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Withheld pursuant to/removed as

s.12 ; s.13 ; s.14 ; s.17

Ministry of Labour

MINISTER'S CONSULTATION SCHEDULE – PAID VACCINATION LEAVE

Updated April 8, 2021

STAKEHOLDER	CONTACT NAME	CONTACT EMAIL
TABLE 1: EMPLOYERS – April 8, 2021 (9:30 – 10:00am)		
Coalition of BC Businesses		
Coalition of BC Businesses - CONFIRMED	Andrew Wynn-Williams (CME and incoming Coalition Chair) Jeff Guignard (ABLE BC, outgoing Coalition Chair) Blair Qualey (New Car Dealers) Thomas Foreman (Building Supply Industry Association) Ingrid Jarrett (BC Hotels Assn.) (did not attend) Krista Bax (go2HR) Christopher Nicolson (Canada West Ski Areas Assn.) George Higgins (Coalition of BC Businesses)	Andrew.WynnWilliams@cme-mec.ca jeff@ablebc.ca bqualey@newcardealers.ca thomas@bsiabc.ca ceo@bcha.com kbax@go2hr.ca ceo@cwsaa.org gwhiggins@get-id.net
TABLE 2: ORGANIZED LABOUR – April 8, 2021 (1:00 – 1:30pm)		
BC Federation of Labour		
BC Federation of Labour - CONFIRMED	Laird Cronk, President Sussanne Skidmore, Secretary Treasurer Denise Moffatt, BCFED staff Kim Novak (UFCW Local 1518)	lcronk@bcfed.ca sskidmore@bcfed.ca DMoffatt@bcfed.ca reception@ufcw1518.com
TABLE 3A & 3B: INDIGENOUS, BLACK & PEOPLE OF COLOUR		
3A – Black & People of Colour Representatives - April 7, 2021 (2:30 – 3:00pm)		
Black Business Association of BC (scheduling conflict, may send written input)	Nerissa Allen, Founder & President	info@blackbusinessbc.ca
PICS – Progressive Intercultural Community Services Society - CONFIRMED	Satbir Cheema, CEO	Satbir.cheema@pics.bc.ca
DIVERSEcity Community Resource Society	Neelam Sahota, CEO	ceo@dcrs.ca
Kidcoover - CONFIRMED	Marla Brock, CEO Emelita Santos	marla@kidcoover.com s.22
Migrant Worker Centre - CONFIRMED	Jonathon Braun, Staff Lawyer	jon@mwcbc.ca
AMSSA – Affiliation of Multicultural Societies and Service Agencies of BC - CONFIRMED	Lori Cameron	LCameron@amssa.org
MOSAIC - CONFIRMED	Olga Stachova, CEO Sherman Chan, Director	ostachova@mosaicbc.org schan@mosaicbc.org
3B – Indigenous Representatives - April 8, 2021 (3:30 – 4:00pm)		
Minister's Advisory Council on Indigenous Women - CONFIRMED	Barb Ward-Burkitt, Chair	MACIW@gov.bc.ca
BC Association of Aboriginal Friendship Centres - CONFIRMED	Jannah Kohlman, Executive Director, Nawican Friendship Centre Ron Rice, Executive Director, Victoria Native Friendship Centre Julie Robertson, General Manager, BCAAFC - Provincial Office	nfced@nawican.ca ron.r@vnfc.ca jrobertson@bcaafc.com

- Premier, to support the Immunization Plan, workers need to know they can get vaccinated without losing pay.
- Last week we made a regulatory change to protect workers from losing their job if they or their dependants need to be vaccinated during work hours. We established an unpaid job-protected leave for a worker to get two doses of vaccine and to accompany a dependent family member, too.
- At the same time, we announced that we would be engaging in a consultation in advance of the Legislature returning to explore how to make the leave paid.
- The logic behind paid leave is straight-forward. First, one other jurisdiction, Saskatchewan, brought in a paid leave in mid-March.
- Second, the sooner everyone is vaccinated, the sooner our economy will recover..
- Third, not every worker will be able to get a vaccine or support a dependant outside work hours. We know clinic hours in smaller and remote communities in particular may make it challenging. Women, minimum wage earners, precarious workers need our support.

- I am proposing a legislative amendment to the *Employment Standards Act* that would add a temporary COVID-19 paid leave as follows:
 - Up to 3 hours for each occasion an employee or their dependant needs a vaccination related to COVID-19;
 - Effective upon date of introduction in the Legislature rather than on Royal Assent to ensure we cover all age-eligible working people;
 - No requirement for a medical note but reasonable evidence of entitlement (e.g., an email confirming the appointment); and
 - This paid leave would be repealed by regulation when the public health emergency is over.

- My proposed legislation is different from Saskatchewan in three ways: workers can access the paid leave for both shots and for leave for dependants under the worker's care, like older parents or an adult child with a disability – and could be shorter than 3 hours of paid leave each time. In Saskatchewan it is only one 3 hour leave.
- I have conducted focused consultations in the past two weeks and directed my team to do broad outreach, too. The range of views is diverse, with most of the supportive views coming from representatives of workers and those expressing some concern coming from employers.
- We heard from the BCFED and representatives of migrant worker groups how much this paid leave is needed and how important it is for workers and workplaces.
- We heard from a number of employer groups and their responses were wide-ranging. To be clear, there were many employers who expressed support for some paid leave. Employers supportive of paid leave noted concerns about extending the paid leave for dependants.
- We did hear from employers who identified concerns about the cost of the leave being added at

this time when they are at their hardest hit – for example, the restaurant sector.

- Even health sector employers expressed some support for a paid leave for employees for their own vaccinations, but had conditions due to concerns about costs associated with backfilling staff and service delivery impacts.**
- To balance the needs of workers and the impact on employers I am proposing the new leave would be effective on the date it was introduced in the House.**
- This is balanced, temporary legislation to help support the rollout of the Immunization Plan and support workers.**
- I would be happy to answer any questions you may have. Thanks.**