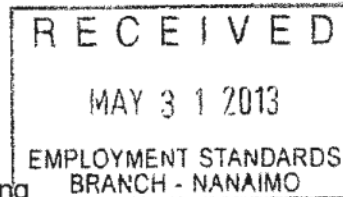
TRUSTED · EVERYDAY · EVERYWHERE

ER 015-945

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

28 May 2013

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC
V9T 2L9



928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

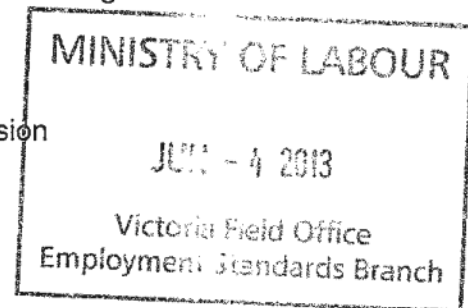
TF 1-877-322-6777
www.commissionaires-vij.biz

**Re: Request for Variance from Section 40 of the BC Employment Standards Act for
Employees Working as Commissionaires at the Victoria City Centennial Square**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaire at the Centennial Square Facilities in Victoria, BC.

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave.
Victoria, BC
V8X 2T3
Office: 250-727-7755 ext. 110



**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees at this site the employer wishes to have a shift cycle of 3 days on at 12 hours per shift, 2 days off, 2 days on at 12 hours, 2 days off, 2 on at 12 hours per shift and then 3 days off repeating every two weeks. Over the 2 week cycle, the employees would work 84 hours. Any hours worked over an average of 40 in a week over the cycle are paid at time and a half.

D. How long the variance will be in place

The employer is requesting an indefinite variance until such time as it wishes to end the variance; however it understands that the Director may approve the variance for a period of up to two years.

E. The reason for requesting the variance

The client requested coverage of the facilities by commissionaires known to the city through the city detachment; this is the most effective way of meeting the client's requirements.

F. The name and home telephone number of each employee who signs the application.

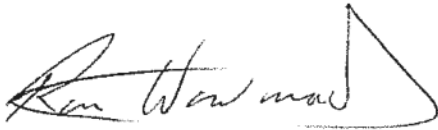
<u>Employee</u>	<u>Phone No</u>
s.22	

G. The name of each employee who will be affected by the variance

1. s.22
- 2.
- 3.
- 4.

If you require clarification or additional information, please contact the undersigned.

Yours sincerely,



Ron Wormald MPA, CHRP
Director of Human Resources

<u>Employee</u>	<u>Signature</u>	<u>Date</u>
s.22		MAY 29/13
		MAY 28/13
		May 28/13
		5/21/13

cc.: Bill Riggs-Director Of Operations

Sun	Mon	Tue	Wed	Th.	Fri.	Sat	Total
Week 1							
12	12	12	X	X	12	12	60
Week 2							
X	X	12	12	X	X	X	24
							84
							÷ 2
							42
							42
							res
							web

(2 hours of OT each week)



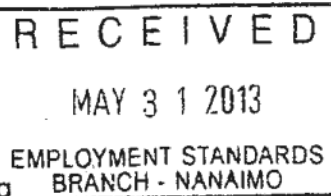
COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

28 May 2013

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC
V9T 2L9



928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-vij.biz

**Re: Request for Variance from Section 40 of the BC Employment Standards Act for
Employees Working as Commissionaires at the Victoria City Centennial Square**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaire at the Centennial Square Facilities in Victoria, BC.

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave.
Victoria, BC
V8X 2T3
Office: 250-727-7755 ext. 110

MINISTRY OF LABOUR

JUL - 4 2013

Victoria Field Office
Employment Standards Branch

**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees at this site the employer wishes to have a shift cycle of 3 days on at 12 hours per shift, 2 days off, 2 days on at 12 hours, 2 days off, 2 on at 12 hours per shift and then 3 days off repeating every two weeks. Over the 2 week cycle, the employees would work 34 hours. Any hours worked over an average of 40 in a week over the cycle are paid at time and a half.

D. How long the variance will be in place

The employer is requesting an indefinite variance until such time as it wishes to end the variance; however it understands that the Director may approve the variance for a period of up to two years.

E. The reason for requesting the variance

The client requested coverage of the facilities by commissionaires known to the city through the city detachment; this is the most effective way of meeting the client's requirements.



Old examples

Director of Employment Standards

Determination

ER#: 015-945

January 9, 2003

Variance Notice

On December 16, 2002 the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Island and Yukon)

Employer

Suite 201-4248 Glanford Avenue, Victoria BC V8Z 4B8

Address

and certain employees.

This variance applies to the following employees:

Employees working in the positions of Jailers, pursuant to the contract with Comox Valley RCMP Detachment.

This variance is granted with the following conditions:

Employees may work shifts of twelve hours duration on the following shift cycle: 4 days on, and followed by 4 days off.

Schedules may begin on any day of the week but the shift cycle must remain constant. This shift cycle repeats itself after 8 weeks.

**Ministry of Skills
Development and
Labour**

Employment Standards Branch

Mailing Address:

PO Box 9571 Stn Prov Govt
Victoria BC V8W 9K1

Telephone: (250) 952-4745
Facsimile: (250) 952-4754

Location:

Suite 400
3960 Quadra Street
Victoria
British Columbia

Overtime wages will be required to be paid on the employee's regular wages as follows:

1. Daily Overtime

2 times the regular rate for any hours worked in excess of 12 per day.

2. Weekly Overtime

1.5 times the regular rate for hours worked in excess of 40 hours per week when averaged over the 8 week shift cycle.

3. Overtime For Working a Day Off

An employee working on a regularly scheduled day off during any week of the shift cycle must be paid at least 1 1/2 times the employee's regular rate of pay for all time worked, except for hours worked in excess of 12 per day, where the daily rate of 2 times applies.

Note: This schedule has an average of 42 hours per week over the shift cycle (336 hours over 8 weeks). An employee working this schedule is entitled to 2 hours per week (calculated as 42 hours minus 40 hours) at 1 1/2 times the employee's regular wage for each of the 8 weeks of the shift cycle. This overtime may be paid every pay period or at the end of the shift cycle.

This variance only applies to regular fulltime employees working this shift pattern, and relief employees that work for the duration of a complete 8 weeks rotation. The variance does not apply to relief employees who do not work a full 8 weeks rotation.

Employee's entitlement under the Act to statutory holiday pay is not be negatively affected by this variance. For employees who are subject to this variance, statutory holidays will be treated as follows:

- An employee who is scheduled to work on a statutory holiday, and is given a day off on the holiday, will be paid for 12 hours.
- If a statutory holiday falls on a non working day for an employee, the employee will be paid 12 hours pay for the statutory holiday.
- An employee working on a statutory holiday, must be paid 1 1/2 times for the first 12 hours worked, and 2 times for any work over 12 hours. In addition, the employee will be paid another 12 hours pay for the statutory holiday.
- All other statutory holiday provisions of the Act, not modified by this variance, continue to apply.

If any of the conditions are not observed, the Director may cancel the variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE, IN LOCATIONS WHERE IT CAN BE READ BY ANY AFFECTED EMPLOYEES.

This Determination is valid between January 9, 2003 and January 9, 2005.

January 9, 2003

Issued

Terry Hughes
Delegate of the Director of
Employment Standards



Director of Employment Standards

Determination

ER#: 015-945

March 7, 2002

Variance Notice

On February 21, 2002 the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Island and Yukon)

Employer

Suite 201-4248 Glanford Avenue, Victoria BC V8Z 4B8

Address

and certain employees.

This variance applies to the following employees:

Employees working in the positions of Military Police Dispatchers, pursuant to the contract with Canadian Forces Base Esquimalt.

This variance is granted with the following conditions:

**Employees may work shifts of twelve hours duration on the following shift cycle:
4 days on: 5 days off: 5 days on: 4 days off: 5 days on: and 5 days off**

Schedules may begin on any day of the week but the shift cycle must remain constant.
This shift cycle repeats itself after 4 weeks.

Ministry of Skills
Development and
Labour

Employment Standards Branch

Mailing Address:

PO Box 9571 Stn Prov Govt
Victoria BC V8W 9K1

Telephone: (250) 952-4745
Facsimile: (250) 952-4754

Location:

Suite 400
3960 Quadra Street
Victoria
British Columbia

Overtime wages will be required to be paid on the employee's regular wages as follows:

1. Daily Overtime

2 times the rate for any hours worked in excess of 12 per day.

2. Weekly Overtime

1.5 times the regular rate for hours worked in excess of 40 hours per week when averaged over the 4 week shift cycle.

3. Overtime For Working a Day Off

An employee working on a regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for all time worked on the first extra working day off, and 2 times the employee's regular rate for all time worked on any subsequent days off during that week.

Note: This schedule has an average of 42 hours per week over the shift cycle (168 hours over 4 weeks). An employee working this schedule is entitled to 2 hours per week (calculated as 42 hours minus 40 hours) at 1 1/2 times the employee's regular wage for each of the 4 weeks of the shift cycle. This overtime may be paid every pay period or at the end of the shift cycle.

This variance only applies to regular fulltime employees working this shift pattern, and relief employees that work for the duration of a complete 4 weeks rotation. The variance does not apply to relief employees who do not work a full 4 weeks rotation.

Employee's entitlement under the Act to statutory holiday pay is not be negatively affected by this variance. For employees who are subject to this variance, statutory holidays will be treated as follows:

- An employee who is scheduled to work on a statutory holiday, and is given a day off on the holiday, will be paid for 12 hours.
- If a statutory holiday falls on a non working day for an employee, the employee will be given another 12 hour working shift off with pay.
- An employee must be paid 1 1/2 times for all hours worked on a statutory holiday. In addition, the employee will be provided another 12 hour shift off with pay.
- All other statutory holiday provisions of the Act, not modified by this variance, continue to apply.

If any of the conditions are not observed, the Director may cancel the variance.

**THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE, IN
LOCATIONS WHERE IT CAN BE READ BY ANY AFFECTED EMPLOYEES.**

This Determination is valid between March 11, 2002 and March 10, 2004.

March 7, 2002

Issued

Terry Hughes
Delegate of the Director of
Employment Standards



Director of Employment Standards

Determination

ER# 157-704

October 22, 2010

Variance Notice

On October 12, 2010 the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Sillian Sapphire Corporation

Name

721 Vanalman Avenue, Victoria, BC V8Z 3B6

Address

and certain employees requesting that the Director vary Section 35 and 40 of the Act (overtime wages).

This application is a renewal of a Variance Determination which will expire on November 15, 2010.

This variance applies to the following employees:

Production workers at 721 Vanalman Avenue, Victoria, B.C.

This variance is granted with the following conditions:

- 1) Employees may work a schedule of four 12 hour shifts followed by four days off.
- 2) The shift cycle shall be for a period of 8 weeks, with the average work week being 42 hours.
- 3) In addition to their regular wages, employees working this schedule shall be paid 2 hours of weekly overtime per week at 1.5 times the regular wage.
- 4) A 12 hour shift shall include 2 paid meal breaks of 30 minutes each, and 2 paid breaks of 15 minutes each.

Ministry of Labour

Employment Standards
Branch

Mailing Address:

PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0327

Facsimile: (250) 952-0476

- 5) Overtime wages will be required to be paid on the employee's regular wages as follows:

Daily Overtime

- 2 times the regular wage rate for hours worked in excess of 12 per day

Weekly Overtime

- at least 1.5 times the regular wage rate for hours worked up to a total of 12 on any period of days off (2 times the regular wage rate for hours worked in excess of 12 per day).

An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Specifically, employees covered by this variance are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work in 15 of the 30 days immediately prior to the statutory holiday. Therefore, after 30 days of employment, an employee covered by this Variance is entitled to statutory holiday pay as follows:

- 1) If the statutory holiday falls on a non-working day, the employee is entitled to pay equivalent to a regular day's pay of 12 hours.
- 2) If the employee works on a statutory holiday, the employee must be paid at 1 1/2 times the regular rate of pay for the first 12 hours of work and at double the regular rate of pay for all hours thereafter. In addition, the employee must be given another average day's pay of 12 hours.

If any of the conditions are not observed, the Director may cancel the variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE, IN LOCATIONS WHERE IT CAN BE READ BY ANY AFFECTED EMPLOYEES.

This Determination is effective November 16, 2010 and expires on November 15, 2012.

October 22, 2010

Terry Hughes
Delegate of the Director of
Employment Standards



Director of Employment Standards

Determination

ER#: 077-525

November 15, 2004

Variance Notice

On November 8, 2004 the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Honeywell Asca Inc. operating Honeywell Electronic Materials

Name

721 Vanalman Avenue Victoria BC V8Z 3B6

Address

and certain employees requesting that the Director vary Sections 35 and 40 of the Act (overtime wages).

This variance applies to the following employees:

Production workers at 721 Vanalman Avenue Victoria B.C.

This variance is granted with the following conditions:

- 1) Employees may work a schedule of four 12 hour shifts followed by four days off.
- 2) The shift cycle shall be for a period of 8 weeks, with the average work week being 42 hours.
- 3) In addition to their regular wages, employees working this schedule shall be paid 2 hours of weekly overtime per week at 1.5 times the regular wage.
- 4) A 12 hour shift shall include 2 paid meal breaks of 30 minutes each, and 2 paid breaks of 15 minutes each.
- 5) Overtime wages will be required to be paid on the employee's regular wages as follows:

**Ministry of Skills
Development and
Labour**

Employment Standards
Branch

Mailing Address:

PO Box 9571 Stn Prov Govt.
5th Floor, 3795 Carey Rd
Victoria, B.C. V8Z 6T3

Telephone: (250) 952-4738
Facsimile: (250) 952-4754

Daily Overtime

- 2 times the regular wage rate for hours worked in excess of 12 per day

Weekly Overtime

- at least 1.5 times the regular wage rate for hours worked up to a total of 12 on any period of days off (2 times the regular wage rate for hours worked in excess of 12 per day).

An employee's entitlement under the Act to statutory holiday pay is not to be adversely affected by this variance. Specifically, employees covered by this variance are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work in 15 of the 30 days immediately prior to the statutory holiday. Therefore, after 30 days of employment, an employee covered by this Variance is entitled to statutory holiday pay as follows:

- 1) If the statutory holiday falls on a non-working day, the employee is entitled to pay equivalent to a regular day's pay of 12 hours.
- 2) If the employee works on a statutory holiday, the employee must be paid at 1 1/2 times the regular rate of pay for the first 12 hours of work and at double the regular rate of pay for all hours thereafter. In addition, the employee must be given a regular day's pay of 12 hours."

If any of the conditions are not observed, the Director may cancel the variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE, IN LOCATIONS WHERE IT CAN BE READ BY ANY AFFECTED EMPLOYEES.

This Determination expires on November 15, 2006.

November 15, 2004

Terry Hughes
Delegate of the Director of
Employment Standards



Director of Employment Standards

Determination

ER#: 134-467

August 12, 2005

Variance Notice

On July 27, 2005 the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

RG Facilities (Victoria) Ltd. operating Save On Foods Memorial Centre
Name

1925 Blanshard Street Victoria BC V8T 4J2
Address

and certain employees requesting that the Director vary Sections 35 and 40 of the Act (overtime wages).

This variance applies to the following employees:

Full Time Facility Operators/Engineers working at Save On Foods Memorial Arena, 1925 Blanshard Avenue Victoria B.C.

This variance is granted with the following conditions:

- 1) Employees will work a schedule comprising 12 hour shifts.
- 2) Employees will work 3 days on and 4 days off, and then 4 days on and 3 days off in a 2 week period. Two additional consecutive days off will be provided within a period of every 12 weeks.
- 3) The shift cycle shall be consistent, and rotates each 12 weeks, with the average work week being 40 hours.
- 4) The employer will provide paid meal breaks during the shifts.

**Ministry of Skills
Development and
Labour**

Employment Standards
Branch

Mailing Address:

PO Box 9571 Stn Prov Govt.
5th Floor, 3795 Carey Rd
Victoria, B.C. V8Z 6T3

Telephone: (250) 952-4738
Facsimile: (250) 952-4754

- 5) Overtime wages will be required to be paid on the employee's regular wages as follows:

Daily Overtime

- 2 times the regular wage rate for hours worked in excess of 12 per day

Weekly Overtime

- at least 1.5 times the regular wage rate for hours worked up to a total of 12 on any period of days off (2 times the regular wage rate for hours worked in excess of 12 per day).

An employee's entitlement under the Act to statutory holiday pay is not to be adversely affected by this variance. Specifically, employees covered by this variance are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work in 15 of the 30 days immediately prior to the statutory holiday. Therefore, after 30 days of employment, an employee covered by this Variance is entitled to statutory holiday pay as follows:

- 1) If the statutory holiday falls on a non-working day, the employee is entitled to pay equivalent to a regular day's pay of 12 hours.
- 2) If the employee works on a statutory holiday, the employee must be paid at 1 1/2 times the regular rate of pay for the first 12 hours of work and at double the regular rate of pay for all hours thereafter. In addition, the employee must be given a regular day's pay of 12 hours.
- 3) Except in the event of termination, any employee covered by the Variance must work or earn wages for the full shift cycle. Vacation relief and casual employees are only covered by the Variance if they work the full shift cycle. If an employee does not receive the benefits of a full shift cycle, overtime is payable under Section 40 of the Act.

If any of the conditions are not observed, the Director may cancel the variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE, IN LOCATIONS WHERE IT CAN BE READ BY ANY AFFECTED EMPLOYEES.

This Determination expires on August 12, 2006.

August 12, 2005

Terry Hughes
Delegate of the Director of
Employment Standards

Employer No: ER015-945

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2013/06/19 369343	VA Krell, Robert D.	CLSD 2013/06/27 50
2013/05/14 368748	VA Sillito, Brenda	CLSD 2013/06/20 50
2013/05/31 369182	VA Hughes, Terry	CLSD 2013/06/20 50
2013/06/10 369195	VA Hughes, Terry	CLSD 2013/06/20 50
2013/01/18 366429	LR Booth, Kristine	CLSD 2013/03/13 53
2012/06/09 361937s.22	CO Hughes, Terry s.22	CLSD 2013/03/07 01
2011/08/23 356015 s.22	CO Sillito, Brenda	CLSD 2011/11/04 57
2011/05/07 353999	LR Burchnall, Shelly	CLSD 2011/10/31 53
2009/12/02 340188 s.22	19 OFFICER, TRUST	CLSD 2011/06/21 01
2009/12/02 340188 s.22		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/11 340435		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/11 340435		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01

Date: 2013/Jun/27

COVER SHEET EMPLOYER INFORMATION

Page: 3

Employer No: ER015-945

2013/05/09 368683 s.22

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

2013/02/26 367193 s.22

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

Employer No: ER015-945

2013/05/09 368683^{s.22}

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193^{s.22}

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
 Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
 Operating Name: THE COMMISSIONAIRES
 Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3
 Phone: (250) 727-7755
 Fax: (250) 727-7355
 Cell:
 Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2013/06/20	369376	VA Elliott, Patricia	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

2013/05/09	368683	S.22	OPEN		
------------	--------	------	------	--	--

2013/02/26	367193		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683	S.22	OPEN		
------------	--------	------	------	--	--



Director of Employment Standards

Determination

ER # 015-945

June 28, 2013

Variance Notice

On June 19, 2013 the Director of Employment Standards (the "Director") received an application under section 72 of the **Employment Standards Act** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)

Name

928 Cloverdale Avenue, Victoria, BC, V8X 2T3

Address

and certain employees requesting that the Director vary Sections 35 and 40 of the Act.

This variance is granted with the following conditions and applies to the following employee(s):

Employees Working as Firefighter Team Dispatchers at the CFB Comox Fire Hall

These employees may work the following work schedule: 9 hours a day for 3 days, followed by 15 hours a day for 3 days, followed by 4 days free from work, followed by 9 hours work on 4 days, followed by 6 days free from work, followed by 15 hours of work on 4 days.

This schedule results in an average of 42 hours a week over a 4 week cycle; therefore weekly overtime wages of 1 ½ times an employees regular rate for 2 hours each week.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:
2nd Floor – 6475 Metral Drive
Nanaimo, B.C. V9T 2L9

Telephone: (250) 390-6186
Facsimile: (250) 390-6195

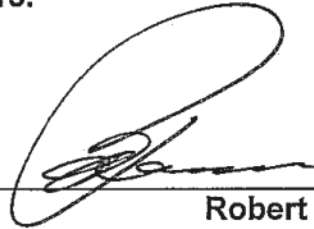
An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN THE WORKPLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on June 27, 2015.

June 28, 2013



Robert D. Krell
Delegate of the Director of
Employment Standards

June

2013

63

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY																																																																																				
						9																																																																																				
2 9	3 9	4 15	5 15	6 15	7 —	8 —																																																																																				
9 —	10 —	11 9	12 9	13 9	14 9	15 —																																																																																				
16 — Father's Day	17 —	18 —	19 —	20 —	21 15 RBC Blue Water Day Summer Solstice National Aboriginal Day	22 15																																																																																				
23 15	24 15 St. Jean Baptiste Day (QC) Discovery Day (NL)	25 —	26 —	27 —	28 —	29																																																																																				
30 —	1	2	3	4	<div>MAY 2013</div> <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </table> <div>JULY 2013</div> <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td></td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </table>		S	M	T	W	T	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		S	M	T	W	T	F	S	1	2	3	4	5	6		7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
S	M	T	W	T	F	S																																																																																				
			1	2	3	4																																																																																				
5	6	7	8	9	10	11																																																																																				
12	13	14	15	16	17	18																																																																																				
19	20	21	22	23	24	25																																																																																				
26	27	28	29	30	31																																																																																					
S	M	T	W	T	F	S																																																																																				
1	2	3	4	5	6																																																																																					
7	8	9	10	11	12	13																																																																																				
14	15	16	17	18	19	20																																																																																				
21	22	23	24	25	26	27																																																																																				
28	29	30	31																																																																																							



RBC Royal Bank

Advice you can bank on™

Like us at www.facebook.com/rbcroyalbank

Follow us at www.twitter.com/rbc_canada

Check us out at www.youtube.com/rbcroyalbank

Page 078 of 221 to/à Page 079 of 221

Withheld pursuant to/removed as

s.22 ; s.3

Employer

ER# 015-945

Employer Telephone

CANADIAN CORP² OF COMMISSIONAIRES

Complainant

Nanaimo

Telephone

June 19, 2013

☐ Annual Vacation
☐ Commission Sales
☐ Deductions from Wages
☐ Employee or Independent Contractor
☐ Employment Standards Hearings
☐ Employment Standards Mediations
☐ Enforcement Measures & Penalties

☐ Hours of Work & Overtime
☐ Just Cause
☐ Managers
☐ Statutory Holidays
☐ Termination of Employment
☐ Other

[illegible]

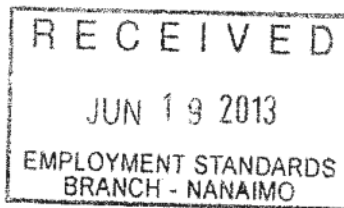


COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

ER 015-945
ASGN 369343

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*



29 May 2013

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC
V9T 2L9

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-viy.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-viy.biz

**Re: Request for Variance from Section 40 of the BC Employment Standards Act for
Employees Working as Firefighter Team Dispatchers at the CFB Comox Fire Hall**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaire Dispatchers at the Fire Hall at the Canadian Forces Base (CFB) Comox airport.

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave.
Victoria, BC
V8X 2T3
Office: 250-727-7755 ext. 110

**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees on a shift cycle of 3 days on at 9 hours per shift, 3 nights on at 15 hours a shift, 4 days off, 4 days on at 9 hours per shift, 6 days off, 4 nights on at 15 hours per shift, 4 days off. The shift cycle is constant at 28 days and repeats at that period. The employees are therefore working 168 hours in a 28 day (4 week) period and receive 2 hours of overtime payment each week for the 8 hour excess of 160 hours in a 4 week period.

D. How long the variance will be in place

The employer is requesting an indefinite variance until such time as it wishes to end the variance; however the employer understands that the Director may approve the variance for a period of up to two years.

E. The reason for requesting the variance

The Client (Department of National Defence Fire Marshall at CFB Comox) requested that the dispatchers work the same shifts as the firefighter platoons they are dispatching.

F. The name and home telephone number of each employee who signs the application.

s.22

G. The name of each employee who will be affected by the variance

1. s.22

2.

3.

4.

If you require clarification or additional information, please contact the undersigned.

Yours sincerely,

Ron Warmald MPA, CHRP
Director of Human Resources

<u>Employee</u>	<u>Signature</u>	<u>Date</u>
s.22		12 Jun. 13
		13 Jun 13
		12 Jun 13
		12 Jun 13

Cc: Bill Riggs-Director of Operations

Employer No: ER015-945

2013/05/09 368683 ^{s.22}	OPEN
2013/05/09 368683	OPEN
2013/02/26 367193	OPEN
2013/05/09 368683	OPEN
2013/05/09 368683	OPEN
2013/05/09 368683 ^{s.22}	OPEN

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2013/06/20 369376	VA Elliott, Patricia	CLSD 2013/07/25	50
2013/06/19 369343	VA Krell, Robert D.	CLSD 2013/06/27	50
2013/05/14 368748	VA Sillito, Brenda	CLSD 2013/06/20	50
2013/05/31 369182	VA Hughes, Terry	CLSD 2013/06/20	50
2013/06/10 369195	VA Hughes, Terry	CLSD 2013/06/20	50

Employer No: ER015-945

2013/01/18 366429	LR Booth, Kristine	CLSD 2013/03/13 53
2012/06/09 361937 ^{s.22}	CO Hughes, Terry s.22	CLSD 2013/03/07 01
2011/08/23 356015	CO Sillito, Brenda	CLSD 2011/11/04 57
2011/05/07 353999	LR Burchnall, Shelly	CLSD 2011/10/31 53
2009/12/02 340188	19 OFFICER, TRUST s.22	CLSD 2011/06/21 01
2009/12/02 340188	19 OFFICER, TRUST s.22	CLSD 2011/06/21 01
2009/12/02 340188	19 OFFICER, TRUST s.22	CLSD 2011/06/21 01
2009/12/02 340188 ^{s.22}	19 OFFICER, TRUST s.22	CLSD 2011/06/21 01
2009/12/11 340435 ^{s.22}	19 OFFICER, TRUST	CLSD 2011/06/21 01
2009/12/02 340188 ^{s.22}		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/11 340435		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01
2009/12/11 340435		CLSD 2011/06/21 01
2009/12/02 340188		CLSD 2011/06/21 01

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
Operating Name: THE COMMISSIONAIRES
Mailing Address: 928 CLOVERDALE AVE
VICTORIA, BC Canada
V8X 2T3
Phone: (250) 727-7755
Fax: (250) 727-7355
Cell:
Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2013/05/09	368683 ^{s.22}		OPEN		
------------	------------------------	--	------	--	--

2013/02/26	367193		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683		OPEN		
------------	--------	--	------	--	--

2013/05/09	368683 ^{s.22}		OPEN		
------------	------------------------	--	------	--	--

Employer No: ER015-945

2013/02/26 367193 s.22

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193

OPEN

2013/02/26 367193

OPEN

2013/05/09 368683 s.22

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

2013/05/09 368683

OPEN

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET

Delegate _____

Employer _____	CANADIAN CORPS OF COMMISSIONAIRES VARIANCE Nanaimo June 20, 2013	ER # <u>015-945</u>
Employer Telephone _____		_____
Complainant _____		_____
Telephone _____		_____

FACTSHEETS SENT

☐ Annual Vacation
☐ Commission Sales
☐ Deductions from Wages
☐ Employee or Independent Contractor
☐ Employment Standards Hearings
☐ Employment Standards Mediations
☐ Enforcement Measures & Penalties

☐ Hours of Work & Overtime
☐ Just Cause
☐ Managers
☐ Statutory Holidays
☐ Termination of Employment
☐ Other _____

CONTACTS MADE

DATE	METHOD	PERSON	METHOD CODE				PERSON CODE	
			P	In Person	TF	Telephone Call from	ER	Employer
			LT	Letter to	TMT	Telephone Message to	EE	Employee
			LF	Letter from	TMF	Telephone Message from	A	Accountant/Bookkeeper
			FT	Fax to	EMT	Email Message to	L	Lawyer
			FF	Fax from	EMF	Email Message from	O	Other
			TT	Telephone Call to				
July 25, 13		TT	s.22					
"		TT						
"		TT						
		TT						
		TT						

[illegible]

Search ▶

Go To ▶

A-Z □

[Labour Intranet Home](#) > [ESB](#) > [SOPS](#) > Book 2 Tab 2Ministry of
Labour

I N T R A N E T

Book 2 Tab 2 Variances

Introduction

- [Objective](#)
- [What is a variance](#)
- [Timelines](#)
- [Roles](#)

Policies

- Variance Committee
 - [Memberships](#)
 - [Responsibilities](#)
- [Variance principles](#)
- [Overtime variances](#)
- [Minimum daily pay](#)
- [Conditions for canceling a variance](#)
- [Length of variances](#)

Procedures

- [Receiving a variance application](#)
- [Investigating a variance application](#)
- [Issuing a variance](#)
- [Denying a variance](#)

OBJECTIVE

To outline the policies and procedures related to investigating a variance application.

WHAT IS A VARIANCE

A variance is a determination issued by the Director varying one or more provisions of the Act. Under section 72 of the Act, an employer and any of its employees may make a joint written application to the Director to vary one of the provisions of the Act. Section 72 of the Act identifies the **only provisions** of the Act that the Director may consider for purposes of granting a variance.

[ESA Section 72 - Application for variance](#)

[ESA Section 73 - Power to grant variance](#)

[ESR Section 30 - How to apply for a variance](#)

TIMELINES

Variance applications should be assigned to an officer to investigate upon receipt. These files should be treated in a time sensitive manner.

ROLES

Variance applications must be assigned to an officer to investigate the application.

[P:\List Directories & File Mgmt Forms\2004 Delegation Matrix.XLS](#)

VARIANCE COMMITTEE

The variance committee was established to assist in ensuring that the conditions under which the Director will grant a variance are consistently applied.

Membership

The variance committee is comprised of:

- An officer from each region (referred to as a "gatekeeper") as noted on the ESB Directory;

P:\List Directories & File Mgmt Forms\ESB Directory.doc

- The Program Advisor; and
- Individual experts the committee chooses to include as necessary to its considerations.

Responsibilities

The committee members' responsibilities include:

- Providing information and making recommendations to the Director on a regular basis about trends and issues arising from the issuing of variances;
- Support officers in interpreting and applying Branch policy when investigating variance applications;
- Reviewing all variances before being issued or denied;
- Approving "unusual" variances, which fall within committee guidelines after consultation with the committee; and
- Referring variances which may be an exception to the committee guidelines to the Director and Branch management team for a final decision.

VARIANCE PRINCIPLES

When determining whether to issue a variance, the Director must consider the requirements outlined in section 73 of the Act:

- A majority of the employees who will be affected by the variance must be aware of its effect and approve of the application, and
- The variance is not inconsistent with the purposes of this Act set out in section 2.

In addition, the Director considers that:

- Variances should allow for additional flexibility in the workplace; and
- Variances should provide for a minimum of 30 hours of work a week, or an average of 30 hours of work in a multiple week schedule.

 [Top](#)

OVERTIME VARIANCES (SECTION 40)

Variances to section 40 of the Act generally must require overtime premiums:

- For any hours worked in excess of 12 hours in a day at double the regular wage rate (2x); and

- For any hours worked in excess of an average of 40 hours in a week over the shift cycle at one and a half times the regular wage rate (1.5x).

The gatekeeper must approve exceptions including variances for:

- Less than 30 hours of work a week or less than an average of 30 hours of work in a multiple week schedule;
- More than 42 hours of work a week or more than an average of 42 hours of work in a multiple week schedule;
- More than 14 consecutive days worked.

The variance application should include a schedule showing the shift cycle and the actual hours and days to be worked in the shift cycle. If an application does not identify the schedule, the following conditions must be included:

- The employer must set and communicate to employees a schedule prior to each week of work; and
- The employer must keep a copy of the schedule.

Variances generally should identify a group of employees (e.g. occupation, classification, etc.), versus employees by name. Employees within the group who are not covered by the variance should be identified by name.

All overtime variances will include the following conditions (except as authorized by the variance committee):

- The overtime provisions of section 40 may apply to weeks where the employer has contravened requirements of the variance;
- An employee covered by the variance qualifies for statutory holiday pay, subject to the requirement that they are employed by the company for 30 days;
- An employee covered by the variance must work or earn wages for the full shift cycle, except in the event of termination;
- If an employee does not receive the benefits of a full shift cycle, overtime is payable under section 40;
- Any work outside scheduled times of work must be paid at premium pay (e.g. if a schedule provides for 7 hours work in a day, time worked in excess of 7 hours on that day will result in premium pay at 1.5x the regular wage rate up to 12 hours); and
- Vacation relief and casual employees are only covered by the variance if they work the full shift cycle; and
- The parties must adhere to the schedule, except in circumstances beyond the control of the parties.

The variance may contain provisions:

- That the employer can allow employees to agree to exchange shifts.

MINIMUM DAILY PAY (SECTION 34)

Minimum daily pay will be varied only where approved by the Director.

CONDITIONS FOR CANCELLING A VARIANCE

An employer can elect to cancel a variance , however; employees cannot be negatively impacted by the cancellation. To cancel a variance the employer must:

- Notify the Director and employees affected by the cancellation; and
- Apply section 40 to all hours worked by employees that are not given the opportunity to finish their shift cycle as per the variance.

 [Top](#)

If the employees affected by the variance wish to cancel it they must:

- Notify the Director and the employer; and
- If the employer wants the variance to remain in place it must prove majority support, or the Director may otherwise test majority support.

The Director may cancel a variance if the employer is found to be in non-compliance with the variance.

LENGTH OF VARIANCES

Initial variance applications will be approved up to 2 years, and up to 5 years on renewal. Either period could be extended by approval of the Regional Manager.

Receiving a Variance Application

1. A request for a variance must be made in writing jointly by the employer and employee, and must contain the:
 - o Provision of the Act the Director is requested to vary;
 - o Details of the variance requested;
 - o Duration of the variance;
 - o Reason for requesting the variance;
 - o Employer's name, address and telephone number; and
 - o Name and home phone number of each employee who signs the letter.

If a variance request is not made jointly, the party that made the request should be contacted by the delegate and provided with further information regarding making a variance application. The party should be told that the Branch will not take any action until a joint request is received.

If the request is made jointly, it should be entered into CASE and a file set up.

[Book 3 Tab 1 File Management](#)

Investigating a Variance Application

1. The officer must contact both parties that have made the application.
2. Where there are five or less employees, the officer must contact all the employees and discuss the application with them. In cases where there are more than 5 employees, the office must contact a representative sampling of employees. If there is more than one job category, ensure your sampling has a mixture of job categories in it. For expedience this should be done by telephone or by making a site visit if practical.
3. The officer must gather information from the parties with respect to the following:
 - o Confirm the legal name of the employer and the correct contact information;

Book 3 Tab 3 Legal Entity Types

- o A majority of the employees who are affected by the application understand the impact of the variance and agree to the variance;
- o Should some employees such as part time or float employees be specifically excluded;
- o There is a benefit to the employees;
- o The variance is consistent with the intent of the Act;
- o The variance fall within the guidelines established by the Director;
- o The employees are not excluded from the Act;
- o The application is not covered by an exemption (e.g. there is a regulation that already deals with the issue); and
- o Consideration is given to the interests of those employees who have not agreed to the variance.

 [Top](#)

Issuing a Variance

1. If satisfied that the variance should be granted , the officer should draft the variance using the appropriate template. The variance must include:
 - o The employer's legal name and address;
 - o The conditions of the variance including the exact schedule where applicable;
 - o The job category and/or position of the employees affected;
 - o A notice to post it where affected employees can see it;
 - o The officer's name, signature and phone number;
 - o The variance start date; and
 - o The variance expiry date.

Note: If a variance is for a specific employee, and will lapse if that employee leaves, the employee's name should be on the variance. Usually the variance will list job categories or positions without reference to individual employee's names.

P:\Variances\Variance Notice Determination revised Feb 2004.dot

2. Send the draft variance for review to the regional variance gatekeeper.
3. Upon confirmation from the gatekeeper that the variance is acceptable, mail the variance to the employer.

 [Top](#)Book 3 Tab 2 Delivery of Documents

4. Keep a copy of the variance for the file.
5. Ensure that the employer posts the variance at the workplace in a spot visible to all employees.
6. Enter the variance into CASE and send to head office for posting on the P Drive.
7. Close the file.

Denying a Variance

If the officer is not satisfied that the variance should be granted, then the officer should discuss this with the parties prior to formally denying the application. The officer should be prepared to discuss what changes to the application may be required for the variance to be granted or what condition would be acceptable to the Director.

- If the parties agree to amend the request, the variance may be granted as outlined above;
 - If the parties agree to withdraw the request, the officer should get this in writing from both parties; or
 - If the parties refuse to amend or withdraw the application, the officer must issue a determination denying the variance.
1. Using the appropriate template, draft the determination ensuring the following:
 - o The employer's legal name and address are correct;
 - o The nature of the application is described; and
 - o The reason for denying the variance is explained.

P:\Variances\Variance Standard Determination Denied.dot

2. Send the draft variance for review to the regional variance gatekeeper.
3. Upon confirmation from the gatekeeper that the determination is acceptable, mail the determination to the parties.

Book 3 Tab 2 Delivery of Documents

4. Keep a copy of the determination for the file.
5. Enter the determination into CASE.

If determination is appealed refer to:

Book 1 Tab 18 Appeals

Close the file after the appeal has been dealt with or after the appeal period has expired.

[BACK](#)[TOP](#)[COPYRIGHT](#)[DISCLAIMER](#)[PRIVACY](#)[FEEDBACK](#)

This page was last modified: April 25, 2013



Ministry of Labour,
Citizens' Services and
Open Government

Employment Standards Branch

FAX

To: Ron Warmald
Phone: 250-727-7755
Fax: 250-727-7355
CC: _____

Date: July 25, 2013
Number of pages including cover sheet: _____

From: Patricia Elliott
Phone: 250-390-6261
Fax: 250-390-6195
E-Mail: _____

REMARKS: ☐ Urgent ☒ For your review ☐ Reply ASAP ☐ Please comment

Please find attached a variance pursuant to
your application of June 20, 2013.

Yours Truly,

Patricia Elliott

- ORIGINAL TO FOLLOW BY REGULAR MAIL -

Ministry of
Labour, Citizens'
Services and
Open Government

Employment Standards
Branch

2nd Floor, 6475 Metral Drive
Nanaimo BC V9T 2L9

Phone: 250-390-6186
Fax: 250-390-6195
Web site: www.labour.gov.bc.ca/esb



July 25, 2013

ER #: 015-945
By Fax and Regular Mail

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)
928 Cloverdale Ave.
Victoria BC V8X 2T3

Attention: Ron Warmald

Dear Mr. Warmald,

Re: Application for Variance

Please find enclosed a variance with respect to full-time employees working at Winchelsea Island. The variance expires on July 25, 2015 and does not cover part time employees. Please post the variance in the workplace where it is visible to all employees.

If you have any questions concerning the foregoing, please contact me directly at 250-390-6201.

Sincerely,

Patricia Elliott
Delegate of the Director
Of Employment Standards



Director of Employment Standards

Determination

July 26, 2013

ER # 015-945

Variance Notice

On June 20, 2013 the Director of Employment Standards (the "Director") received an application under section 72 of the **Employment Standards Act** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)

Name

928 Cloverdale Avenue, Victoria, BC, V8X 2T3

Address

and certain employees requesting that the Director vary Sections 35 and 40 of the Act.

This variance is granted with the following conditions and applies to the following employee(s):

Full-Time Employees Working as Commissionaires at the Department of National Defence establishment (Canadian Forces Maritime Experimental Test Ranges – CFMETR) on Winchelsea Island

These employees may work the following work schedule: 13 hours per day for 3 days, followed by 3 days free from work, followed by 13 hours per day for 3 days, followed by 5 days free from work.

This schedule results in an average of 39 hours per week over a 4 week schedule.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Part-time and casual employees are not subject to this variance.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

2nd Floor – 6475 Metral Drive
Nanaimo, B.C. V9T 2L9

Telephone: (250) 390-6201
Facsimile: (250) 390-6195

An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN THE WORKPLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on July 25, 2015.

July 26, 2013
July 26, 2013

Patricia Elliott

Patricia Elliott
Delegate of the Director of
Employment Standards

* * * Communication Result Report (Jul. 25. 2013 1:08PM) * * *

1) Min of Lab&Citizens Employ Stand
2)

Date/Time: Jul. 25. 2013 1:07PM

File No.	Mode	Destination	Pg(s)	Result	Page Not Sent
8648	Memory TX	812507277355	P. 4	OK	

Reason for error

1) Hang up or line fail
 3) No answer
 5) Exceeded max. E-mail size

E. 2) Busy
 E. 4) No facsimile connection



Ministry of Labour,
 Citizens' Services and
 Open Government
 Employment Standards Branch

FAX

To: <u>Ben Wismard</u> Phone: <u>250-727-7755</u> Fax: <u>250-727-7555</u> CC:	Date: <u>July 25, 2013</u> Number of pages including cover sheet:
From: <u>Patricia Elliott</u> Phone: <u>250-390-6261</u> Fax: <u>250-390-6195</u> E-Mail:	

REMARKS: ☐ Urgent ☒ For your review ☐ Reply ASAP ☐ Please comment

Please find attached a variance pursuant to your application of June 29, 2013.

Yours Truly,

Patricia Elliott

- ORIGINAL TO FOLLOW BY REGULAR MAIL -

Ministry of
 Labour, Citizens'
 Services and
 Open Government

Employment Standards
 Branch

2nd Floor, 8475 Metcal Drive
 Nanaimo BC V9T 2L9

Phone: 250-390-6136
 Fax: 250-390-6135
 Web site: www.labour.gov.bc.ca/esb



July 25, 2013

ER #: 015-945
By Fax and Regular Mail

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)
928 Cloverdale Ave.
Victoria BC V8X 2T3

Attention: Ron Warmald

Dear Mr. Warmald,

Re: Application for Variance

Please find enclosed a variance with respect to full-time employees working at Winchelsea Island. The variance expires on July 25, 2015 and does not cover part time employees. Please post the variance in the workplace where it is visible to all employees.

If you have any questions concerning the foregoing, please contact me directly at 250-390-6201.

Sincerely,

Patricia Elliott
Delegate of the Director
Of Employment Standards



Director of Employment Standards

Determination

July 26, 2013

ER # 015-945

Variance Notice

On June 20, 2013 the Director of Employment Standards (the "Director") received an application under section 72 of the **Employment Standards Act** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)

Name

928 Cloverdale Avenue, Victoria, BC, V8X 2T3

Address

and certain employees requesting that the Director vary Sections 35 and 40 of the Act.

This variance is granted with the following conditions and applies to the following employee(s):

Full-Time Employees Working as Commissionaires at the Department of National Defence establishment (Canadian Forces Maritime Experimental Test Ranges – CFMETR) on Winchelsea Island

These employees may work the following work schedule: 13 hours per day for 3 days, followed by 3 days free from work, followed by 13 hours per day for 3 days, followed by 5 days free from work.

This schedule results in an average of 39 hours per week over a 4 week schedule.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Part-time and casual employees are not subject to this variance.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:
2nd Floor – 6475 Metral Drive
Nanaimo, B.C. V9T 2L9

Telephone: (250) 390-6201
Facsimile: (250) 390-6195

An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN THE WORKPLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on July 25, 2015.

July 26, 2013
July 26, 2013

Patricia Elliott

Patricia Elliott
Delegate of the Director of
Employment Standards



COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

PATRICIA

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

ER 015 - 945

29 May 2013

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC
V9T 2L9

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

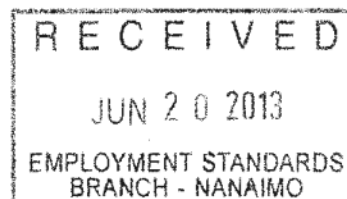
TF 1-877-322-6777
www.commissionaires-vij.biz

**Re: Request for Variance from Section 40 of the BC Employment Standards Act for
Employees Working as Commissionaires at the CFMETR on Winchelsea Island, BC**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaires at the Department of National Defence establishment (Canadian Forces Maritime Experimental Test Ranges - CFMETR) on Winchelsea Island off Nanoose Bay, Vancouver Island.

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave.
Victoria, BC
V8X 2T3
Office: 250-727-7755 ext. 110



B. Section of the Act The Director is requested to vary

Section 40

C. Detailed description of the variance being requested

For four employees at this site working as commissionaires at the CFMETR, the employer wishes to have a rotation shift of 13 hours on a cycle of 3 days on followed by 3 days off, followed by 3 days on at 13 hours a day, followed by 5 days off, on a 2 week repetitive cycle. The employees will thus work 78 hours in the 14-day (2 week) cycle. Two part time employees will be working 13 hour shifts on an occasional basis. The part time employees will not be covered by the variance.

D. How long the variance will be in place

The employer is requesting an indefinite variance until such time as it wishes to end the variance; however it understands that the Director may approve the variance for a period of up to two years.

E. The reason for requesting the variance

The position is located on an island that is served by DND vessels on a 12 hour schedule (morning and evening) thus Commissionaires on duty can only be relieved after completing their 12 hour shift. The additional hour of their shift is the transit time from the DND Base (CFMETR) to the island (30 minutes transit). There are two days in the 14 day cycle when the shifts will be staffed by part time employees who are not subject to this variance and receive overtime and double time payment for the 13 hour shift. The variance is applicable only to the full time employees.

F. The name and home telephone number of each employee who signs the application.

Employee	Phone No
s.22	

G. The name of each employee who will be affected by the variance

1. s.22
- 2.
- 3.
- 4.

Yours sincerely,

Ron Warmald MPA, CHRP
Director of Human Resources

Employee	Signature	Date
s.22		6 Jun 13
		04 Jun 13
		7 Jun 13

cc.: Bill Riggs-Director Of Operations

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
Operating Name:
Mailing Address: 928 CLOVERDALE AVE
VICTORIA, BC Canada
V8X 2T3
Phone: (250) 727-7755
Fax: (250) 727-7355
E-mail:
Mail:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
-----	-----	-----	-----	-----	-----

** OPEN ASSIGNMENT EMPLOYEES ONLY **

014/01/22 373464 S.22 OPEN

014/01/22 373464 OPEN

014/01/22 373464 OPEN

014/01/22 373464 OPEN

015/02/25 380961 S.22 OPEN

cal

Employer No: ER015-945

014/01/22 373464 s.22 OPEN

014/01/22 373464 OPEN

014/04/03 374884 OPEN

014/01/22 373464 OPEN

015/02/25 380961 s.22 OPEN

Industry Group: 0012 Other Services
Industry Code: 7300 Other Services - General

014/01/22 373464s.22 OPEN

014/04/03 374884 s.22 OPEN

014/01/22 373464 s.22 OPEN

Employer No: ER015-945

014/01/22 373464 S.22 OPEN

015/02/25 380961 OPEN

- General

014/01/22 373464 OPEN

014/01/22 373464 OPEN

014/04/03 374884 S.22 OPEN

014/01/22 373464 OPEN

014/01/22 373464 OPEN

014/01/22 373464 OPEN

Employer No: ER015-945

013/08/28 370678 s.22 OPEN

Industry Group: 0012 Other Services
Industry Code: 7382 Security

015/02/25 380961 s.22 OPEN

Industry Group: 0012 Other Services
Industry Code: 7300 Other Services - General

014/01/22 373464 s.22 OPEN

014/01/22 373464 s.22 OPEN

013/08/28 370678 s.22 OPEN

Industry Group: 0012 Other Services
Industry Code: 7382 Security

014/01/22 373464 s.22 OPEN

014/04/03 374884 OPEN

Employer No: ER015-945

014/01/22 373464 S.22 OPEN

013/08/28 370678 OPEN

Industry Group: 0012 Other Services
Industry Code: 7382 Security

013/08/28 370678s.22 OPEN

Industry Group: 0012 Other Services
Industry Code: 7382 Security

015/02/25 380961S.22 OPEN

Industry Group: 0012 Other Services
Industry Code: 7300 Other Services - General

014/01/22 373464 S.22 OPEN

** CLOSED ASSIGNMENT EMPLOYEES ONLY **

015/09/03 384350	VA Wilson, Tami	CLSD 2015/10/15	50
015/09/04 384424	VA Wilson, Tami	CLSD 2015/10/15	50
015/09/04 384426	VA Wilson, Tami	CLSD 2015/10/15	50

Employer No: ER015-945

015/09/08 384428	VA Wilson, Tami	CLSD 2015/10/15	50
014/10/21 378645	LR Wulf, Katherine	CLSD 2014/12/15	53
013/05/09 368683 s.22		CLSD 2014/05/08	01
013/02/26 367193		CLSD 2014/05/08	01
013/05/09 368683		CLSD 2014/05/08	01
013/05/09 368683		CLSD 2014/05/08	01
013/05/09 368683		CLSD 2014/05/08	01
013/05/09 368683		CLSD 2014/05/08	01
013/02/26 367193		CLSD 2014/05/08	01
013/02/26 367193 s.22		CLSD 2014/05/08	01
013/02/26 367193		CLSD 2014/05/08	01
013/02/26 367193		CLSD 2014/05/08	01
013/02/26 367193		CLSD 2014/05/08	01
013/05/09 368683		CLSD 2014/05/08	01
013/05/09 368683		CLSD 2014/05/08	01
013/05/09 368683		CLSD 2014/05/08	01
013/05/09 368683		CLSD 2014/05/08	01

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
 Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
 Operating Name: THE COMMISSIONAIRES
 Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3
 Phone: (250) 727-7755
 Fax: (250) 727-7355
 Email:
 Mail:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

** OPEN ASSIGNMENT EMPLOYEES ONLY **

015/09/03/384350	VA	Wilson, Tami	OPEN		
	Industry Group:	0012 Other Services			
	Industry Code:	7382 Security			

015/09/04/384424	VA	Wilson, Tami	OPEN		
	Industry Group:	0012 Other Services			
	Industry Code:	7382 Security			

015/09/04/384426	VA	Wilson, Tami	OPEN		
	Industry Group:	0012 Other Services			
	Industry Code:	7382 Security			

015/09/08/384428	VA	Wilson, Tami	OPEN		
	Industry Group:	0012 Other Services			
	Industry Code:	7382 Security			

014/01/22 373464 s.22			OPEN		
-----------------------	--	--	------	--	--

014/01/22 373464			OPEN		
------------------	--	--	------	--	--

014/01/22 373464 s.22			OPEN		
-----------------------	--	--	------	--	--

Employer No: ER003-746

Head Office No: H020398 Office: Langley
 Employer: THE BRITISH COLUMBIA CORPS OF COMMISSIONAIRES
 Operating Name: COMMISSIONAIRES BC
 Mailing Address: PO BOX 22 801-595 HOWE ST
 VANCOUVER, BC Canada
 V6C 2T5
 Phone: (604) 646-3330
 Fax: (604) 681-6777
 Cell: (877) 322-6777
 Email: info@commissionaires.bc.ca

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2015/09/03	384350	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2015/09/04	384424	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2015/09/04	384426	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2015/07/11	383353 s.22 s.22	Siefken, Lila	CLSD	2015/07/23	44
2014/12/31	379972 s.22	Proulx, Ken	CLSD	2015/02/20	44
2014/12/31	379973 s.22 s.22	Proulx, Ken	CLSD	2015/02/20	44
2013/11/19	372357 s.22 s.22	Dhillon, Arshdeep	CLSD	2014/07/29	41
2014/04/09	374983	VA Siegmann, Tyler	CLSD	2014/04/16	50
2013/10/16	371631 s.22 s.22	Gibbs, Elizabeth	CLSD	2013/11/14	44

Employer No: ER003-746

Date	Employee ID	Employee Name	Employer	CLSD Date	CLSD Value
2013/10/31	371937	Thompson, Michael	VA	2013/11/01	50
2012/09/20	363977 s.22	Barichello, Danny		2012/10/12	01
2012/04/24	361152 s.22	Jiyobu, Greg		2012/08/02	44
2012/06/08	362098 s.22	Jiyobu, Greg		2012/07/20	44
2012/04/23	361078 s.22	Redekop, Jennifer		2012/07/03	01
2011/10/27	357402	Yao, Emily	VA	2011/11/04	44
2011/11/03	357601	Yao, Emily	VA	2011/11/04	50
2011/06/30	354909	Walsh, Mary	LR	2011/07/14	53
2011/03/08	352437 s.22	Burchnall, Shelly		2011/06/28	01
2010/04/08	343190	Roberts, Megan		2010/12/23	41
2010/07/02	345436	Jiyobu, Greg		2010/11/22	01
2009/10/28	339376	Phillips, Alan	VA	2009/11/03	50
2009/04/30	335157	LeBlanc, Joe	VA	2009/05/06	50
2008/11/24	332651 s.22	Eigeard, Barbara		2009/01/15	45
2008/01/17	324373 s.22	Ullrich, Elaine		2008/03/07	44
2007/10/03	321983 s.22	Phillips, Alan		2008/01/31	41
2008/01/10	324135	Dafoe, John	LR	2008/01/25	53
2007/11/13	322905	Wulf, Katherine	LR	2007/12/24	53
2007/03/05	317144 s.22	Jickling, Graham		2007/05/24	01

Employer No: ER003-746

2007/02/19 316978	VA LeBlanc, Joe	CLSD 2007/04/13	51
2003/08/28 291534	LR Gifford, Bernie	CLSD 2004/04/27	53
2003/06/05 292128	LR Dafoe, John	CLSD 2004/01/09	53
2003/03/20 289394 s.22	Smale, Glen	CLSD 2003/09/15	44
2003/06/04 290025	VA LeBlanc, Joe	CLSD 2003/07/24	50
2003/04/29 289345	LR Phillips, Alan	CLSD 2003/05/07	53
2002/10/23 285923	LR Robertson, Theresa	CLSD 2003/03/31	53
2002/10/23 285924	LR Robertson, Theresa	CLSD 2003/03/31	53
2003/01/21 287678	LR Robertson, Theresa	CLSD 2003/03/31	53
2002/12/11 286904	LR Sigurdson, Debbie	CLSD 2003/01/20	53
2002/11/15 286422	VA LeBlanc, Joe	CLSD 2003/01/07	51
2002/11/13 286343	LR Maclean, Diane	CLSD 2002/11/25	53
2002/09/16 285332	LR Semere, Berhane	CLSD 2002/10/01	53
2002/05/14 283099s.22	Dunne, Jim	CLSD 2002/08/02	45
2002/07/10 284502	LR Dafoe, John	CLSD 2002/07/17	53
2002/05/06 282781	LR Dafoe, John	CLSD 2002/06/04	53
2002/02/01 279944	LR Semere, Berhane	CLSD 2002/05/02	53
2001/11/05 277390	LR Semere, Berhane	CLSD 2002/02/27	53
2002/02/18 280457	LR Phillips, Alan	CLSD 2002/02/26	53
2001/08/28 275126	LR Bellman, Larry	CLSD 2001/09/07	53
2001/07/16 273583	LR White, Ken	CLSD 2001/07/19	53
2001/02/05 267710	LR Bianchini, Rod	CLSD 2001/05/23	53
2001/03/30 270578 s.22	Cott, Sharon	CLSD 2001/04/25	44

Employer No: ER003-746

2000/12/21 266906 s.22	Cott, Sharon	CLSD 2001/04/25 44
2001/01/02 266475	VA Doucette, Karin	CLSD 2001/01/08 44
2000/08/30 262518 s.22	Bauder, Ken	CLSD 2000/10/27 44
2000/03/01 257158 s.22 s.22	Doucette, Karin	CLSD 2000/07/28 01
2000/05/18 258986 s.22 s.22	Harvey, Paul	CLSD 2000/06/13 45
2000/05/18 252740 s.22	Cott, Sharon	CLSD 2000/06/05 01
1999/11/05 252740 s.22	Cott, Sharon	CLSD 2000/06/05 44
2000/02/17 252740 s.22 s.22	Cott, Sharon	CLSD 2000/05/24 44
1998/10/05 240419 s.22 s.22	MacGregor, Gillian	CLSD 1999/08/17 44
1998/09/08 240419 s.22	MacGregor, Gillian	CLSD 1999/08/17 44
1997/06/30 220057 s.22	Levin, Morry	CLSD 1999/07/14 44
1999/01/08 345836	VA Levin, Morry	CLSD 1999/01/13 50
1997/10/07 226548	VA Levin, Morry	CLSD 1997/12/30 50
1997/07/24 222910	VA Levin, Morry	CLSD 1997/09/23 50
1997/05/20 220057 s.22 s.22	Levin, Morry	CLSD 1997/08/25 01
1997/04/14 218685	OT Levin, Morry	CLSD 1997/04/28 50
1997/01/14 214376 s.22 s.22	Kembel, Joanne	CLSD 1997/03/27 41
1996/04/19 195512 s.22	Lee, Victor	CLSD 1996/07/15 03

Employer No: ER003-746

1995/11/06 185244 S.22 S.22	Lee, Victor	CLSD 1996/07/11 08
1994/03/29 143952 S.22 S.22	Lee, Victor	CLSD 1996/07/11 08
1996/06/29 345835	VA Levin, Morry	CLSD 1996/07/04 50



Director of Employment Standards

Determination

ER # 015-945

Asgn: 384426

October 15, 2015

Variance Notice

On September 3, 2015, the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)

928 Cloverdale Avenue, Victoria, BC V8X 2T3

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employee(s): **Full-time Employees Working as Commissionaire Dispatchers at the Military Police Unit at CFB Esquimalt, BC.**

The employees will work according to the following schedule:

Five (5) consecutive 12 hour shifts followed by four (4) consecutive days off, followed by five (5) consecutive 12 hour shifts, followed by five (5) consecutive day off, followed by four (4) consecutive 12 hour shifts followed by five (5) consecutive days off.

This cycle averages 42 hours per week over a four (4) week cycle; therefore the employee will receive weekly overtime wages of 1 ½ an employee's regular rate for two (2) hours each week.

An employee working on a regularly scheduled day off during any week of the shift cycle must be paid at time-and-one-half the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

If an employee does not receive the benefits of a full shift cycle, this variance does not apply to that employee and overtime is payable under section 40 of the Act.

An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on March 31, 2020.

October 15, 2015

Effective Date



Tami L. Wilson

Delegate of the Director of
Employment Standards



Director of Employment Standards

Determination

June 21, 2013

ER # 015-945

Variance Notice

On June 10, 2013, the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, The Islands & Yukon)

Name

928 Cloverdale, Victoria BC V8X 2T3

Address

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employees:

Employees working as Commissionaire Dispatchers at the Military Police Section at CFB Esquimalt (Dockyard) BC.

Work Schedule:

5 (12) hour shifts followed by 4 consecutive days of rest, followed by
5 (12) hour shifts followed by 5 consecutive days of rest, followed by
4 (12) hour shifts followed by 5 consecutive days of rest.

This schedule repeats itself after 4 weeks.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

Overtime

Daily overtime: at double time after 12 hours of work per day.

Weekly overtime: as this schedule averages 42 hours per week, employees will receive 2 hours at time and one half each week of the cycle.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Payment of overtime wages arising from this variance is to be made in each pay period. If an employee is absent or on unpaid leave, the number of overtime hours affected by the missed day(s) will be deducted from the overtime hours payable for that pay period only. If an employee is on annual vacation for any part of a shift cycle, the calculation of overtime hours is not affected.

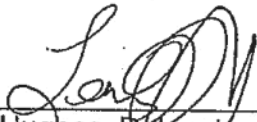
An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of these conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on June 20, 2015.

June 21, 2013


Terry Hughes, Delegate of the Director of
Employment Standards



COMMISSIONAIRES

TRUSTED • EVERYDAY • EVERYWHERE

AS6N 384426

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

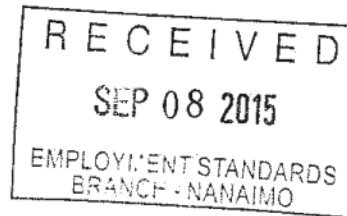
928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-viy.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-viy.biz

4 September 2015

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC V9T 2L9



Re: Request for Variance from Section 40 of the BC Employment Standards Act for Employees Working as Commissionaire Dispatchers at the Military Police Unit at CFB Esquimalt – Victoria, BC

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaire Dispatchers at the Military Police Unit at CFB Esquimalt as follows:

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave
Victoria, BC V8X 2T3
Office: 250-727-7755 ext. 110

**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees on a shift cycle of 5 days on 12 hours shift, 4 days off, 5 days of 12 hour shift, 5 days off, 4 days of 12 hour shift, 5 days off on a repeating cycle of 28 days. The total hours in a 4 week cycle is 168 hours, employees are therefore paid overtime at time and a half for 8 hours on each shift cycle worked.

D. How long the variance will be in place

It is understood that the Director may approve the renewal of a variance for a period of up to five years, therefore we are requesting a renewal until 31 March 2020.

E. The reason for requesting the variance

The Client (DND Military Police) requested that the dispatchers work the same shifts as the police they are dispatching.

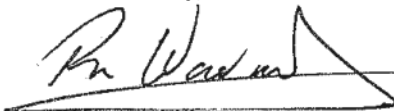
F. The name and home telephone number of each employee who signs the application.
 s.22

G. The name of each employee who will be affected by the variance

1. s.22
- 2.
- 3.
- 4.

If you require clarification or additional information, please contact the undersigned.

Yours sincerely,



Ron Warmald MPA, CHRP
 Manager Human Resources

s.22

Employee	Signature	Date
		24 AUG 15
		28 AUG 15
		26 AUG 15
		24 AUG 15

Cc: Bill Riggs-Director of Operations

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
Operating Name:
Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3
Phone: (250) 727-7755
Fax: (250) 727-7355
Cell:
Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2014/01/22	373464	S.22	OPEN		
------------	--------	------	------	--	--

2014/01/22	373464		OPEN		
------------	--------	--	------	--	--

2014/01/22	373464		OPEN		
------------	--------	--	------	--	--

2014/01/22	373464		OPEN		
------------	--------	--	------	--	--

2015/02/25	380961	S.22	OPEN		
------------	--------	------	------	--	--

Industry Group: 0012 Other Services
Industry Code: 7300 Other Services - General

Employer No: ER015-945

----- 2014/01/22 373464	S.22	----- OPEN
2015/02/25 380961		OPEN
		- General
2014/01/22 373464		OPEN
2014/01/22 373464		OPEN
2014/04/03 374884	S.22	OPEN
2014/01/22 373464		OPEN
2014/01/22 373464		OPEN
2014/01/22 373464		OPEN

Employer No: ER015-945

2014/01/22 373464 S.22

OPEN

2013/08/28 370678

OPEN

2013/08/28 370678

OPEN

2015/02/25 380961S.22

OPEN

General

2014/01/22 373464

OPEN

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2015/09/03 384350	VA Wilson, Tami	CLSD 2015/10/15 50
2015/09/04 384424	VA Wilson, Tami	CLSD 2015/10/15 50
2015/09/04 384426	VA Wilson, Tami	CLSD 2015/10/15 50

Employer No: ER015-945

Head Office No: H002557Office: Victoria
Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
Operating Name: THE COMMISSIONAIRES
Mailing Address: 928 CLOVERDALE AVE
VICTORIA, BC Canada
V8X 2T3
Phone: (250) 727-7755
Fax: (250) 727-7355
Cell:
Email:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2015/09/03	384350	VA Wilson, Tami	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2015/09/04	384424	VA Wilson, Tami	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2015/09/04	384426	VA Wilson, Tami	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2015/09/08	384428	VA Wilson, Tami	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2014/01/22	373464 s.22		OPEN		
2014/01/22	373464 s.22		OPEN		
2014/01/22	373464 s.22		OPEN		

Employer No: ER003-746

Head Office No: H020398 Office: Langley
 Employer: THE BRITISH COLUMBIA CORPS OF COMMISSIONAIRES
 Operating Name: COMMISSIONAIRES BC
 Mailing Address: PO BOX 22 801-595 HOWE ST
 VANCOUVER, BC Canada
 V6C 2T5
 Phone: (604) 646-3330
 Fax: (604) 681-6777
 Cell: (877) 322-6777
 Email: info@commissionaires.bc.ca

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2015/09/03	384350	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2015/07/11	383353	s.22	Siefken, Lila	CLSD	2015/07/23	44
2014/12/31	379972	s.22	Proulx, Ken	CLSD	2015/02/20	44
2014/12/31	379973	s.22	Proulx, Ken	CLSD	2015/02/20	44
2013/11/19	372357	s.22	Dhillon, Arshdeep	CLSD	2014/07/29	41
2014/04/09	374983	VA	Siegmann, Tyler	CLSD	2014/04/16	50
2013/10/16	371631	s.22	Gibbs, Elizabeth	CLSD	2013/11/14	44
2013/10/31	371937	VA	Thompson, Michael	CLSD	2013/11/01	50
2012/09/20	363977	s.22	Barichello, Danny	CLSD	2012/10/12	01
2012/04/24	361152	s.22	Jiyobu, Greg	CLSD	2012/08/02	44

Employer No: ER003-746

2000/03/01 257158 s.22	CO	Doucette, Karin	CLSD 2000/07/28	01
	s.22			
2000/05/18 258986 s.22 s.22	CO	Harvey, Paul	CLSD 2000/06/13	45
2000/05/18 252740 s.22 s.22	GC	Cott, Sharon	CLSD 2000/06/05	01
1999/11/05 252740 s.22 s.22	GC	Cott, Sharon	CLSD 2000/06/05	44
2000/02/17 252740 s.22 s.22	GC	Cott, Sharon	CLSD 2000/05/24	44
1998/10/05 240419 s.22 s.22	GC	MacGregor, Gillian	CLSD 1999/08/17	44
1998/09/08 240419 s.22		MacGregor, Gillian	CLSD 1999/08/17	44
1997/06/30 220057 s.22		Levin, Morry	CLSD 1999/07/14	44
1999/01/08 345836	VA	Levin, Morry	CLSD 1999/01/13	50
1997/10/07 226548	VA	Levin, Morry	CLSD 1997/12/30	50
1997/07/24 222910	VA	Levin, Morry	CLSD 1997/09/23	50
1997/05/20 220057 s.22 s.22		Levin, Morry	CLSD 1997/08/25	01
1997/04/14 218685	OT	Levin, Morry	CLSD 1997/04/28	50
1997/01/14 214376 s.22 s.22	CO	Kembel, Joanne	CLSD 1997/03/27	41
1996/04/19 195512 s.22 s.22		Lee, Victor	CLSD 1996/07/15	03
1995/11/06 185244 s.22 s.22	CO	Lee, Victor	CLSD 1996/07/11	08
1994/03/29 143952 s.22 s.22		Lee, Victor	CLSD 1996/07/11	08
1996/06/29 345835	VA	Levin, Morry	CLSD 1996/07/04	50

Page 130 of 221 to/à Page 133 of 221

Withheld pursuant to/removed as

s.22 ; s.3



Director of Employment Standards

Determination

ER # 015-945

Asgn: 384350

October 15, 2015

Variance Notice

On September 3, 2015, the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)

928 Cloverdale Avenue, Victoria, BC V8X 2T3

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employee(s): **Full-time Employees as Commissionaires at the Centennial Square Facilities in Victoria, BC.**

The employees will work according to the following schedule:

Three (3) consecutive 12 hour shifts, followed by two (2) consecutive days off, followed by two (2) consecutive 12 hour shifts, followed by two (2) consecutive days off, followed by two (2) consecutive 12 hour shifts, followed by two (2) consecutive days off, followed by two (2) consecutive 12 hour shifts, followed by three (3) consecutive days off.

This cycle averages 42 hours per week therefore the employee will receive weekly overtime wages of 1 ½ an employee's regular rate for two (2) hours each week.

**Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour**

Employment Standards
Branch

Mailing Address:

PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

An employee working on a regularly scheduled day off during any week of the shift cycle must be paid at time-and-one-half the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

If an employee does not receive the benefits of a full shift cycle, this variance does not apply to that employee and overtime is payable under section 40 of the Act.

An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on March 31, 2020.

October 15, 2015

Effective Date



Tami L. Wilson

Delegate of the Director of
Employment Standards



Director of Employment Standards

Determination

June 21, 2013

ER # 015-945

Variance Notice

On May 31, 2013, the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, The Islands & Yukon)

Name

928 Cloverdale, Victoria BC V8X 2T3

Address

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employees:

Employees working as Commissionaires at the Centennial Square Facilities in Victoria BC.

Work Schedule:

**3 (12) hour shifts followed by 2 consecutive days of rest, followed by
2 (12) hour shifts followed by 2 consecutive days of rest, followed by
2 (12) hour shifts followed by 2 consecutive days of rest, followed by
2 (12) hour shifts followed by 3 consecutive days of rest.**

This schedule repeats itself after 2 weeks.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

Overtime

Daily overtime: at double time after 12 hours of work per day.

Weekly overtime: as this schedule averages 42 hours per week, employees will receive 2 hours at time and one half each week of the cycle.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Payment of overtime wages arising from this variance is to be made in each pay period. If an employee is absent or on unpaid leave, the number of overtime hours affected by the missed day(s) will be deducted from the overtime hours payable for that pay period only. If an employee is on annual vacation for any part of a shift cycle, the calculation of overtime hours is not affected.

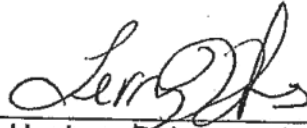
An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of these conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on June 20, 2015.

June 21, 2013



Terry Hughes, Delegate of the Director of
Employment Standards

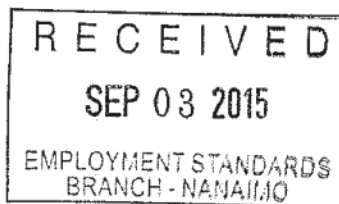


COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

AS6N : 384350

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*



1 September 2015

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC V9T 2L9

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-vij.biz

**Re: Request for Variance from Section 40 of the BC Employment Standards Act for
Employees Working as Commissionaires at the Victoria City Centennial Square**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaires at the Centennial Square Facilities in Victoria, BC.

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave.
Victoria, BC V8X 2T3
Office: 250-727-7755 ext. 110

**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees at this site, the employer wishes to have a shift cycle of 3 days on at 12 hours per shift, 2 days off, 2 days on at 12 hours, 2 days off, 2 days on at 12 hours per shift and then 3 days off, repeating every two weeks. Over the 2 week cycle, the employees would work 84 hours. Any hours worked over an average of 40 in a week over the cycle are paid at time and a half.

D. How long the variance will be in place

It is understood that the Director may approve the renewal of a variance for a period of up to five years, therefore we are requesting a renewal until 31 March 2020.

E. The reason for requesting the variance

The client (City of Victoria) requested security services coverage of 12 hour shifts as the most effective way of meeting the client's requirements.

F. The name and home telephone number of each employee who signs the application.

<u>Employee</u>	<u>Phone No</u>
-----------------	-----------------

S.22

G. The name of each employee who will be affected by the variance

1. S.22
- 2.
- 3.
- 4.

If you require clarification or additional information, please contact the undersigned.

Yours sincerely,



Ron Warmald MPA, CHRP
Manager Human Resources

<u>Employee</u>	<u>Signature</u>	<u>Date</u>
S.22		AUG 24/15
		AUG. 27/15
		AUG 26/15
		08/24-15

cc.: Bill Riggs-Director Of Operations

Employer No: ER015-945

2014/01/22 373464S.22

OPEN

2013/08/28 370678

OPEN

2013/08/28 370678

OPEN

2015/02/25 380961S.22

OPEN

Industry Group: 0012 Other Services

Industry Code: 7300 Other Services - General

2014/01/22 373464 S.22

OPEN

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2015/09/03 384350	VA Wilson, Tami	CLSD 2015/10/15 50
2015/09/04 384424	VA Wilson, Tami	CLSD 2015/10/15 50
2015/09/04 384426	VA Wilson, Tami	CLSD 2015/10/15 50

Employer No: ER015-945

2015/09/08 384428	VA Wilson, Tami	CLSD 2015/10/15	50
2014/10/21 378645	LR Wulf, Katherine	CLSD 2014/12/15	53
2013/05/09 368683 S.22		CLSD 2014/05/08	01
2013/02/26 367193		CLSD 2014/05/08	01
2013/05/09 368683		CLSD 2014/05/08	01
2013/05/09 368683		CLSD 2014/05/08	01
2013/05/09 368683		CLSD 2014/05/08	01
2013/05/09 368683		CLSD 2014/05/08	01
2013/02/26 367193		CLSD 2014/05/08	01
2013/02/26 367193 ^{S.22}		CLSD 2014/05/08	01
2013/02/26 367193		CLSD 2014/05/08	01
2013/02/26 367193		CLSD 2014/05/08	01
2013/02/26 367193		CLSD 2014/05/08	01
2013/05/09 368683		CLSD 2014/05/08	01
2013/05/09 368683		CLSD 2014/05/08	01
2013/05/09 368683		CLSD 2014/05/08	01
2013/05/09 368683		CLSD 2014/05/08	01

Employer No: ERC15-945

Head Office No: H002557Office: Victoria
Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
Operating Name:
Mailing Address: 928 CLOVERDALE AVE
VICTORIA, BC Canada
V8X 2T3
Phone: (250) 727-7755
Fax: (250) 727-7355
Cell:
Email:

Received	Asgn	Asgn Officer	Stat	Closed	Resl
Date	No	Type		Date	Typ

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2014/01/22	373464 ^{S.22}		OPEN		
------------	------------------------	--	------	--	--

2014/01/22	373464		OPEN		
------------	--------	--	------	--	--

2014/01/22	373464		OPEN		
------------	--------	--	------	--	--

2014/01/22	373464		OPEN		
------------	--------	--	------	--	--

2015/02/25	380961 ^{S.22}		OPEN		
------------	------------------------	--	------	--	--

Industry Group: 0012 Other Services
Industry Code: 7300 Other Services - General

Date: 2015/Nov/05

COVER SHEET EMPLOYER INFORMATION

Page: 2

Employer No: ER015-945

2014/01/22 373464 S.22

OPEN

2014/01/22 373464

OPEN

2014/04/03 374884

OPEN

2014/01/22 373464

OPEN

2015/02/25 38096 S.22

OPEN

Industry Group: 0012 Other Services

Industry Code: 7300 Other Services - General

2014/01/22 373464 S.22

OPEN

2014/04/03 374884 S.22

OPEN

2014/01/22 373464

OPEN

Employer No: ER015-945

Head Office No: H002557 Office: Victoria
 Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
 Operating Name: THE COMMISSIONAIRES
 Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3
 Phone: (250) 727-7755
 Fax: (250) 727-7355
 Cell:
 Mail:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

** OPEN ASSIGNMENT EMPLOYEES ONLY **

015/09/03	384350	VA Wilson, Tami	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

015/09/04	384424	VA Wilson, Tami	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

015/09/04	384426	VA Wilson, Tami	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

015/09/08	384428	VA Wilson, Tami	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

014/01/22	373464 S.22		OPEN		
-----------	-------------	--	------	--	--

014/01/22	373464		OPEN		
-----------	--------	--	------	--	--

014/01/22	373464 S.22		OPEN		
-----------	-------------	--	------	--	--

Employer No: ER003-746

Head Office No: H020398 Office: Langley
 Employer: THE BRITISH COLUMBIA CORPS OF COMMISSIONAIRES
 Operating Name: COMMISSIONAIRES BC
 Mailing Address: PO BOX 22 801-595 HOWE ST
 VANCOUVER, BC Canada
 V6C 2T5
 Phone: (604) 646-3330
 Fax: (604) 681-6777
 Cell: (877) 322-6777
 Email: info@commissionaires.bc.ca

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2015/09/03	384350	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2015/09/04	384424	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2015/09/04	384426	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			
2015/09/08	384428	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2015/07/11	383353	S.22	CO Siefken, Lila	CLSD 2015/07/23	44
		S.22			
2014/12/31	379972	S.22	CO Proulx, Ken	CLSD 2015/02/20	44
		S.22			
2014/12/31	379973	S.22	CO Proulx, Ken	CLSD 2015/02/20	44
		S.22			
2013/11/19	372357	S.22	CO Dhillon, Arshdeep	CLSD 2014/07/29	41
		S.22			
2014/04/09	374983		VA Siegmman, Tyler	CLSD 2014/04/16	50

Employer No: ER003-746

Date	Employee ID	Grade	Name	CLSD Date	CLSD Count
2013/10/16	371631 s.22	CO	Gibbs, Elizabeth	2013/11/14	44
2013/10/31	371937	VA	Thompson, Michael	2013/11/01	50
2012/09/20	363977 s.22		Barichello, Danny	2012/10/12	01
2012/04/24	361152 s.22		Jiyobu, Greg	2012/08/02	44
2012/06/08	362098 s.22		Jiyobu, Greg	2012/07/20	44
2012/04/23	361078 s.22		Redekop, Jennifer	2012/07/03	01
2011/10/27	357402	VA	Yao, Emily	2011/11/04	44
2011/11/03	357601	VA	Yao, Emily	2011/11/04	50
2011/06/30	354909	LR	Walsh, Mary	2011/07/14	53
2011/03/08	352437 s.22		Burchnall, Shelly	2011/06/28	01
2010/04/08	343190 s.22		Roberts, Megan	2010/12/23	41
2010/07/02	345436 s.22		Jiyobu, Greg	2010/11/22	01
2009/10/28	339376	VA	Phillips, Alan	2009/11/03	50
2009/04/30	335157	VA	LeBlanc, Joe	2009/05/06	50
2008/11/24	332651 s.22		Eigeard, Barbara	2009/01/15	45
2008/01/17	324373 s.22		Jllrich, Elaine	2008/03/07	44
2007/10/03	321983 s.22	CO	Phillips, Alan	2008/01/31	41
2008/01/10	324135	LR	Dafoe, John	2008/01/25	53
2007/11/13	322905	LR	Wulf, Katherine	2007/12/24	53

Employer No: ER003-746

Date	Employee ID	Employee Name	Position	Start Date	End Date	Days
2007/03/05	317144 S.22	Jickling, Graham	CO	2007/05/24	01	
2007/02/19	316978	LeBlanc, Joe	VA	2007/04/13	51	
2003/08/28	291534	Gifford, Bernie	LR	2004/04/27	53	
2003/06/05	292128	Dafoe, John	LR	2004/01/09	53	
2003/03/20	289394 S.22	Smale, Glen		2003/09/15	44	
2003/06/04	290025	LeBlanc, Joe	VA	2003/07/24	50	
2003/04/29	289345	Phillips, Alan	LR	2003/05/07	53	
2002/10/23	285923	Robertson, Theresa	LR	2003/03/31	53	
2002/10/23	285924	Robertson, Theresa	LR	2003/03/31	53	
2003/01/21	287678	Robertson, Theresa	LR	2003/03/31	53	
2002/12/11	286904	Sigurdson, Debbie	LR	2003/01/20	53	
2002/11/15	286422	LeBlanc, Joe	VA	2003/01/07	51	
2002/11/13	286343	Maclean, Diane	LR	2002/11/25	53	
2002/09/16	285332	Semere, Berhane	LR	2002/10/01	53	
2002/05/14	283099 S.22	Dunne, Jim	CO	2002/08/02	45	
2002/07/10	284502	Dafoe, John	LR	2002/07/17	53	
2002/05/06	282781	Dafoe, John	LR	2002/06/04	53	
2002/02/01	279944	Semere, Berhane	LR	2002/05/02	53	
2001/11/05	277390	Semere, Berhane	LR	2002/02/27	53	
2002/02/18	280457	Phillips, Alan	LR	2002/02/26	53	
2001/08/28	275126	Bellman, Larry	LR	2001/09/07	53	
2001/07/16	273583	White, Ken	LR	2001/07/19	53	
2001/02/05	267710	Bianchini, Rod	LR	2001/05/23	53	

Employer No: ER003-746

2001/03/30 270578s.22	Cott, Sharon	CLSD 2001/04/25 44
2000/12/21 266906 s.22	Cott, Sharon	CLSD 2001/04/25 44
2001/01/02 266475	VA Doucette, Karin	CLSD 2001/01/08 44
2000/08/30 262518s.22	Bauder, Ken	CLSD 2000/10/27 44
2000/03/01 257158 s.22 s.22	Doucette, Karin	CLSD 2000/07/28 01
2000/05/18 258986 s.22 s.22	Harvey, Paul	CLSD 2000/06/13 45
2000/05/18 252740 s.22	Cott, Sharon	CLSD 2000/06/05 01
1999/11/05 252740 s.22 s.22	Cott, Sharon	CLSD 2000/06/05 44
2000/02/17 252740s.22 s.22	Cott, Sharon	CLSD 2000/05/24 44
1998/10/05 240419s.22 s.22	MacGregor, Gillian	CLSD 1999/08/17 44
1998/09/08 240419s.22	MacGregor, Gillian	CLSD 1999/08/17 44
1997/06/30 220057 s.22	Levin, Morry	CLSD 1999/07/14 44
1999/01/08 345836	VA Levin, Morry	CLSD 1999/01/13 50
1997/10/07 226548	VA Levin, Morry	CLSD 1997/12/30 50
1997/07/24 222910	VA Levin, Morry	CLSD 1997/09/23 50
1997/05/20 220057 s.22 s.22	Levin, Morry	CLSD 1997/08/25 01
1997/04/14 218685	OT Levin, Morry	CLSD 1997/04/28 50
1997/01/14 214376 s.22 s.22	Kembel, Joanne	CLSD 1997/03/27 41

Employer No: ER003-746

1996/04/19 195512s.22	Lee, Victor	CLSD 1996/07/15 03
1995/11/06 185244s.22 s.22	Lee, Victor	CLSD 1996/07/11 08
1994/03/29 143952 s.22 s.22	Lee, Victor	CLSD 1996/07/11 08
1996/06/29 345835	VA Levin, Morry	CLSD 1996/07/04 50



Director of Employment Standards

Determination

ER # 015-945

October 30, 2015

Variance Notice

On September 3, 2015 the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)

928 Cloverdale Avenue, Victoria, BC V8X 2T3

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employee(s): **Full-time Employees Working as Commissionaire Dispatchers at the Fire Hall at the Canadian Forces Base (CFB) Comox Airport.**

The employees will work according to the following schedule:

Three (3) consecutive 9 hour shifts followed by three (3) consecutive 15 hour shifts followed by four (4) consecutive days off, followed by four (4) consecutive 9 hour shifts followed by six (6) consecutive days off, followed by four (4) consecutive 15 hour shifts followed by four (4) consecutive days off.

Daily overtime: at one and one-half the regular rate of pay for work after the 9 hour scheduled shifts, and at double time after 12 hours for the 15 hours scheduled shifts.

Weekly overtime: as this schedule averages 42 hours per week, employees will receive 2 hours at one and one-half the employee's regular each week of the cycle.

**Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour**

Employment Standards
Branch

Mailing Address:

PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

An employee working on a regularly scheduled day off during any week of the shift cycle must be paid at time-and-one-half after the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

If an employee does not receive the benefits of a full shift cycle, this variance does not apply to that employee and overtime is payable under section 40 of the Act.

An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

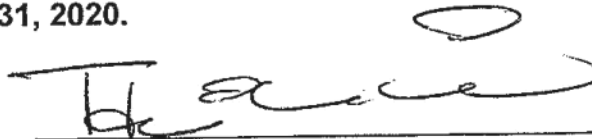
If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on March 31, 2020.

October 30, 2015

Effective Date



Tami L. Wilson

Delegate of the Director of
Employment Standards



COMMISSIONAIRES

TRUSTED • EVERYDAY • EVERYWHERE

ASGN 384428

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

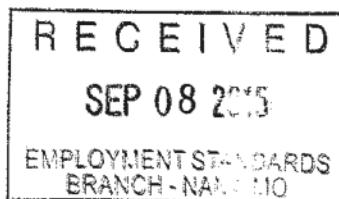
928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvc@commissionaires-vij.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-vij.biz

3 September 2015

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC V9T 2L9



**Re: Request for Variance from Section 40 of the BC Employment Standards Act for
Employees Working as Firefighter Team Dispatchers at the CFB Comox Fire Hall, Comox, BC**

The employer would like to make an application to vary the provisions of Section 40 of the BC *Employment Standards Act* (ESA) for four full time employees working as Commissionaire Dispatchers at the Fire Hall at the Canadian Forces Base (CFB) Comox airport.

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave
Victoria, BC V8X 2T3
Office: 250-727-7755 ext. 110

**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees on a shift cycle of 3 days on at 9 hours per shift, 3 nights on at 15 hours a shift, 4 days off, 4 days on at 9 hours per shift, 6 days off, 4 nights on at 15 hours per shift, 4 days off. The shift cycle is constant at 28 days and repeats at that period. The employees are therefore working 168 hours in a 4 week period and receive 2 hours of overtime payment each week for the 8 hour excess of 160 hours in a 4 week period.

D. How long the variance will be in place

It is our understanding that the Director may approve the renewal of a variance for a period of up to five years, therefore we are requesting a renewal until 31 March 2020.

E. The reason for requesting the variance

The Client (Department of National Defence Fire Marshall at CFB Comox) requested that the dispatchers work the same shifts as the fireman platoons they are dispatching.

F. The name and home telephone number of each employee who signs the application.

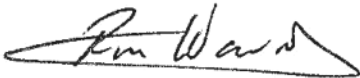
S.22

G. The name of each employee who will be affected by the variance

S.22

If you require clarification or additional information, please contact the undersigned.

Yours sincerely,



Ron Wormald MPA, CHRP
Manager Human Resources

Employee	Signature	Date
S.22		27 Aug 15
		28 Aug 15
		28 AUG 15
		28 Aug 15

Cc: Bill Riggs-Director of Operations



Director of Employment Standards

Determination

June 28, 2013

ER # 015-945

Variance Notice

On June 19, 2013 the Director of Employment Standards (the "Director") received an application under section 72 of the *Employment Standards Act* (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)
Name

928 Cloverdale Avenue, Victoria, BC, V8X 2T3
Address

and certain employees requesting that the Director vary Sections 35 and 40 of the Act.

This variance is granted with the following conditions and applies to the following employee(s):

Employees Working as Firefighter Team Dispatchers at the CFB Comox Fire Hall

These employees may work the following work schedule: 9 hours a day for 3 days, followed by 15 hours a day for 3 days, followed by 4 days free from work, followed by 9 hours work on 4 days, followed by 6 days free from work, followed by 15 hours of work on 4 days.

This schedule results in an average of 42 hours a week over a 4 week cycle; therefore weekly overtime wages of 1 ½ times an employees regular rate for 2 hours each week.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 ½ times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

2nd Floor – 6475 Metral Drive
Nanaimo, B.C. V9T 2L9

Telephone: (250) 390-6186
Facsimile: (250) 390-6195

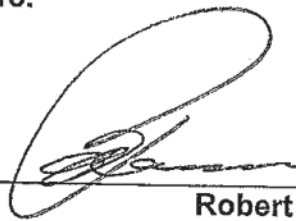
An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN THE WORKPLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on June 27, 2015.

June 28, 2013



Robert D. Krell
Delegate of the Director of
Employment Standards

Employer No: ER015-945

2014/01/22 373464 s.22 OPEN

2013/08/28 370678 OPEN

2013/08/28 370678 OPEN

Industry Group: 0012 Other Services
Industry Code: 7382 Security

2015/02/25 380961 s.22 OPEN

Industry Group: 0012 Other Services
Industry Code: 7300 Other Services - General

2014/01/22 373464 s.22 OPEN

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2015/09/03 334350	VA Wilson, Tami	CLSD 2015/10/15 50
2015/09/04 384424	VA Wilson, Tami	CLSD 2015/10/15 50
2015/09/04 384426	VA Wilson, Tami	CLSD 2015/10/15 50

Employer No: ER015-945

Head Office No: H002557 Office: Victoria

Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y

Operating Name:

Mailing Address: 928 CLOVERDALE AVE

VICTORIA, BC Canada

V8X 2T3

Phone: (250) 727-7755

Fax: (250) 727-7355

Cell:

Email:

Received	Asgn	Asgn Officer	Stat	Closed	Resl
Date	No	Type		Date	Typ

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2014/01/22	373464 ^{s.22}		OPEN
------------	------------------------	--	------

2014/01/22	373464		OPEN
------------	--------	--	------

2014/01/22	373464		OPEN
------------	--------	--	------

2014/01/22	373464		OPEN
------------	--------	--	------

2015/02/25	380961 ^{s.22}		OPEN
------------	------------------------	--	------

Industry Group: 0012 Other Services
 Industry Code: 7300 Other Services - General

Employer No: ER015-945

Lead Office No: H002557 Office: Victoria
 Employer: CANADIAN CORPS OF COMMISSIONAIRES (VICTORIA, THE ISLANDS & Y
 Operating Name: THE COMMISSIONAIRES
 Mailing Address: 928 CLOVERDALE AVE
 VICTORIA, BC Canada
 V8X 2T3
 Phone: (250) 727-7755
 Fax: (250) 727-7355
 Email:
 Mail:

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

** OPEN ASSIGNMENT EMPLOYEES ONLY **

015/09/03	384350	VA Wilson, Tami Industry Group: 0012 Other Services Industry Code: 7382 Security	OPEN		
015/09/04	384424	VA Wilson, Tami Industry Group: 0012 Other Services Industry Code: 7382 Security	OPEN		
015/09/04	384426	VA Wilson, Tami Industry Group: 0012 Other Services Industry Code: 7382 Security	OPEN		
015/09/08	384428	VA Wilson, Tami Industry Group: 0012 Other Services Industry Code: 7382 Security	OPEN		
014/01/22	373464 ^{s.22}		OPEN		
014/01/22	373464		OPEN		
014/01/22	373464 ^{s.22}		OPEN		

Employer No: ER003-746

Head Office No: H020398 Office: Langley
 Employer: THE BRITISH COLUMBIA CORPS OF COMMISSIONAIRES
 Operating Name: COMMISSIONAIRES BC
 Mailing Address: PO BOX 22 801-595 HOWE ST
 VANCOUVER, BC Canada
 V6C 2T5
 Phone: (604) 646-3330
 Fax: (604) 681-6777
 Cell: (877) 322-6777
 Email: info@commissionaires.bc.ca

Received Date	Asgn No	Asgn Officer Type	Stat	Closed Date	Resl Typ
------------------	------------	----------------------	------	----------------	-------------

*** OPEN ASSIGNMENT EMPLOYEES ONLY ***

2015/09/03	384350	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

2015/09/04	384424	VA NO OFFICER ASSIGNED	OPEN		
		Industry Group: 0012 Other Services			
		Industry Code: 7382 Security			

*** CLOSED ASSIGNMENT EMPLOYEES ONLY ***

2015/07/11	383353 s.22	CO Siefken, Lila (STEVE)	CLSD	2015/07/23	44
2014/12/31	379972 s.22 s.22	CO Proulx, Ken	CLSD	2015/02/20	44
2014/12/31	379973 s.22 s.22	CO Proulx, Ken	CLSD	2015/02/20	44
2013/11/19	372357 s.22	Dhillon, Arshdeep O.	CLSD	2014/07/29	41
2014/04/09	374983	VA Siegmann, Tyler	CLSD	2014/04/16	50
2013/10/16	371631 s.22 s.22	Gibbs, Elizabeth	CLSD	2013/11/14	44
2013/10/31	371937	VA Thompson, Michael	CLSD	2013/11/01	50
2012/09/20	363977 s.22	Barichello, Danny	CLSD	2012/10/12	01

Employer No: ER003-746

Date	Employee ID	Employee Name	Position	Start Date	End Date	Hours
2012/04/24	361152 S.22	Jiyobu, Greg	CO	2012/08/02		44
2012/06/08	362098 S.22	Jiyobu, Greg	CO	2012/07/20		44
2012/04/23	361078 S.22	Redekop, Jennifer		2012/07/03		01
2011/10/27	357402	Yao, Emily	VA	2011/11/04		44
2011/11/03	357601	Yao, Emily	VA	2011/11/04		50
2011/06/30	354909	Walsh, Mary	LR	2011/07/14		53
2011/03/08	352437 S.22	Burchnall, Shelly		2011/06/28		01
2010/04/08	343190 S.22	Roberts, Megan	CO	2010/12/23		41
2010/07/02	345436 S.22	Jiyobu, Greg		2010/11/22		01
2009/10/28	339376	Phillips, Alan	VA	2009/11/03		50
2009/04/30	335157	LeBlanc, Joe	VA	2009/05/06		50
2008/11/24	332651 S.22	Eigeard, Barbara		2009/01/15		45
2008/01/17	324373 S.22	Ullrich, Elaine	CO	2008/03/07		44
2007/10/03	321983 S.22	Phillips, Alan		2008/01/31		41
2008/01/10	324135	Dafoe, John	LR	2008/01/25		53
2007/11/13	322905	Wulf, Katherine	LR	2007/12/24		53
2007/03/05	317144 S.22	Jickling, Graham		2007/05/24		01
2007/02/19	316978	LeBlanc, Joe	VA	2007/04/13		51
2003/08/28	291534	Gifford, Bernie	LR	2004/04/27		53

Employer No: ER003-746

1994/03/29 143952 s.22 s.22	Lee, Victor	CLSD 1996/07/11 08
1996/06/29 345835	VA Levin, Morry	CLSD 1996/07/04 50



Director of Employment Standards

Determination

ER # 015-945

October 30, 2015

Variance Notice

On September 3, 2015 the Director of Employment Standards (the "Director") received an application under section 72 of the ***Employment Standards Act*** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)

928 Cloverdale Avenue, Victoria, BC V8X 2T3

and certain employees requesting that the Director vary sections 35 (maximum hours of work before overtime applies) and 40 (overtime wages) of the Act.

This variance is granted with the following conditions and applies to the following employee(s): **Full-time Employees Working as Commissionaires at the Department of National Defence (DND) establishment Canadian Forces Maritime Experimental and Test Ranges (CFMETR) on Winchelsea Island**

The employees will work according to the following schedule:

13 hour shifts for three (3) consecutive days followed by three (3) days off, followed by 13 hour shifts for three (3) consecutive days followed by five (5) days off.

This cycle averages 39 hours per week over a four (4) week cycle.

Daily overtime: Double time will be paid after 12 hours of work per day, on the above noted shift schedule.

An employee working on a regularly scheduled day off during any week of the shift cycle must be paid at time-and-one-half after the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

**Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour**

Employment Standards
Branch

Mailing Address:
PO Box 9570 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

If an employee does not receive the benefits of a full shift cycle, this variance does not apply to that employee and overtime is payable under section 40 of the Act.

An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN EACH WORK PLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on March 31, 2020.

October 30, 2015

Effective Date



Tami L. Wilson

Delegate of the Director of
Employment Standards

Wilson, Tami L LBR:EX

From: Ewasiuk, Christina J LBR:EX
Sent: Tuesday, October 13, 2015 1:57 PM
To: Wilson, Tami L LBR:EX
Subject: RE: ER015-945 - Variance Renewals - Canadian Corp. of Commissionaires

For sure, sorry it wasn't clear and you've felt left hanging. So basically any variance will have to include the standard statement that daily overtime will occur at 1 ½ times the regular rate for hours worked after ____ (if applicable) and double time after 12 hours.

This addition will, of course, affect what the employer anticipates paying for wages. If we were to allow these as proposed the employees would be working a great number of hours without any daily overtime and they would only receive the premium if working a shift not originally accounted for in the variance schedule (other than a schedule that results in weekly overtime).

Recommended statement:

Daily overtime: at one and one-half the regular rate of pay for work after 9 hours (this number changes accordingly) **in a day, and at double time after 12 hours of work per day.**

Weekly overtime: as this schedule averages 42 hours per week, employees will receive 2 hours at one and one-half time each week of the cycle.

Hope this is clear.

Christina Ewasiuk
250-645-4033

From: Wilson, Tami L LBR:EX
Sent: Tuesday, October 13, 2015 1:07 PM
To: Ewasiuk, Christina J LBR:EX
Subject: RE: ER015-945 - Variance Renewals - Canadian Corp. of Commissionaires
Importance: High

Hey Christina,

I had a brief conversation with Rob, last week.

He mentioned there may be a problem with the 13 hour shifts and 15. He didn't say they were approved or not at this point.

Can you follow up with me on what the decision is with these two. He mentioned the overtime may have to be double time after 12 hours? Can you provide me with the details so I can follow up with the ER on the variance schedules. These two applications were renewals.

Tami

From: Ewasiuk, Christina J LBR:EX
Sent: Tuesday, October 13, 2015 10:06 AM
To: Wilson, Tami L LBR:EX
Subject: RE: ER015-945 - Variance Renewals - Canadian Corp. of Commissionaires

Hi Tami:

It was my understanding that Rob had contacted you about these^{s.22} - specific to the
13 and 15 hour shift schedules and the fact they didn't show overtime.

We can certainly chat more about this if the two of you haven't followed up.

Give me a shout at your convenience today.

Christina Ewasiuk
250-645-4033

From: Wilson, Tami L LBR:EX
Sent: Tuesday, October 13, 2015 9:57 AM
To: Ewasiuk, Christina J LBR:EX
Subject: RE: ER015-945 - Variance Renewals - Canadian Corp. of Commissionaires

Hi Christina,

Just following up on these variances.

T :)

From: Ewasiuk, Christina J LBR:EX
Sent: Tuesday, September 29, 2015 11:30 AM
To: Wilson, Tami L LBR:EX
Subject: RE: ER015-945 - Variance Renewals - Canadian Corp. of Commissionaires

Hi Tami:

I'll take a look and get back to you this afternoon.

C.

From: Wilson, Tami L LBR:EX
Sent: Tuesday, September 29, 2015 10:23 AM
To: Ewasiuk, Christina J LBR:EX
Subject: ER015-945 - Variance Renewals - Canadian Corp. of Commissionaires
Importance: High

Hi Christina,

I have 4 variance renewals from the above ER for approval.

Thanks.

*Tami L. Wilson
Mediation Officer/Employment Standards Officer
Phone: 250-952-0316
Facsimile: 250-952-0476*

*Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Employment Standards Branch
PO Box 9571 Stn Prov Govt
Suite 200 - 880 Douglas Street
Victoria, BC V8W 9K1*

Mitchell, Sandra LBR:EX

From: Mitchell, Sandra LBR:EX
Sent: Friday, September 4, 2015 12:11 PM
To: Wilson, Tami L LBR:EX
Subject: Variance Request ~

Hi Tami,

I have a Variance for you. ER 003-746 asgn#384350 ~ I will pop it into the house mail for you. I realize^{s.22}

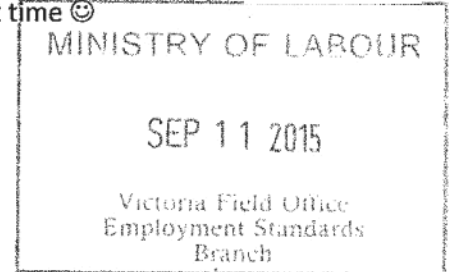
please advise me^{s.22}

and I will put the variance in your name at that time ☺

so

Thanks so much,

Sandra (Sam) Mitchell, Field Office Clerk
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
2nd floor – 6475 Metral Drive
Nanaimo, BC V9T 2L9
Phone (Direct): (250) 390-6193
Fax: (250) 390-6195
Toll Free: 1-800-663-3316
<http://www.labour.gov.bc.ca/esb>



Hi Tami ☺

These variances all came in from the same ER and Chantal suggested the same officer do them. I will put them into your name on Monday, Sept. 14/15.

— Thank you,
Sam.



Director of Employment Standards

Determination

July 26, 2013

ER # 015-945

Variance Notice

On June 20, 2013 the Director of Employment Standards (the "Director") received an application under section 72 of the **Employment Standards Act** (the "Act") from:

Canadian Corps of Commissionaires (Victoria, the Islands and Yukon)
Name

928 Cloverdale Avenue, Victoria, BC, V8X 2T3
Address

and certain employees requesting that the Director vary Sections 35 and 40 of the Act.

This variance is granted with the following conditions and applies to the following employee(s):

Full-Time Employees Working as Commissionaires at the Department of National Defence establishment (Canadian Forces Maritime Experimental Test Ranges – CFMETR) on Winchelsea Island

These employees may work the following work schedule: 13 hours per day for 3 days, followed by 3 days free from work, followed by 13 hours per day for 3 days, followed by 5 days free from work.

This schedule results in an average of 39 hours per week over a 4 week schedule.

An employee working on any regularly scheduled day off during any week of the shift cycle must be paid at 1 1/2 times the employee's regular rate of pay for the first 12 hours worked on each day and at double the regular rate of pay for all time worked over 12 hours on each day.

Part-time and casual employees are not subject to this variance.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:
2nd Floor – 6475 Metral Drive
Nanaimo, B.C. V9T 2L9

Telephone: (250) 390-6201
Facsimile: (250) 390-6195

An employee's entitlement under the Act to statutory holiday pay is not adversely affected by this variance. Employees who would be entitled to statutory holiday pay if this variance was not in effect are entitled to the provisions of Part 5 of the Act, notwithstanding that they may not work 15 of the 30 days immediately prior to the statutory holiday.

If any of the above conditions are not observed, the Director may cancel this variance.

THIS VARIANCE NOTICE MUST BE DISPLAYED IN THE WORKPLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES.

This Determination expires on July 25, 2015.

July 26, 2013
July 26, 2013

Patricia Elliott

Patricia Elliott
Delegate of the Director of
Employment Standards



COMMISSIONAIRES

TRUSTED • EVERYDAY • EVERYWHERE

ASGN 384424

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

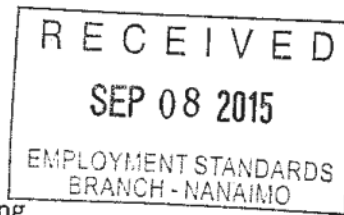
928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

711 Northumberland Avenue
Nanaimo, B.C. V9S 5C5
T 250-754-1042
F 250-754-1059
commissionaires@telus.net

TF 1-877-322-6777
www.commissionaires-vij.biz

4 September 2015

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
2nd Floor—6475 Metral Drive
Nanaimo, BC V9T 2L9



**Re: Request for Variance from Section 40 of the BC Employment Standards Act for
Employees Working as Commissionaires at the CFMETR on Winchelsea Island, BC**

The employer would like to make an application to vary the provisions of Section 40 of the BC Employment Standards Act (ESA) for four full time employees working as Commissionaires at the Department of National Defence (DND) establishment Canadian Forces Maritime Experimental and Test Ranges (CFMETR) on Winchelsea Island off Nanoose Bay, Vancouver Island.

A. Employer

Commissionaires Victoria, the Islands and Yukon Division
928 Cloverdale Ave
Victoria, BC V8X 2T3
Office: 250-727-7755 ext. 110

**B. Section of the Act The Director is requested to vary
Section 40**

C. Detailed description of the variance being requested

For four employees at this site working as commissionaires at the Canadian Forces Maritime Experimental and Test Ranges (CFMETR) the employer wishes to have a rotation shift of 13 hours on a cycle of 3 days on followed by 3 days off, followed by 3 days on at 13 hours a day, followed by 5 days off, on a 2 week repetitive cycle. Two part time employees will be working 13 hour shifts on an occasional basis. The part time employees will not be covered by the variance.

D. How long the variance will be in place

It is understood that the Director may approve the renewal of a variance for a period of up to five years, therefore we are requesting a renewal until 31 March 2020.

E. The reason for requesting the variance

The position is located on an island that is served by DND vessels on a 12 hour schedule (morning and evening) thus Commissionaires on duty can only be relieved after completing their 12 hour shift. The additional hour of their shift is the transit time from the DND Base (CFMETR) to the island (30 minutes transit). There are two days in the 14 day cycle when the shifts will be staffed by part time employees who are not subject to this variance and receive overtime and double time payment for the 13 hour shift. The variance is applicable only to the full time employees.

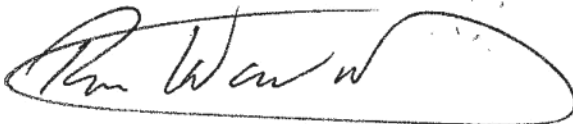
F. The name and home telephone number of each employee who signs the application.

<u>Employee</u>	<u>Phone No</u>
s.22	

G. The name of each employee who will be affected by the variance

1. s.22
- 2.
- 3.
- 4.

Yours sincerely,




Ron Warmald MPA, CHRP
Manager Human Resources

<u>Employee</u>	<u>Signature</u>	<u>Date</u>
s.22		25 AUG 2016
		25 AUG 15
		27 AUG 15
		27 Aug 15

cc.: Bill Riggs-Director Of Operations

Officer: Strandberg
File closed Nov 2, 2018
Application for
variance abandoned

CO
FINAL 

CANADIAN CORPS OF COMMISSIONAIRES
VICTORIA, THE ISLANDS AND YUKON
VARIANCE
VANCOUVER ISLAND
2018AUG22
ER 422199

NAME
NOM

CANADIAN CORPS OF COMMISSIONAIRES
VICTORIA, THE ISLANDS AND YUKON

Office: Vancouver Island

Employer No: 422199

Employer: Canadian Corps Of Commissionaires (Victoria, The Islands & Y
Operating Name:
Also Known As: Commissionaires, The
Address: 928 Cloverdale Avenue
 Victoria, BC V8X 2T3
Phone: 250-727-7755 Ext
Phone 2: Ext
Fax: 250-727-7355
Cell:
Email: cccvic@commissionaires-viy.biz
Comments:

Work Address(es)

Address: 941 Pandora Avenue
 #9114 Mental Health & Addictions
 Victoria, BC V8V 3P4
Phone:
Phone 2:
Fax:
Cell:
Email:
Comments:

Selected Assignment

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
	No		2018/08/22	1289470	Variance	Strandberg, Rodney	Closed	2018/11/02	Withdrawn

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2016/08/24	1036322	LRB	Robertson, Theresa	Closed	2016/09/15	LRB/SDFW/CA AB/HR Completed
s.22		Nos.22				Hogeweide, Jordan	Closed	2016/08/03	Abandoned/Wit hdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/12/21	1032646	LRB	Leblanc, Joe	Closed	2015/12/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/08	1030869	Variance	Wilson, Tami	Closed	2015/10/29	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/04	1030826	Variance	Wilson, Tami	Closed	2015/10/29	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/04	1030867	Variance	Wilson, Tami	Closed	2015/10/15	Issued

Execution Time: 18 sec(s) at: 4:15:37

Generated By: Lowe, Taylor
 Generated On: 2018/11/05
 Page: 1 of 5

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2015/09/03	1030798	Variance	Wilson, Tami	Closed	2015/10/15	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2014/10/21	1025931	LRB	Wulf, Katherine	Closed	2014/12/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/08/14	1018357	LRB	Hughes, Terry M	Closed	2013/10/02	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/06/20	1017446	Variance	Elliott, Patricia	Closed	2013/07/26	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/06/19	1017414	Variance	Krell, Robert D.	Closed	2013/06/28	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/06/10	1017293	Variance	Hughes, Terry M	Closed	2013/06/21	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/05/31	1017280	Variance	Hughes, Terry M	Closed	2013/06/21	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/05/14	1016911	Variance	Sillito, Brenda	Closed	2013/06/21	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/01/18	1014887	LRB	Booth, Kristine	Closed	2013/03/13	LRB/SDFW/CA AB/HR Completed
s.22		No s.22	s.22			Hughes, Terry M	Closed	2013/03/07	Voluntary Resolution - No Determination
		No s.22				Sillito, Brenda	Closed	2011/11/04	Settlement Agreement - Voluntary Payment
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/05/07	1003552	LRB	Burchinal, Shelly	Closed	2011/10/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/03/24	1002512	LRB	Hughes, Terry M	Closed	2011/03/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/02/01	1001327	LRB	Wulf, Katherine	Closed	2011/03/16	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/01/27	1001197	LRB	Wulf, Katherine	Closed	2011/02/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/01/19	1000988	LRB	Wulf, Katherine	Closed	2011/02/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2009/06/11	1203119	Variance	Boyle, William	Closed	2009/12/17	Withdrawn
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2009/06/11	1203171	LRB	Wulf, Katherine	Closed	2009/06/29	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2008/05/07	1195160	LRB	Hughes, Terry M	Closed	2008/09/24	LRB/SDFW/CA AB/HR Completed

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2007/03/29	1187231	Variance	Wilson, Tami	Closed	2007/04/12	Issued
s.22	No	s.22	s.22			Walowina, Terri	Closed	2007/03/01	Voluntary Resolution - No Determination
	No					Hitchcock, Karen	Closed	2006/06/05	Settlement Agreement - Voluntary Payment
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2006/02/20	1182988	LRB	Hughes, Terry M	Closed	2006/08/01	LRB/SDFW/CA AB/HR Completed
s.22	No	s.22	s.22			Webber, Paulette	Closed	2006/02/15	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/12/08	1170746	LRB	Hughes, Terry M	Closed	2004/01/28	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/05/12	1167444	LRB	Macneill, Ian	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/05/12	1167453	LRB	Hughes, Terry M	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/04/22	1167016	LRB	Wallace, Myron	Closed	2003/06/13	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/04/10	1166896	LRB	Hughes, Terry M	Closed	2003/11/07	LRB/SDFW/CA AB/HR Completed
s.22	No	s.22	s.22			Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No	s.22				Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
s.22	No	s.22				Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
	No					Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/01/08	1165328	LRB	Hughes, Terry M	Closed	2003/02/05	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/20	1165128	LRB	Hughes, Terry M	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/20	1165135	Variance	Hughes, Terry M	Closed	2002/12/20	Issued
s.22		s.22				Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/11	1165001	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/11/19	1164473	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/11/05	1164365	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/09/26	1163805	LRB	Wallace, Myron	Closed	2002/10/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/09/19	1163701	Variance	Hughes, Terry M	Closed	2002/10/16	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/08/26	1163373	LRB	Wallace, Myron	Closed	2002/10/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/07/09	1162822	LRB	Burris, Roberta	Closed	2002/08/07	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/06/24	1162467	LRB	Taylor, Michael	Closed	2002/07/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/03/25	1159953	LRB	Hughes, Terry M	Closed	2002/04/04	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/02/21	1159098	Variance	Hughes, Terry M	Closed	2002/03/07	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/02/06	1158511	LRB	Hartmann, John	Closed	2002/02/27	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/12/06	1157049	Variance	Oliver, David	Closed	2002/01/09	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/10/29	1155877	LRB	Hartmann, John	Closed	2001/11/09	LRB/SDFW/CA AB/HR Completed

Execution Time: 18 sec(s) at: 4:15:37

Generated By: Lowe, Taylor
Generated On: 2018/11/05
Page: 4 of 5

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/07/09	1152405	Variance	Taylor, Michael	Closed	2001/07/09	Issued
s.22			s.22			Taylor, Michael	Closed	2001/08/31	Abandoned/Wit hdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/05/08	1150122	LRB	Hartmann, John	Closed	2001/05/22	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/05/08	1150143	LRB	Hartmann, John	Closed	2001/05/22	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/04/30	1149851	LRB	Hartmann, John	Closed	2001/05/08	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/04/06	1149204	LRB	Lyle, Beth	Closed	2001/05/01	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/07	1148092	LRB	Oliver, David	Closed	2001/05/17	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/05	1147996	LRB	Dennis, W.H.	Closed	2001/03/08	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/01	1147807	LRB	Hartmann, John	Closed	2001/03/07	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/02/20	1147583	LRB	Taylor, Michael	Closed	2001/02/28	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/02/05	1147009	Variance	Taylor, Michael	Closed	2001/05/04	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/01/24	1146691	Variance	Burris, Roberta	Closed	2001/01/24	Issued
s.22			s.22			Wilson, Tami	Closed	2000/11/06	Voluntary Resolution - No Determination
						Mcdowell, David	Closed	2000/09/14	Voluntary Resolution - No Determination
						Mcnary, Janice	Closed	2000/07/12	Abandoned/Wit hdrawn
						Mcnary, Janice	Closed	2000/05/31	Abandoned/Wit hdrawn
						Macneill, Ian	Closed	2000/07/04	Abandoned/Wit hdrawn
						Macneill, Ian	Closed	1999/12/09	Voluntary Resolution - No Determination
						Molnar, Kevin	Closed	1999/09/13	Determination Issued - No Contraventions
			1998/01/22	1110860	Bus. Closure	Omstead, Gerry	Closed	2000/10/13	Multiple

Execution Time: 18 sec(s) at: 4:15:37

Generated By: Lowe, Taylor
Generated On: 2018/11/05
Page: 5 of 5

Office: Vancouver Island

Employer No: 422199

Employer: Canadian Corps Of Commissionaires (Victoria, The Islands & Y

Operating Name:

Also Known As: Commissionaires, The

Address: 928 Cloverdale Avenue
Victoria, BC V8X 2T3

Phone: 250-727-7755 Ext

Phone 2: Ext

Fax: 250-727-7355

Cell:

Email: cccvic@commissionaires-viy.biz

Comments:

Work Address(es)Address: 941 Pandora Avenue
#9114 Mental Health & Addictions
Victoria, BC V8V 3P4

Phone:

Phone 2:

Fax:

Cell:

Email:

Comments:

Selected Assignment

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
	No		2018/08/22	1289470	Variance	Strandberg, Rodney	Closed	2018/11/02	Withdrawn

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2016/08/24	1036322	LRB	Robertson, Theresa	Closed	2016/09/15	LRB/SDFW/CA AB/HR Completed
s.22		s.22				Hogeweide, Jordan	Closed	2016/08/03	Abandoned/Wit hdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/12/21	1032646	LRB	Leblanc, Joe	Closed	2015/12/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/08	1030869	Variance	Wilson, Tami	Closed	2015/10/29	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/04	1030826	Variance	Wilson, Tami	Closed	2015/10/29	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/04	1030867	Variance	Wilson, Tami	Closed	2015/10/15	Issued

Execution Time: 18 sec(s) at: 4:15:37

Generated By: Lowe, Taylor

Generated On: 2018/11/05

Page: 1 of 5

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/03	1030798	Variance	Wilson, Tami	Closed	2015/10/15	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2014/10/21	1025931	LRB	Wulf, Katherine	Closed	2014/12/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/08/14	1018357	LRB	Hughes, Terry M	Closed	2013/10/02	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/06/20	1017446	Variance	Elliott, Patricia	Closed	2013/07/26	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/06/19	1017414	Variance	Krell, Robert D.	Closed	2013/06/28	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/06/10	1017293	Variance	Hughes, Terry M	Closed	2013/06/21	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/05/31	1017280	Variance	Hughes, Terry M	Closed	2013/06/21	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/05/14	1016911	Variance	Sillito, Brenda	Closed	2013/06/21	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/01/18	1014887	LRB	Booth, Kristine	Closed	2013/03/13	LRB/SDFW/CA AB/HR Completed
s.22		s.22				Hughes, Terry M	Closed	2013/03/07	Voluntary Resolution - No Determination
						Sillito, Brenda	Closed	2011/11/04	Settlement Agreement - Voluntary Payment
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/05/07	1003552	LRB	Burchnall, Shelly	Closed	2011/10/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/03/24	1002512	LRB	Hughes, Terry M	Closed	2011/03/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/02/01	1001327	LRB	Wulf, Katherine	Closed	2011/03/16	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/01/27	1001197	LRB	Wulf, Katherine	Closed	2011/02/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/01/19	1000988	LRB	Wulf, Katherine	Closed	2011/02/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2009/06/11	1203119	Variance	Boyte, William	Closed	2009/12/17	Withdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2009/06/11	1203171	LRB	Wulf, Katherine	Closed	2009/06/29	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2008/05/07	1195160	LRB	Hughes, Terry M	Closed	2008/09/24	LRB/SDFW/CA AB/HR Completed

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2007/03/29	1187231	Variance	Wilson, Tami	Closed	2007/04/12	Issued
s.22			s.22			Walowina, Terri	Closed	2007/03/01	Voluntary Resolution - No Determination
						Hitchcock, Karen	Closed	2006/06/05	Settlement Agreement - Voluntary Payment
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2006/02/20	1182988	LRB	Hughes, Terry M	Closed	2006/08/01	LRB/SDFW/CA AB/HR Completed
s.22			s.22			Webber, Paulette	Closed	2006/02/15	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/12/08	1170746	LRB	Hughes, Terry M	Closed	2004/01/28	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/05/12	1167444	LRB	Macneill, Ian	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/05/12	1167453	LRB	Hughes, Terry M	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/04/22	1167016	LRB	Wallace, Myron	Closed	2003/06/13	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/04/10	1166896	LRB	Hughes, Terry M	Closed	2003/11/07	LRB/SDFW/CA AB/HR Completed
s.22			s.22			Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
s.22			s.22			Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/01/08	1165328	LRB	Hughes, Terry M	Closed	2003/02/05	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/20	1165128	LRB	Hughes, Terry M	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/20	1165135	Variance	Hughes, Terry M	Closed	2002/12/20	Issued
s.22			s.22			Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/11	1165001	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/11/19	1164473	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/11/05	1164365	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/09/26	1163805	LRB	Wallace, Myron	Closed	2002/10/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/09/19	1163701	Variance	Hughes, Terry M	Closed	2002/10/16	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/08/26	1163373	LRB	Wallace, Myron	Closed	2002/10/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/07/09	1162822	LRB	Burris, Roberta	Closed	2002/08/07	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/06/24	1162467	LRB	Taylor, Michael	Closed	2002/07/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/03/25	1159953	LRB	Hughes, Terry M	Closed	2002/04/04	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/02/21	1159098	Variance	Hughes, Terry M	Closed	2002/03/07	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/02/06	1158511	LRB	Hartmann, John	Closed	2002/02/27	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/12/06	1157049	Variance	Oliver, David	Closed	2002/01/09	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/10/29	1155877	LRB	Hartmann, John	Closed	2001/11/09	LRB/SDFW/CA AB/HR Completed

Execution Time: 18 sec(s) at: 4:15:37

Generated By: Lowe, Taylor
Generated On: 2018/11/05
Page: 4 of 5

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/07/09	1152405	Variance	Taylor, Michael	Closed	2001/07/09	Issued
s.22			s.22			Taylor, Michael	Closed	2001/08/31	Abandoned/Wit hdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/05/08	1150122	LRB	Hartmann, John	Closed	2001/05/22	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/05/08	1150143	LRB	Hartmann, John	Closed	2001/05/22	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/04/30	1149851	LRB	Hartmann, John	Closed	2001/05/08	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/04/06	1149204	LRB	Lyle, Beth	Closed	2001/05/01	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/07	1148092	LRB	Oliver, David	Closed	2001/05/17	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/05	1147996	LRB	Dennis, W.H.	Closed	2001/03/08	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/01	1147807	LRB	Hartmann, John	Closed	2001/03/07	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/02/20	1147583	LRB	Taylor, Michael	Closed	2001/02/28	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/02/05	1147009	Variance	Taylor, Michael	Closed	2001/05/04	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/01/24	1146691	Variance	Burris, Roberta	Closed	2001/01/24	Issued
s.22			s.22			Wilson, Tami	Closed	2000/11/06	Voluntary Resolution - No Determination
						Mcdowell, David	Closed	2000/09/14	Voluntary Resolution - No Determination
						Mcnary, Janice	Closed	2000/07/12	Abandoned/Wit hdrawn
						Mcnary, Janice	Closed	2000/05/31	Abandoned/Wit hdrawn
						Macneill, Ian	Closed	2000/07/04	Abandoned/Wit hdrawn
						Macneill, Ian	Closed	1999/12/09	Voluntary Resolution - No Determination
						Molnar, Kevin	Closed	1999/09/13	Determination Issued - No Contraventions
			1998/01/22	1110860	Bus. Closure	Omstead, Gerry	Closed	2000/10/13	Multiple

Execution Time: 18 sec(s) at: 4:15:37

Generated By: Lowe, Taylor
Generated On: 2018/11/05
Page: 5 of 5

Office: Vancouver Island

Employer No: 422199

Employer: Canadian Corps Of Commissionaires (Victoria, The Islands & Y

Operating Name:

Also Known As: Commissionaires, The

Address: 928 Cloverdale Avenue
Victoria, BC V8X 2T3

Phone: 250-727-7755 Ext

Phone 2: Ext

Fax: 250-727-7355

Cell:

Email: cccvic@commissionaires-viy.biz

Comments:

Work Address(es)

Address: 941 Pandora Avenue
#9114 Mental Health & Addictions
Victoria, BC V8V 3P4

Phone:

Phone 2:

Fax:

Cell:

Email:

Comments:

Selected Assignment

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
	No		2018/08/22	1289470	Variance	Strandberg, Rodney	Initiated	2018/08/23	

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2016/08/24	1036322	LRB	Robertson, Theresa	Closed	2016/09/15	LRB/SDFW/CA AB/HR Completed
s.22		s.22				Hogeweide, Jordan	Closed	2016/08/03	Abandoned/Wit hdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/12/21	1032646	LRB	Leblanc, Joe	Closed	2015/12/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/08	1030869	Variance	Wilson, Tami	Closed	2015/10/29	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/04	1030826	Variance	Wilson, Tami	Closed	2015/10/29	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/04	1030867	Variance	Wilson, Tami	Closed	2015/10/15	Issued

Execution Time: 9 sec(s) at: 1:41:13

Generated By: Lychak,
Catherine
Generated On: 2018/08/23
Page: 1 of 5

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2015/09/03	1030798	Variance	Wilson, Tami	Closed	2015/10/15	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2014/10/21	1025931	LRB	Wulf, Katherine	Closed	2014/12/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/08/14	1018357	LRB	Hughes, Terry M	Closed	2013/10/02	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/06/20	1017446	Variance	Elliott, Patricia	Closed	2013/07/26	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/06/19	1017414	Variance	Krell, Robert D.	Closed	2013/06/28	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/06/10	1017293	Variance	Hughes, Terry M	Closed	2013/06/21	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/05/31	1017280	Variance	Hughes, Terry M	Closed	2013/06/21	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/05/14	1016911	Variance	Sillito, Brenda	Closed	2013/06/21	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2013/01/18	1014887	LRB	Booth, Kristine	Closed	2013/03/13	LRB/SDFW/CA AB/HR Completed
s.22		s.22				Hughes, Terry M	Closed	2013/03/07	Voluntary Resolution - No Determination
						Sillito, Brenda	Closed	2011/11/04	Settlement Agreement - Voluntary Payment
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/05/07	1003552	LRB	Burchall, Shelly	Closed	2011/10/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/03/24	1002512	LRB	Hughes, Terry M	Closed	2011/03/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/02/01	1001327	LRB	Wulf, Katherine	Closed	2011/03/16	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/01/27	1001197	LRB	Wulf, Katherine	Closed	2011/02/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2011/01/19	1000988	LRB	Wulf, Katherine	Closed	2011/02/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2009/06/11	1203119	Variance	Boyte, William	Closed	2009/12/17	Withdrawn
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2009/06/11	1203171	LRB	Wulf, Katherine	Closed	2009/06/29	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2008/05/07	1195160	LRB	Hughes, Terry M	Closed	2008/09/24	LRB/SDFW/CA AB/HR Completed

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2007/03/29	1187231	Variance	Wilson, Tami	Closed	2007/04/12	Issued
s.22		422199	2007/03/29	1187231	Variance	Walowina, Terri	Closed	2007/03/01	Voluntary Resolution - No Determination
						Hitchcock, Karen	Closed	2006/06/05	Settlement Agreement - Voluntary Payment
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2006/02/20	1182988	LRB	Hughes, Terry M	Closed	2006/08/01	LRB/SDFW/CA AB/HR Completed
s.22			s.22			Webber, Paulette	Closed	2006/02/15	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/12/08	1170746	LRB	Hughes, Terry M	Closed	2004/01/28	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/05/12	1167444	LRB	Macneill, Ian	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/05/12	1167453	LRB	Hughes, Terry M	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/04/22	1167016	LRB	Wallace, Myron	Closed	2003/06/13	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/04/10	1166896	LRB	Hughes, Terry M	Closed	2003/11/07	LRB/SDFW/CA AB/HR Completed
s.22		422199	2003/04/10	1166896	LRB	Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
s.22		s.22				Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/01/08	1165328	LRB	Hughes, Terry M	Closed	2003/02/05	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/20	1165128	LRB	Hughes, Terry M	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/20	1165135	Variance	Hughes, Terry M	Closed	2002/12/20	Issued
s.22		s.22				Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/12/11	1165001	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/11/19	1164473	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/11/05	1164365	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/09/26	1163805	LRB	Wallace, Myron	Closed	2002/10/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/09/19	1163701	Variance	Hughes, Terry M	Closed	2002/10/16	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/08/26	1163373	LRB	Wallace, Myron	Closed	2002/10/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/07/09	1162822	LRB	Burris, Roberta	Closed	2002/08/07	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/06/24	1162467	LRB	Taylor, Michael	Closed	2002/07/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/03/25	1159953	LRB	Hughes, Terry M	Closed	2002/04/04	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/02/21	1159098	Variance	Hughes, Terry M	Closed	2002/03/07	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2002/02/06	1158511	LRB	Hartmann, John	Closed	2002/02/27	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/12/06	1157049	Variance	Oliver, David	Closed	2002/01/09	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/10/29	1155877	LRB	Hartmann, John	Closed	2001/11/09	LRB/SDFW/CA AB/HR Completed

Execution Time: 9 sec(s) at: 1:41:13

Generated By: Lychak,
Catherine
Generated On: 2018/08/23
Page: 4 of 5

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/07/09	1152405	Variance	Taylor, Michael	Closed	2001/07/09	Issued
s.22		s.22				Taylor, Michael	Closed	2001/08/31	Abandoned/Wit hdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/05/08	1150122	LRB	Hartmann, John	Closed	2001/05/22	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/05/08	1150143	LRB	Hartmann, John	Closed	2001/05/22	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/04/30	1149851	LRB	Hartmann, John	Closed	2001/05/08	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/04/06	1149204	LRB	Lyle, Beth	Closed	2001/05/01	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/07	1148092	LRB	Oliver, David	Closed	2001/05/17	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/05	1147996	LRB	Dennis, W.H.	Closed	2001/03/08	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/01	1147807	LRB	Hartmann, John	Closed	2001/03/07	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/02/20	1147583	LRB	Taylor, Michael	Closed	2001/02/28	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/02/05	1147009	Variance	Taylor, Michael	Closed	2001/05/04	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/01/24	1146691	Variance	Burris, Roberta	Closed	2001/01/24	Issued
s.22		s.22				Wilson, Tami	Closed	2000/11/06	Voluntary Resolution - No Determination
						Mcdowell, David	Closed	2000/09/14	Voluntary Resolution - No Determination
						McNary, Janice	Closed	2000/07/12	Abandoned/Wit hdrawn
						McNary, Janice	Closed	2000/05/31	Abandoned/Wit hdrawn
						Macneill, Ian	Closed	2000/07/04	Abandoned/Wit hdrawn
						Macneill, Ian	Closed	1999/12/09	Voluntary Resolution - No Determination
						Molnar, Kevin	Closed	1999/09/13	Determination Issued - No Contraventions
			1998/01/22	1110860	Bus. Closure	Omstead, Gerry	Closed	2000/10/13	Multiple

Execution Time: 9 sec(s) at: 1:41:13

Generated By: Lychak,
Catherine
Generated On: 2018/08/23
Page: 5 of 5

REGISTERED MAIL TRACE SHEET

Mailed by:

Ministry Name: Ministry of Labour	Branch: Employment Standards Branch
Address: 200 - 880 Douglas St., PO Box 9571 Victoria, BC V8W 2B7	Officer: Strandberg

Type of document: letter 29-10-2018

Commissionaires, Victoria, the Islands and Yukon 928 Cloverdale Ave. Victoria, BC V8X 2T3 Attention: Kimberly Buchanan	RN 268 016 415 CA

ER# AND NAME Commissionaires ER # 422199



October 29, 2018

Commissionaires, Victoria, the Islands and Yukon
928 Cloverdale Ave.
Victoria, BC V8X 2T3
Attention: Kimberly Buchanan

ER: 422199

Sent by Registered Mail

Dear Ms. Buchanan,

Re: Application for a variance for field operators

I am following up my letter of October 16, 2018, noting that I have heard nothing from you.

I am now closing this file without issuing a variance. Should you wish to obtain a variance for your field operators in the future, you must submit a new application to the Employment Standards Branch.

Yours truly

Rodney J. Strandberg
Delegate of the Director of
Employment Standards
Email: Rodney.Strandberg@gov.bc.ca
Telephone: (778) 974-2063

Ministry of Labour

Employment Standards
Branch

Mailing Address:

PO Box 9571 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0399
Facsimile: (250) 952-0476



Tracking number

RN268025350CA

Delivery progress

Date	Time	Location	Description	Retail Location	Signatory Name
2018/10/17	10:44		Signature image recorded for Online viewing		S.22
2018/10/17	10:44	VICTORIA, BC	Delivered		
2018/10/17	09:12	VICTORIA, BC	Item out for delivery		
2018/10/17	07:10	VICTORIA, BC	Item processed		

Features and Options

Signature Required

© 2017 Canada Post Corporation



October 16, 2018

Commissionaires, Victoria, the Islands and Yukon
928 Cloverdale Ave.
Victoria, BC V8X 2T3
Attention: Kimberly Buchanan

ER: 422199

Sent by Registered Mail

Dear Ms. Buchanan,

Re: Application for a variance for field operators

I have been assigned your application for a variance.

I have left several messages for you to contact me. I have not heard from you.

There is additional information, or clarification, I require:

1. Our records indicate that the Commissionaires have a number of variances. Please confirm that this is a new variance application, and not an application to add additional employees to an existing variance.
2. The application names of two employees. Normally the Director issues a variance for a class of employees, not named employees. Could you please advise:
 - a. Are the two named employees the only employees potentially affected by the variance? or
 - b. Is there a name, occupation, or classification for these two employees so that, if the Director grants a variance, it can name the occupations or class of employee to allow new employees who may be substituted for existing employees, to be covered by the variance. Alternatively, if the variance is intended to apply to specific employees, I would name these employees in the variance but you should know that the variance lapses if the employment of a named employee or employees ends.
3. Your application needs to include a schedule showing the proposed shift cycle and the actual days and hours the employees work in the cycle.
4. You state that the employees will work a schedule of four days on and four off, with each shift being an "average" of 9.6 hours. If there is variability in the shift lengths, that will have to be noted in the schedule you provide; if, alternatively, the shifts will each be 9.6 hours, please confirm.

Ministry of Labour

Employment Standards
Branch

Mailing Address:

PO Box 9571 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0399
Facsimile: (250) 952-0476

- a. I note your comment that each work cycle will average 38.25 hours. If each shift is 9.6 hours then an employee would work 38.4 hours in a four-shift cycle. I need you to clarify if it is your intention to have each employee work 38.25 hours in a cycle, or 38.4 hours.
 - b. I note your comment that you will pay overtime for any hours worked beyond 10. Normally, the overtime variance would apply to the number of hours specified in the schedule, which means that any hours over 9.6 in a day would attract overtime rates.
5. Normally the term of an initial variance is two years, although you have requested a five-year term. We can discuss this.

Thank you for your attention to this. Please contact me by telephone, or respond by email, by 4 p.m. on Friday, October 26, 2018. If I do not hear from you, I will close your file.

Do not hesitate to contact me if you have any questions or require any clarification.

Yours truly

Rodney J. Strandberg
Delegate of the Director of
Employment Standards
Email: Rodney.Strandberg@gov.bc.ca
Telephone: (778) 974-2063

REGISTERED MAIL TRACE SHEET

Mailed by:

Ministry Name: Ministry of Labour	Branch: Employment Standards Branch
Address: 200 - 880 Douglas St., PO Box 9571 Victoria, BC V8W 2B7	Officer: Strandberg

Type of document: Letter dated October 16, 2018

Commissionaires, Victoria, the Islands and Yukon 928 Cloverdale Ave. Victoria, BC V8X 2T3 Attention: Kimberly Buchanan	RN 268 025 350 CA

ER# AND NAME _____

**Tracking number**

RN268016415CA

Delivery progress

Date	Time	Location	Description	Retail Location	Signatory Name
2018/10/30	13:40		Signature image recorded for Online viewing		S.22
2018/10/30	13:40	VICTORIA, BC	Delivered		
2018/10/30	12:57	VICTORIA, BC	Item out for delivery		
2018/10/30	09:51	VICTORIA, BC	Item processed		

Features and Options

Signature Required

© 2017 Canada Post Corporation

REGISTERED MAIL TRACE SHEET

Mailed by:

Ministry Name: Ministry of Labour	Branch: Employment Standards Branch
Address: 200 - 880 Douglas St., PO Box 9571 Victoria, BC V8W 2B7	Officer: Strandberg

Type of document: Letter dated October 16, 2018

Commissionaires, Victoria, the Islands and Yukon 928 Cloverdale Ave. Victoria, BC V8X 2T3 Attention: Kimberly Buchanan	<div data-bbox="771 453 1388 777"> <p>CANADA POST</p> <p>RN 268 025 350, GA</p> <p>PRIORITY SERVICES / SERVICES PRIORITAIRES</p> <p>2018 -10- 17</p> <p>MAIL PROCESSING PLANT CENTRE DE TRAITEMENT DU COURRIER 4181 GLANFORD AVENUE VICTORIA BC V8Z 4B0</p> </div>
	<div data-bbox="901 1312 1364 1627"> <p>MINISTRY OF LABOUR</p> <p>OCT 17 2018</p> <p>Victoria Field Office Employment Standards Branch</p> </div>

ER# AND NAME 422199 Commissionaires

Delivery progress

This is the most up-to-date information available.

Date	Time	Location ?	Description	Retail Location	Signatory Name
2018/10/17	10:44		Signature image recorded for Online viewing		s.22
2018/10/17	10:44	VICTORIA, BC	Delivered		
2018/10/17	09:12	VICTORIA, BC	Item out for delivery ?		
2018/10/17	07:10	VICTORIA, BC	Item processed ?		

Track another item



COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

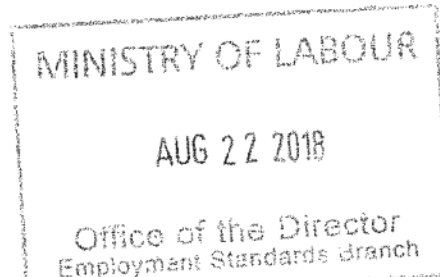
*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

Commissionaires Victoria, the Islands and Yukon
928 Cloverdale Ave.,
Victoria, BC V8X 2T3
250-727-7755

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
ccvic@commissionaires-viy.biz

July 26, 2018

Employment Standards Branch
200-880 Douglas Street
Victoria, BC V8W 2B7



11 Port Drive
Nanaimo, B.C. V9R 0C7
T 250-754-1042
F 250-754-1059
nanaimoadmin@cviy.ca
TF 1-877-532-5099
www.commissionairesviy.ca

Re: Request for variance for field operators

Pursuant to section 72 of the Employment Standards Act, Commissionaires Victoria, the Islands and Yukon and its field operator employees wish to enter into a variance of the hours of work and overtime provisions of the Act.

We are requesting a variance of s. 35 "Maximum hours of work before overtime applies" and s. 40 "Overtime wages for employees not working under an averaging agreement". Operators will work a schedule of four days on and four days off. Each shift will be an average of 9.6 consecutive hours. This work cycle will repeat every 4 days.

Each week of the work cycle will average 38.25 hours. Operators will be paid 38.25 hours at straight time, their basic hourly rate. Any hours worked beyond 10 will be at one and a half times their basic hourly rate. Any hours beyond 12 in a day will be paid at double time.

We understand and agree that operators' entitlement to statutory holiday pay will not be affected by this variance. We request that this variance be in effect for five years.

Yours truly,

Kimberly Buchanan
Manager Human Resources

I am in favour of the requested variance and with the schedule proposed above for contract #9114 – Ministry of Mental Health and Addictions, 941 Pandora Avenue, Victoria, BC.

<u>Employee Name</u>	<u>Signature</u>	<u>Phone #</u>
----------------------	------------------	----------------

s.22

Sent to VI INBOX

Organization

Name: Canadian Corps Of Commissionaires (Victoria, The Islands & Y
ID: 422199 **Phone:** 250-727-7755
Carrying on Business As: **Primary Address:** 928 Cloverdale Avenue
 Victoria, BC, V8X 2T3

[Details](#) [Related People](#) [Assignments](#) [*Documents](#) [*Contraventions](#) [*Meetings](#) [*Financials](#)

[*Complaints](#) [*Service Requests](#) [Licences](#) [Farm Labour](#)

Assignments

ID #	Type	Received	Issued	Effective	Expires	Status
1030869	Variance	2015/Sep/08	2015/Oct/29	2015/Oct/29	2020/Mar/31	Issued
1030826	Variance	2015/Sep/04	2015/Oct/29	2015/Oct/29	2020/Mar/31	Issued
1030867	Variance	2015/Sep/04	2015/Oct/15	2015/Oct/15	2020/Mar/31	Issued
1030798	Variance	2015/Sep/03	2015/Oct/15	2015/Oct/15	2020/Mar/31	Issued
1017446	Variance	2013/Jun/20	2013/Jul/26	2013/Jul/26	2015/Jul/25	Expired
1017414	Variance	2013/Jun/19	2013/Jun/28	2013/Jun/28	2015/Jun/27	Expired
1017293	Variance	2013/Jun/10	2013/Jun/21	2013/Jun/21	2015/Jun/20	Expired
1017280	Variance	2013/May/31	2013/Jun/21	2013/Jun/21	2015/Jun/20	Expired
1016911	Variance	2013/May/14	2013/Jun/21	2013/Jun/21	2015/Jun/20	Expired
1203119	Variance	2009/Jun/11				Withdrawn
1187231	Variance	2007/Mar/29	2007/Apr/12	2007/Apr/12	2009/Apr/12	Expired
1165135	Variance	2002/Dec/20	2002/Dec/20	2002/Dec/20	2002/Dec/20	Expired
1163701	Variance	2002/Sep/19	2002/Oct/16	2002/Oct/16	2004/Oct/15	Expired
1159098	Variance	2002/Feb/21	2002/Mar/07	2002/Mar/07	2004/Mar/10	Expired
1157049	Variance	2001/Dec/06	2002/Jan/09	2002/Jan/09	2004/Jan/08	Expired
1152405	Variance	2001/Jul/09	2001/Jul/09	2001/Jul/09	2001/Jul/09	Expired
1147009	Variance	2001/Feb/05	2001/May/04	2001/May/04	2004/Apr/30	Expired
1146691	Variance	2001/Jan/24	2001/Jan/24	2001/Jan/24	2001/Jan/24	Expired

* indicates a suspended license



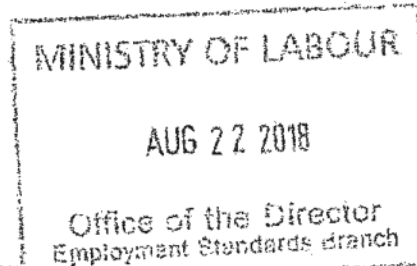
COMMISSIONAIRES

TRUSTED • EVERYDAY • EVERYWHERE

Commissionaires Victoria, the Islands and Yukon
928 Cloverdale Ave.,
Victoria, BC V8X 2T3
250-727-7755

July 26, 2018

Employment Standards Branch
200-880 Douglas Street
Victoria, BC V8W 2B7



Re: Request for variance for field operators

Pursuant to section 72 of the Employment Standards Act, Commissionaires Victoria, the Islands and Yukon and its field operator employees wish to enter into a variance of the hours of work and overtime provisions of the Act.

We are requesting a variance of s. 35 "Maximum hours of work before overtime applies" and s. 40 "Overtime wages for employees not working under an averaging agreement". Operators will work a schedule of four days on and four days off. Each shift will be an average of 9.6 consecutive hours. This work cycle will repeat every 4 days.

Each week of the work cycle will average 38.25 hours. Operators will be paid 38.25 hours at straight time, their basic hourly rate. Any hours worked beyond 10 will be at one and a half times their basic hourly rate. Any hours beyond 12 in a day will be paid at double time.

We understand and agree that operators' entitlement to statutory holiday pay will not be affected by this variance. We request that this variance be in effect for five years.

Yours truly,

Kimberly Buchanan
Manager Human Resources

I am in favour of the requested variance and with the schedule proposed above for contract #9114 – Ministry of Mental Health and Addictions, 941 Pandora Avenue, Victoria, BC.

Employee Name _____

Signature _____

Phone # _____

s.22

Victoria, the Islands and Yukon Division

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vi.y.biz

11 Port Drive
Nanaimo, B.C. V9R 0C7
T 250-754-1042
F 250-754-1059
nanaimoadmin@cviy.ca
TF 1-877-532-5099
www.commissionairesviy.ca

DIVISIONAL OFFICE

928 Cloverdale Avenue
Victoria, BC V8X 2T3
Phone: 250-727-7755
Fax: 250-727-7355
Toll Free: 1-877-322-6777



(<https://www.bbb.org/vancouver-island/business-reviews/security-guard-and-patrol-service/the-canadian-corps-of-commissionaires-in-victoria-bc-24496#sealclick>)



ISO 9001
Quality



ISO 14001
Environmental

©2018 The Commissionaires Victoria. All Rights Reserved.

Page 202 of 221 to/à Page 203 of 221

Withheld pursuant to/removed as

s.22 ; s.3

Lychak, Cathy LBR:EX

From: Mace-Williams, Kimberlee A LBR:EX
Sent: Wednesday, August 22, 2018 2:27 PM
To: LBR R ESB VI Region LBR:EX
Subject: FW: variane -victoria - yukon
Attachments: Scan_20180822.pdf

Received copy of Variance, in mail.

Thank you.

NAME
NOM

CANADIAN CORPS OF COMMISSIONA
(VICTORIA, THE ISLANDS & YUKON)
VARIANCE - Donna Cook

CPAS
FINAL

03-05-08-01

9760800001



F132495

Cube Global Storage Ltd

Office: Vancouver Island

Employer No: 422199

Employer: Canadian Corps Of Commissionaires (Victoria, The Islands & Y

Operating Name:

Also Known As: Commissionaires, The

Address: 928 Cloverdale Avenue
Victoria, BC V8X 2T3

Phone: 250-727-7755 Ext

Phone 2: Ext

Fax: 250-727-7355

Cell:

Email: cccvic@commissionaires-viy.biz

Comments:

Work Address(es)Address: 928 Cloverdale Avenue
Victoria, BC V8X 2T3

Phone: 250-727-7755

Phone 2:

Fax: 250-727-7355

Cell:

Email: cccvic@commissionaires-viy.biz

Comments:

Selected Assignment

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
	No		2018/11/27	1291483	Variance	Corregan, Shannon	Closed	2018/12/12	Withdrawn

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2018/08/22	1289470	Variance	Strandberg, Rodney	Closed	2018/11/02	Withdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2016/08/24	1036322	LRB	Robertson, Theresa	Closed	2016/09/15	LRB/SDFW/CA AB/HR Completed
s.22			s.22			Hogeweide, Jordan	Closed	2016/08/03	Abandoned/Wit hdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/12/21	1032646	LRB	Leblanc, Joe	Closed	2015/12/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/08	1030869	Variance	Wilson, Tami	Closed	2015/10/29	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/04	1030826	Variance	Wilson, Tami	Closed	2015/10/29	Issued

Execution Time: 9 sec(s) at: 9:6:53

Generated By: Corregan,
Shannon
Generated On: 2018/12/12
Page: 1 of 5

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/04	1030867	Variance	Wilson, Tami	Closed	2015/10/15	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2015/09/03	1030798	Variance	Wilson, Tami	Closed	2015/10/15	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2014/10/21	1025931	LRB	Wulf, Katherine	Closed	2014/12/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/08/14	1018357	LRB	Hughes, Terry M	Closed	2013/10/02	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/06/20	1017446	Variance	Elliott, Patricia	Closed	2013/07/26	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/06/19	1017414	Variance	Krell, Robert D.	Closed	2013/06/28	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/06/10	1017293	Variance	Hughes, Terry M	Closed	2013/06/21	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/05/31	1017280	Variance	Hughes, Terry M	Closed	2013/06/21	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/05/14	1016911	Variance	Sillito, Brenda	Closed	2013/06/21	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2013/01/18	1014887	LRB	Booth, Kristine	Closed	2013/03/13	LRB/SDFW/CA AB/HR Completed
s.22			s.22			Hughes, Terry M	Closed	2013/03/07	Voluntary Resolution - No Determination
						Sillito, Brenda	Closed	2011/11/04	Settlement Agreement - Voluntary Payment
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/05/07	1003552	LRB	Burchnall, Shelly	Closed	2011/10/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/03/24	1002512	LRB	Hughes, Terry M	Closed	2011/03/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/02/01	1001327	LRB	Wulf, Katherine	Closed	2011/03/16	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/01/27	1001197	LRB	Wulf, Katherine	Closed	2011/02/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2011/01/19	1000988	LRB	Wulf, Katherine	Closed	2011/02/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2009/06/11	1203119	Variance	Boyte, William	Closed	2009/12/17	Withdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2009/06/11	1203171	LRB	Wulf, Katherine	Closed	2009/06/29	LRB/SDFW/CA AB/HR Completed

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2008/05/07	1195160	LRB	Hughes, Terry M	Closed	2008/09/24	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2007/03/29	1187231	Variance	Wilson, Tami	Closed	2007/04/12	Issued
s.22	s.22					Walowina, Terri	Closed	2007/03/01	Voluntary Resolution - No Determination
						Hitchcock, Karen	Closed	2006/06/05	Settlement Agreement - Voluntary Payment
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2006/02/20	1182988	LRB	Hughes, Terry M	Closed	2006/08/01	LRB/SDFW/CA AB/HR Completed
s.22		s.22				Webber, Paulette	Closed	2006/02/15	Voluntary Resolution - No Determination
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/12/08	1170746	LRB	Hughes, Terry M	Closed	2004/01/28	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/05/12	1167444	LRB	Macneill, Ian	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/05/12	1167453	LRB	Hughes, Terry M	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/04/22	1167016	LRB	Wallace, Myron	Closed	2003/06/13	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2003/04/10	1166896	LRB	Hughes, Terry M	Closed	2003/11/07	LRB/SDFW/CA AB/HR Completed
s.22		s.22				Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
s.22		s.22				Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
						Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2003/01/08	1165328	LRB	Hughes, Terry M	Closed	2003/02/05	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/12/20	1165128	LRB	Hughes, Terry M	Closed	2003/09/15	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/12/20	1165135	Variance	Hughes, Terry M	Closed	2002/12/20	Issued
s.22		s.22				Hughes, Terry M	Closed	2003/06/26	Voluntary Resolution - No Determination
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/12/11	1165001	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/11/19	1164473	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/11/05	1164365	LRB	Hughes, Terry M	Closed	2003/11/12	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/09/26	1163805	LRB	Wallace, Myron	Closed	2002/10/31	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/09/19	1163701	Variance	Hughes, Terry M	Closed	2002/10/16	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/08/26	1163373	LRB	Wallace, Myron	Closed	2002/10/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/07/09	1162822	LRB	Burris, Roberta	Closed	2002/08/07	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/06/24	1162467	LRB	Taylor, Michael	Closed	2002/07/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/03/25	1159953	LRB	Hughes, Terry M	Closed	2002/04/04	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/02/21	1159098	Variance	Hughes, Terry M	Closed	2002/03/07	Issued
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2002/02/06	1158511	LRB	Hartmann, John	Closed	2002/02/27	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissioners (Victoria, The Islands & Y		422199	2001/12/06	1157049	Variance	Oliver, David	Closed	2002/01/09	Issued

Execution Time: 9 sec(s) at: 9:6:53

Generated By: Corregan,
Shannon
Generated On: 2018/12/12
Page: 4 of 5

Employer's Closed Assignment(s)

Employee	Conf.?	EE #	Received	Asgn. #	Type	Officer	Status	Status Dt.	Resolution
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/10/29	1155877	LRB	Hartmann, John	Closed	2001/11/09	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/07/09	1152405	Variance	Taylor, Michael	Closed	2001/07/09	Issued
s.22			s.22			Taylor, Michael	Closed	2001/08/31	Abandoned/Wit hdrawn
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/05/08	1150122	LRB	Hartmann, John	Closed	2001/05/22	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/05/08	1150143	LRB	Hartmann, John	Closed	2001/05/22	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/04/30	1149851	LRB	Hartmann, John	Closed	2001/05/08	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/04/06	1149204	LRB	Lyle, Beth	Closed	2001/05/01	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/07	1148092	LRB	Oliver, David	Closed	2001/05/17	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/05	1147996	LRB	Dennis, W.H.	Closed	2001/03/08	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/03/01	1147807	LRB	Hartmann, John	Closed	2001/03/07	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/02/20	1147583	LRB	Taylor, Michael	Closed	2001/02/28	LRB/SDFW/CA AB/HR Completed
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/02/05	1147009	Variance	Taylor, Michael	Closed	2001/05/04	Issued
Canadian Corps Of Commissionaires (Victoria, The Islands & Y		422199	2001/01/24	1146691	Variance	Burris, Roberta	Closed	2001/01/24	Issued
s.22			s.22			Wilson, Tami	Closed	2000/11/06	Voluntary Resolution - No Determination
						McDowell, David	Closed	2000/09/14	Voluntary Resolution - No Determination
						McNary, Janice	Closed	2000/07/12	Abandoned/Wit hdrawn
						McNary, Janice	Closed	2000/05/31	Abandoned/Wit hdrawn
						Macneill, Ian	Closed	2000/07/04	Abandoned/Wit hdrawn
						Macneill, Ian	Closed	1999/12/09	Voluntary Resolution - No Determination
						Molnar, Kevin	Closed	1999/09/13	Determination Issued - No Contraventions
			1998/01/22	1110860	Bus. Closure	Omstead, Gerry	Closed	2000/10/13	Multiple

Execution Time: 9 sec(s) at: 9:6:53

Generated By: Corregan, Shannon
Generated On: 2018/12/12
Page: 5 of 5

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET

Delegate

Employer

Employer Telephone

ER #

Employer Fax

Complainant

Telephone

CONTACTS MADE

DATE	DELEGATE	TIME	METHOD	PERSON	METHOD CODE				PERSON CODE			
					P	In Person	TF	Telephone Call from	ER	Employer		
					LT	Letter to	TMT	Telephone Message to	EE	Employee		
					LF	Letter from	TMF	Telephone Message from	A	Accountant/Bookkeeper		
					FT	Fax to	EMT	Email Message to	L	Lawyer		
					FF	Fax from	EMF	Email Message from	O	Other		
					TT	Telephone Call to						
Dec 4	SC	1130	TT	ER								
Dec 4	SC	1143	TT	EE								
Dec 4	SC	1223	ET	ER								
Dec 10	SC	443	ET	ER								
Dec 12	SC	839	EF	ER								
Dec 12	SC	859	ET	ER								

s.22



COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

Commissionaires Victoria, the Islands and Yukon
928 Cloverdale Ave.,
Victoria, BC V8X 2T3
250-727-7755

November 6, 2018

Employment Standards Branch
200-880 Douglas Street
Victoria, BC V8W 2B7

MINISTRY OF LABOUR

NOV 27 2018

Victoria Field Office
Employment Standards Branch

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

11 Port Drive
Nanaimo, B.C. V9R 0C7
T 250-754-1042
F 250-754-1059
nanaimoadmin@cvij.ca

TF 1-877-532-5099
www.commissionairesvij.ca

Re: Request for Variance for Field Operators

Pursuant to section 72 of the Employment Standards Act, Commissionaires Victoria, the Islands and Yukon and its field operator employees wish to enter into a variance of the hours of work and overtime provisions of the Act.

We are requesting a variance of s. 35 "Maximum hours of work before overtime applies" and s. 40 "Overtime wages for employees not working under an averaging agreement". Operators will work a schedule of four days on and three days off. The employee may work the following schedule: 6 hours for one day, 12 hours a day for two days and 8 hours and 15 minutes on the fourth day followed by 3 days free from work.

This schedule results in an average of 38.25 hours per week. Operators will be paid 38.25 hours at straight time, their basic hourly rate. Any hours worked beyond 12 will be at one and a half times their basic hourly rate.

We understand and agree that operators' entitlement to statutory holiday pay will not be affected by this variance. We request that this variance be in effect for five years.

Yours truly,

Kimberly Buchanan
Manager Human Resources

I am in favour of the requested variance and with the schedule proposed above for contract #9114 – Ministry of Mental Health and Addictions, 941 Pandora Avenue, Victoria, BC.

Employee Name

Signature

Phone #

s.22

Victoria, the Islands and Yukon Division



COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

Commissionaires Victoria, the Islands and Yukon
928 Cloverdale Ave.,
Victoria, BC V8X 2T3
250-727-7755

November 6, 2018

Employment Standards Branch
200-880 Douglas Street
Victoria, BC V8W 2B7

MINISTRY OF LABOUR

NOV 27 2018

Victoria Field Office
Employment Standards Branch

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-viy.biz

11 Port Drive
Nanaimo, B.C. V9R 0C7
T 250-754-1042
F 250-754-1059
nanaimoadmin@cviy.ca

TF 1-877-532-5099
www.commissionairesviy.ca

Re: Request for Variance for Field Operators

Pursuant to section 72 of the Employment Standards Act, Commissionaires Victoria, the Islands and Yukon and its field operator employees wish to enter into a variance of the hours of work and overtime provisions of the Act.

We are requesting a variance of s. 35 "Maximum hours of work before overtime applies" and s. 40 "Overtime wages for employees not working under an averaging agreement". Operators will work a schedule of four days on and three days off. The employee may work the following schedule: 6 hours for one day, 12 hours a day for two days and 8 hours and 15 minutes on the fourth day followed by 3 days free from work.

This schedule results in an average of 38.25 hours per week. Operators will be paid 38.25 hours at straight time, their basic hourly rate. Any hours worked beyond 12 will be at one and a half times their basic hourly rate.

We understand and agree that operators' entitlement to statutory holiday pay will not be affected by this variance. We request that this variance be in effect for five years.

Yours truly,

Kimberly Buchanan
Manager Human Resources

I am in favour of the requested variance and with the schedule proposed above for contract #9114 – Ministry of Mental Health and Addictions, 941 Pandora Avenue, Victoria, BC.

Employee Name

Signature

Phone #

S.22



COMMISSIONAIRES

TRUSTED · EVERYDAY · EVERYWHERE

Commissionaires Victoria, the Islands and Yukon
928 Cloverdale Ave.,
Victoria, BC V8X 2T3
250-727-7755

November 6, 2018

Employment Standards Branch
200-880 Douglas Street
Victoria, BC V8W 2B7

MINISTRY OF LABOUR

NOV 27 2018

Victoria Field Office
Employment Standards Branch

*Under the Distinguished Patronage of the
Lieutenant Governor of British Columbia*

928 Cloverdale Avenue
Victoria, B.C. V8X 2T3
T 250-727-7755
F 250-727-7355
cccvic@commissionaires-vij.biz

11 Port Drive
Nanaimo, B.C. V9R 0C7
T 250-754-1042
F 250-754-1059
nanalmoadmin@cwij.ca

TF 1-877-532-5099
www.commissionairesvij.ca

Re: Request for Variance for Field Operators

Pursuant to section 72 of the Employment Standards Act, Commissionaires Victoria, the Islands and Yukon and its field operator employees wish to enter into a variance of the hours of work and overtime provisions of the Act.

We are requesting a variance of s. 35 "Maximum hours of work before overtime applies" and s. 40 "Overtime wages for employees not working under an averaging agreement". Operators will work a schedule of four days on and three days off. The employee may work will? ☐
the following schedule: 6 hours for one day, 12 hours a day for two days and 8 hours and 15 minutes on the fourth day followed by 3 days free from work.

This schedule results in an average of 38.25 hours per week. Operators will be paid 38.25 hours at straight time, their basic hourly rate. Any hours worked beyond 12 will be at one and a half times their basic hourly rate. **dub* *type, 2x* ☐

We understand and agree that operators' entitlement to statutory holiday pay will not be affected by this variance. We request that this variance be in effect for five years.

Yours truly,

Kimberly Buchanan
Manager Human Resources

☐ Not provided new/a reason for asking for the variance.

I am in favour of the requested variance and with the schedule proposed above for contract #9114 – Ministry of Mental Health and Addictions, 941 Pandora Avenue, Victoria, BC.

Employee Name

Signature

Phone #

s.22



Victoria, the Islands and Yukon Division

calling.

ER

Dec. 4, 2018

1) may = will.

2). double - yes.

3). Just the one employee.

4) _____.

kim. buchanan @ cvii . ca. >

Calling ^{S.22}

Dec. 4 - no answer.

CC

Corregan, Shannon LBR:EX

From: Corregan, Shannon LBR:EX
Sent: Wednesday, December 12, 2018 9:00 AM
To: 'Kim Buchanan'
Subject: RE: Request for Variance

Hi Kim,

Thanks for getting back to me. In that case, I will consider your request for a variance withdrawn.

Regards,

Shannon

From: Kim Buchanan [<mailto:Kim.Buchanan@cviy.ca>]
Sent: Wednesday, December 12, 2018 8:39 AM
To: Corregan, Shannon LBR:EX
Subject: RE: Request for Variance

Morning Shannon,

Thanks for the reminder and at this point, we've decided to move forward with an averaging agreement.

Cheers, Kim

KIM BUCHANAN
Manager Human Resources
Commissionaires Victoria, the Islands & Yukon
Phone: 250 727 7755
www.commissionairesviy.ca



From: Corregan, Shannon LBR:EX [<mailto:Shannon.Corregan@gov.bc.ca>]
Sent: December-10-18 4:43 PM
To: Kim Buchanan <Kim.Buchanan@cviy.ca>
Subject: FW: Request for Variance

Hello Kim,

I'm following up with you in regards to the below email. Have you given any thought as to whether you would like to use an averaging agreement, or go forward with an amended variance request?

Regards,

Shannon

From: Corregan, Shannon LBR:EX
Sent: Tuesday, December 4, 2018 12:23 PM
To: 'kim.buchanan@cviy.ca'
Subject: Request for Variance

Good afternoon Kim,

Thanks for speaking with me this morning. As we discussed on the phone, I am in receipt of your request for a variance for field operator employees (contract 9114 – Ministry of Mental Health and Addictions).

You advised me that currently, only one employee^{s.22} would be affected by this variance. If I issue a variance, it will therefore be only for s.22, rather than all field operator employees.

It seems to me, therefore, that it might be more appropriate in this situation for you and^{s.22} to enter into an **averaging agreement**, rather than submitting a variance request.

An averaging agreement is a written agreement between an employer and an individual employee to average hours of work. Averaging agreements (unlike variance requests) do not need to be approved by the Employment Standards Branch and do not need to contain a justification. The requirements of averaging agreements are set out under section 37 of the Act (see the [Interpretations Guidelines Manual](#) for a detailed explanation).

If you and^{s.22} wish to enter into an averaging agreement, we can consider your request for a variance withdrawn.

You can, however, certainly proceed with the variance request if you wish to do so. If you wish to re-submit your variance request, I draw your attention to the following omissions in the request as it stands:

1. The request stipulates that "Any hours worked beyond 12 will be at one and a half times their basic hourly rate." In order for a variance to be granted, it should be stipulated that any hours worked beyond 12 will be paid at a premium rate of double the basic hourly rate.
2. The request does not provide a reason for requesting the variance.

Finally, I will need to speak to^{s.22} before issuing the variance. You've provided me with s.2 phone number, but s.22 Would it be possible for you to provide me with an email address^{s.22} has one?

Please let me know if you have any questions about averaging agreements or your variance request.

Regards,

Shannon Corregan
Industrial Relations Officer
Employment Standards Branch, Vancouver Island Region
Ministry of Labour
T: 778-974-3862
F: 250-952-0476

Page 218 of 221

Withheld pursuant to/removed as

s.22 ; s.3

Questions or concerns regarding this form should be directed to your Ministry Records Officer.
Website: www.gov.bc.ca/citz/iao/records_mgmt/

☒ **RETRIEVAL** ☐ **RETURN**

Date (YYYY/MM/DD) 2021/07/23

☐ **REGULAR:** Order before 2pm for 24hr turnaround (there is no charge for regular service box or files).

☒ **RUSH:** Service charges apply! If you are located outside the local delivery area the RUSH option is not cost effective as it is subject to Courier attendance and charges.

For RUSH retrievals outside of greater Vancouver, Victoria and Kelowna areas, please indicate:

Courier	Account Number
Purolator	7420472

Send your requests to:

Cube

Fax your request to Cube at 250-479-5716 or use the **Email Form** button

BOX FILE INFORMATION

1

Accession Number (##-####)

954148

Box Number(s)

0020

Destroyed May 11, 2017

File Number

ER422199

Volume Number / File Number / Client Name

Canadian Corps of Commissionaires

BOX FILE INFORMATION

2

Accession Number (##-####)

970800

Box Number(s)

0001

File Number

ER422199

Volume Number / File Number / Client Name

Canadian Corps of Commissionaires

BOX FILE INFORMATION

3

Accession Number (##-####)

965327

Box Number(s)

0030

File Number

ER422199

Volume Number / File Number / Client Name

Canadian Corps of Commissionaires

BOX FILE INFORMATION

4

Accession Number (##-####)	Box Number(s)
972306	0001
File Number	Volume Number / File Number / Client Name
ER422199	Canadian Corps of Commissionaires
BOX FILE INFORMATION	
5	
Accession Number (##-####)	Box Number(s)
960439	0017
File Number	Volume Number / File Number / Client Name
ER422199	Canadian Corps of Commissionaires
BOX FILE INFORMATION	
6	
Accession Number (##-####)	Box Number(s)
965243	0065
File Number	Volume Number / File Number / Client Name
ER422199	Canadian Corps of Commissionaires
BOX FILE INFORMATION	
7	
Accession Number (##-####)	Box Number(s)
970586	0001
File Number	Volume Number / File Number / Client Name
ER422199	Canadian Corps of Commissionaires
BOX FILE INFORMATION	
8	
Accession Number (##-####)	Box Number(s)
970794	0001
File Number	Volume Number / File Number / Client Name
ER422199	Canadian Corps of Commissionaires
BOX FILE INFORMATION	
9	

Accession Number (##-####)	Box Number(s)
968175	0002
File Number	Volume Number / File Number / Client Name
ER422199	Canadian Corps of Commissioners

BOX FILE INFORMATION

10	
Accession Number (##-####)	Box Number(s)
976080	0001
File Number	Volume Number / File Number / Client Name
ER422199	Canadian Corps of Commissioners

SEND TO – All fields are mandatory.

Ministry and Office			
Ministry of Labour, Employment Standards Branch			
Person Authorized to Receive	Phone Number	Alternative Person(s) Authorized to Receive	Phone Number
Shelby Kutyn	236-478-2677	Taylor Lowe	778-698-8403
Address – Must be the physical address of the office, no PO boxes		City	Province Postal Code
2nd Floor - 880 Douglas St		Victoria	B.C. V8W 9K1

REQUESTED BY – Must be on Authorized Access List or the MRO Alternate List
Facility please check both prior to completing retrieval/return.

NOTE:

This section must be completed or your request will be denied.

Name	Email	Phone Number	Fax Number
Pamela Hodgkin	Pamela.Hodgkin@gov.bc.ca	778-698-5969	

Legal Statement:

☒ I am authorized, and identified on the authorized access list, to retrieve the records identified on behalf of the current legal custodian [Ministry, Agency, and/or organization].

Please be aware that:

Non-government persons should not be receiving government records;
 Storage facilities will provide retrieved records directly to the person authorized to receive;
 Storage facilities will not deliver to non-government offices. Storage facilities are prohibited from delivering to non-sanctioned offices.