

**From:** MINCAL, LBR LBR:EX (s.17)

**To:** Renneberg, Tim LBR:EX (Tim.Renneberg@gov.bc.ca); Singh, Raunaq LBR:EX (Raunaq.Singh@gov.bc.ca); Hughes, Trevor LBR:EX (Trevor.Hughes@gov.bc.ca); Sangha, Jasmeet LBR:EX (Jasmeet.Sangha@gov.bc.ca); Dhaliwal, Gurveen LBR:EX (Gurveen.Dhaliwal@gov.bc.ca)

**Subject:** Confirmed/SN: Meeting w/ Premier & UFCW/Uber Canada

**Sent:** 07/20/2023 18:47:54

**Attachments:** Appendix 1 July 13 2023 - Uber Canada Response - Government of British Columbia Consultations.pdf, Appendix 2 Uber Canada and UFCW Canada - Ministry of Labour Meeting PPT.pdf, Appendix 3 Precarious Work Draft Discussion Paper 2023.pdf, 65452 - Meeting Note -PDE- MHB-UFCW-Uber Canada - Digital Platform Workers.pdf

**Message Body:**

**Topic:** Introductions; Digital Platform Workers.

**Materials:** Attached

**LBR:** MHB, DM Trevor Hughes, Cos Tim Renneberg, MA Raunaq Singh, MA Jasmeet Sangha, MA Gurveen Dhaliwal  
**PO:** Jasleen Arora, Matt Smith, Shannon/Doug/Jessica| **OPTIONAL:** Don Bain, Aileen Machell

**UFCW Canada:**

Paul Meinema, National President

Mark Hennessy, Special Assistant to National President

Pablo Godoy, Director for Western Provinces

**Uber Canada:**

Laura Miller, Director of Public Policy and Communications

Yanique Williams, Public Policy

---

## Microsoft Teams meeting

**Join on your computer, mobile app or room device**

Click here to join the meeting

Meeting ID: s.15; s.17

Passcode: s.15; s.17

Download Teams | Join on the web

**Or call in (audio only)**

s.15; s.17

Phone Conference ID: s.15; s.17

Find a local number | Reset PIN

Toll-free (audio only): s.15; s.17

Learn More | Meeting options

---

Ministry of Labour

**MEETING NOTE**

Cliff #: 65452

Date: July 18, 2023

**PREPARED FOR:** Honourable David Eby, Premier

**DATE AND TIME OF MEETING:** 12:30 – 1:00 PM, Wednesday, July 25, 2023

**ATTENDEES:**

- The Honourable David Eby, Premier
- The Honourable Harry Bains, Minister of Labour
- Paul Meinema, National President, UFCW
- Mark Hennessy, Special Assistant to National President, UFCW
- Pablo Godoy, Director for Western Provinces, UFCW
- Laura Miller, Director of Public Policy and Communications, Uber Canada
- Yanique Williams, Public Policy Manager, Uber Canada

**ISSUE(S):** Establishing employment standards for digital platform workers.

**BACKGROUND:** UFCW is a national union that represents more than 26,000 workers across British Columbia (BC) in the grocery, retail, industrial food, community health, and cannabis sectors. Uber Canada provides app-based ride-hail and delivery services across Canada, including in Metro Vancouver, Victoria, Kelowna, and Chilliwack.

In 2022, UFCW and Uber Canada entered into an agreement to provide drivers and delivery persons on the Uber platform across Canada access to UFCW representation (e.g., in cases of account deactivation or other account-related disputes with Uber Canada). UFCW and Uber Canada are also publicly advocating for a package of industry standards applicable to all app-based drivers and delivery people.

**DISCUSSION:** The mandate letters for the Minister of Labour (Minister) and Parliamentary Secretary for Labour highlight the following priorities respecting digital platform workers:

- Continue work to develop a precarious work strategy that reflects the diverse needs and unique situations of today's workers and workplaces; and,
- Propose employment standards and other protections relevant to app-based ride hail and food delivery drivers.

The commitments above are largely a result of a lack of clarity on the application of BC's employment laws to app-based ride-hail and food-delivery workers. Further, the issue is of import because some of the digital platform companies take a view that their

workers are self-employed independent contractors who are exempt from employment laws. Ministry of Labour (Ministry) staff have been engaging with digital platform companies and workers; labour, business, and community organizations; and academics since Fall 2022, to understand their views on this matter and to inform the development of employment standards and other protections applicable to such workers.

Over the last few months, Ministry staff have been meeting with platform companies to help understand the digital platform business model, understand companies' perspectives on the ministry's April 2023 What We Heard Report findings, and on industry-wide employment standards and other protections for app-based ride hail and food-delivery workers. During a recent meeting, Uber Canada and UFCW provided a submission that jointly advocates for the following (see Appendices 1 and 2):

s.12; s.13; s.17; s.21

The above proposed standards and protections primarily align with the issues that have been identified in the What We Heard Report.

s.12; s.13; s.17

For the next phase of engagement, Ministry staff have developed a discussion paper (see Appendix 3) that proposes priority employment standards and protections for app-based ride-hail and food-delivery workers to seek perspectives, submissions, and implementation considerations. This discussion paper will be released publicly to continue the engagement with digital platform companies and workers, and with Indigenous partners, labour and employer groups, and other organizations. The engagement will inform the further policy work required to develop detailed regulatory employment standards and protections for these workers, while maintaining the viability

of the services in the province. The timing for the release of the discussion paper is to be determined.

s.12; s.13; s.17

It must be noted that the agreement between UFCW and Uber Canada is the subject of much criticism by some stakeholders, most notably worker organizations and academics because it proposes standards that in total are less than those provided by BC's employment laws. s.12; s.13; s.17  
s.12; s.13; s.17

**SUGGESTED RESPONSE/KEY MESSAGING:**

- *Thank you for your ongoing engagement with the Ministry of Labour on employment standards and other protections for app-based workers, to help us get it right.*
- *Government's goal is to develop and implement appropriate employment standards and other protections for app-based ride-hail and food delivery workers, while also supporting the viability and effective operation of these services in BC.*
- *The Ministry staff has shared with me your joint proposal on employment standards and protections for these workers.*
- *I appreciate you meeting with me directly to share your input and discuss your proposal. I would be interested to hear your perspectives on what the province should consider to successfully achieve our goal for this sector.*
- *As you may be aware, the Ministry of Labour will be providing additional opportunities for further engagement regarding employment standards and other protections that should be available to app-based ride-hail and food-delivery workers as the policy development process continues.*
- *I would encourage you to continue to participate and share your perspectives in the engagement process.*

**ATTACHMENTS:**

Appendix 1: s.12; s.13; s.17; s.21

Appendix 2:

Appendix 3: Precarious Work Discussion Paper

ADM Contact: Lorie Hrycuik, 778 974 3766

Prepared by: Lydia Zucconi, Senior Policy Advisor, Labour Policy and Legislation

Page 06 of 56 to/à Page 25 of 56

Withheld pursuant to/removed as

s.12 ; s.13 ; s.17 ; s.21

Page 26 of 56 to/à Page 37 of 56

Withheld pursuant to/removed as

s.13

**From:** Minister, LBR LBR:EX (LBR.Minister@gov.bc.ca)  
**To:** Sangha, Jasmeet LBR:EX (Jasmeet.Sangha@gov.bc.ca); Renneberg, Tim LBR:EX (Tim.Renneberg@gov.bc.ca)  
**Cc:** Newcombe, Samantha LBR:EX (Samantha.Newcombe@gov.bc.ca)  
**Subject:** FW: For Minister Bains: Open Letter on Stronger Standards for On-Demand Platform Workers  
**Sent:** 06/19/2023 21:56:27  
**Attachments:** image001.jpg, image002.jpg, Open Letter on Regulating Platform Work.docx, Gig work open letter signatories.docx  
**Message Body:**

Hey Tim, Jasmeet, Raunaq,

Is this something I should send to Comms or just flag for you?

Mikayla

**From:** jim.stanford@policyalternatives.ca <jim.stanford@policyalternatives.ca>  
**Sent:** Monday, June 19, 2023 2:28 PM  
**To:** Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
**Subject:** For Minister Bains: Open Letter on Stronger Standards for On-Demand Platform Workers

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

Dear Minister Bains;

I am writing to let you know about an open letter that our Centre is releasing tomorrow (Tuesday June 20, 2023) calling on your government to introduce stronger protections for B.C. residents working through digital on-demand platforms (such as Uber, Uber Eats, etc.).

The open letter has been signed by over 60 B.C. experts on labour law, economics, and labour policy. I attach for your information a copy of the letter and a list of signatories, that will be released tomorrow (I would be grateful if you did not circulate or discuss the letter publicly until then).

We recognize your government is engaged in a policy development exercise to consider options for regulating labour standards in platform work. I hope that our open letter, and the broad range of expert opinion which has supported it, is useful in your discussions.

Please be in touch if there is any other input I can provide to your process, and best wishes.

Sincerely,  
Dr. Jim Stanford

Jim Stanford, Ph.D. (he/him)  
Economist and Director, Centre for Future Work  
#520 ? 700 W.Pender St., Vancouver BC, V6C 1G8  
604-801-5121 ext 271 (o), 647-544-2150 (c)  
jim.stanford@policyalternatives.ca  
<https://centreforfuturework.ca/>  
@jimbostanford @cntrfuturework



# Open Letter on Regulating Platform Work From B.C. Experts in Labour Law, Policy, and Economics

<EMBARGOED UNTIL 5AM TUESDAY JUNE 20 2023>

---

The last decade has seen the rapid expansion of new business models in numerous industries, which engage workers to provide services through on-demand digital platforms. Details of these models vary, but typically they compensate workers on a per-task basis, offer no guarantee of continuing work, require them to provide tools and capital equipment, and classify them as ‘contractors’ not employees – thus denying them normal statutory protections such as minimum wage, workers’ compensation, CPP and EI benefits, or supplementary employment benefits (like pensions, health care, and insurance).

This business model first came to prominence in passenger transportation services (so-called ‘ride share’ firms like Uber or Lyft), but is spreading quickly into other types of business – including courier services, food and package delivery, technology services, design, teaching and tutoring, home repair and maintenance tasks, and human and caring services (such as aged care, home care, and child care). Studies indicate that hundreds of thousands of Canadian workers now participate, to varying degrees, in this form of employment.

Despite its high-tech image, the core employment practices of these businesses (including on-demand engagement, piece work compensation, contractor status, and a paid intermediary which matches workers with end-users) are familiar from centuries of previous contingent or insecure work practices (including labour hire, sham contracting, and gangmaster labour systems). This business model allows platform firms to avoid normal employment expenses and responsibilities, to shift costs and risks (including risks associated with fluctuations in business conditions) to workers, and thus to artificially reduce their labour costs. In fact, the cost advantages some platforms have over traditional service providers stems from exploiting gaps in the current employment standards regulation and enforcement – not from genuine advantages in productivity or efficiency.

Around the world, digital platforms are now being challenged to reform their employment practices and provide improved security and protection to platform workers. These challenges have been conducted through the courts, through collective bargaining, and through legislative change. The main goals of reform have been to:

- Ensure that platform workers have access to the same minimum protections and standards as other workers (including minimum wage, health and safety protections, workers’ compensation, and universal pension and insurance programs).
- Prevent platform businesses from shirking normal employment-related expenses (such as workers’ compensation, employer health taxes, and CPP and EI premiums). This practice both denies coverage for platform workers, and transfers the fiscal burden for those services to traditional employers and the broader public (through higher costs for health care and income security programs).

- Ensure fairer competition between digital platforms and other firms which retain traditional employment relationships (and associated normal employment responsibilities and standards).

Without policies to limit and roll back these practices, the platform model will spread into more industries and occupations – risking the livelihoods and even the lives of platform workers, imposing undue costs on public health and income security programs, and undermining the viability of other businesses which accept the normal costs and responsibilities of being employers. In short, the uncontrolled expansion of platform work is economically, fiscally, and socially unsustainable.

Platform businesses claim the application of normal employment standards would interfere with their ‘innovative’ business models. This is false: international experience proves that digital dispatching of fares or delivery tasks is entirely feasible within the context of a normal employment arrangement.

The platforms also claim their workers put more priority on the supposed ‘flexibility’ of on-demand work, than on normal protections (like minimum wage). This posits a false choice, and is based on a very misleading notion of ‘flexibility’. Again, many other businesses allow workers to opt-in and opt-out of work, while still guaranteeing minimum employment standards. This is technically and economically feasible for digital platforms, too, so long as they manage labour supply more actively (rather than keeping a permanent pool of drivers on unpaid stand-by). At any rate, the “flexibility” of app-based work is always constrained by consumer demand (compelling app-based workers to work during busy times) and by often-long waits between assigned jobs.

There is now ample experience in other jurisdictions with rules and policies which improve the lives of platform workers, while still permitting these businesses to function (albeit in revised ways).

The Government of British Columbia is considering options for regulating platform work in the province. This government has demonstrated a positive commitment to strong labour standards in many areas of policy. It is important that this commitment be applied consistently to platform work, as well. Since ride-share and delivery platforms are the largest and highest-profile segments of the broader platform economy, these new regulations must focus first and foremost on ensuring that these businesses fulfil the same labour and fiscal obligations as other employers.

Core principles which should guide the B.C. government’s approach to regulating ride-share and delivery platforms include:

- A clear test should be established to evaluate whether workers on a platform are genuinely independent businesses or contractors in their own right, or are in effect employees (based on factors including the extent of platform control over the worker’s assigned tasks, compensation, equipment, and service standards, and the diversity of the worker’s customer base).
- Where this test confirms that platform workers are not genuinely independent businesses in their own right, full coverage by minimum wage, notice for termination, WorkSafe, and other normal employment standards must be guaranteed and enforced.
- Any business entity that engages workers (including platforms) must accept full legal responsibility and liability for protecting the health and safety of workers engaged in its service.
- All provincial payroll-based programs (in particular, WorkSafe and the Employer Health Tax) must apply equally and fairly to platform businesses and their workers.

- The government should confirm that platform workers have full rights to organize unions (utilizing B.C.'s single-step certification procedure), negotiate collectively with their platforms, and take collective action (including strike action) in support of their demands.

Digital platforms can offer valuable services to consumers, and decent work for those providing those services. But the current practices of these firms, shirking normal employment obligations and standards, imposes unacceptable costs and risks on platform workers, other businesses, and the broader public.

B.C. has a unique opportunity to set a high standard in sustainable, responsible platform work. We urge the provincial government to do so.

1. Marina Adshade, Assistant Professor of Teaching, Vancouver School of Economics, University of British Columbia
2. Janet Andrews, Secretary-Treasurer, New Westminster & District Labour Council
3. Cenen Bagon, Steering Committee Member, Vancouver Committee for Domestic Workers and Caregivers Rights
4. Donna Baines, Professor, School of Social Work, University of British Columbia
5. Joel Bakan, Professor, Peter A. Allard School of Law, University of British Columbia
6. Joe Barrett, Retired Researcher, BC Building Trades Council
7. Lou Black, Director of Research, Hospital Employees' Union
8. Enda Brophy, Associate Professor, School of Communication, Simon Fraser University
9. Chris Buchanan, Partner, Hastings Labour Law Office
10. Rowan Burdge, Provincial Director, BC Poverty Reduction Coalition
11. Jessica Burke, Partner, Black Gropper Labour & Employment Lawyers
12. John Calvert, Adjunct Professor, Health Sciences, Simon Fraser University
13. Maxwell Cameron, Professor, University of British Columbia
14. Duncan Cameron, President Emeritus, Canadian Center for Policy Alternatives
15. Lea Caragata, Associate Professor, School of Social Work, University of British Columbia
16. Warren Caragata, Consultant,
17. Pamela Charron, Interim Executive Director, Worker Solidarity Network
18. David Chudnovsky, Retired teacher, trade unionist
19. William Clements, Lawyer, Koskie Glavin Gordon
20. Marjorie Griffin Cohen, Professor Emeritus, Simon Fraser University
21. Patricia Deol, Partner, Koskie Glavin Gordon
22. Viveca Ellis, Executive Director, Centre for Family Equity
23. David Fairey, Labour Relations Research Consultant, Labour Consulting Services
24. Anastasia French, Provincial Manager, Living Wage for Families BC
25. E. Murphy Fries, Lawyer, Koskie Glavin Gordon
26. Sylvia Fuller, Professor of Sociology, University of British Columbia
27. Trish Garner, Director, Policy and Strategic Initiatives, BC Federation of Labour
28. Merv Gilbert, Director, Vancouver Psych Safety Consulting Inc.
29. Anthony Glavin, Partner, Koskie Glavin Gordon, Lawyers
30. David Green, Professor, Vancouver School of Economics, University of British Columbia
31. Alex Hemingway, Senior Economist, Canadian Centre for Policy Alternatives – BC Office
32. Heather Holdsworth, Organizer, Public Service Alliance of Canada
33. Igluka Ivanova, Senior Economist, Canadian Centre for Policy Alternatives – BC Office
34. Mohsen Javdani, Associate Professor of Economics, School of Public Policy, SFU
35. Simon Kelly, Director, Learning, Research and Occupational Health and Safety, B.C. General Employees' Union (BCGEU)
36. Maureen Kihika, Assistant Professor, Sociology and Labour Studies, Simon Fraser University
37. Marc Lee, Senior Economist, Canadian Centre for Policy Alternatives – BC Office
38. Christina Lee, Manager of Operations and Special Projects, Hua foundation
39. Andrew Longhurst, Health policy researcher, political economist and PhD candidate, Department of Geography, Simon Fraser University
40. Fiona MacPhail, Professor of Economics, University of Northern British Columbia

41. Raji Mangat, Executive Director, West Coast LEAF
42. Chloe Martin-Cabanne, President, CUPE 2950
43. Gavin McGarrigle, Western Regional Director, Unifor
44. Leo McGrady KC, Legal Counsel, Koskie Glavin Gordon
45. Denise Moffatt, Director of Government Relations and Political Action, BC Federation of Labour
46. Nicole Molinari, Research and Policy Analyst, Hospital Employees' Union
47. Gerardo Otero, Professor of International Studies, Simon Fraser University
48. Simon Pek, Associate Professor, Gustavson School of Business, University of Victoria
49. Stuart Poyntz, Professor, School of Communication, Simon Fraser University
50. Blair Redlin, Public policy researcher
51. Patrick Rodrigues, Research, Public Policy, and Bargaining, United Steelworkers
52. Supriya Routh, Associate Professor, Peter A. Allard School of Law, University of British Columbia
53. Sara Slinn, Associate Professor, Osgoode School of Law, York University
54. Tim Stainton, Professor, School of Social Work, University of British Columbia
55. Jim Stanford, Economist and Director, Centre for Future Work
56. Kendra Strauss, Professor and Director of The Labour Studies Program, Simon Fraser University
57. Don Sugden, Member of the Worker Solidarity Network and the BC Employment Standards Coalition
58. Mark Thompson, Professor Emeritus, University of British Columbia
59. Stephen Von Sychowski, President, Vancouver & District Labour Council
60. Cathy Walker, Adjunct Professor, Labour Studies Program, Simon Fraser University
61. Anelyse Weiler, Assistant Professor of Sociology, University of Victoria

**From:** Martens, Mikayla LBR:EX (Mikayla.Martens@gov.bc.ca)  
**To:** Kartz, Cali PSSG:EX (Cali.Kartz@gov.bc.ca)  
**Subject:** RE: Meeting with MHB and MRF RE: Gig Work  
**Sent:** 05/30/2023 20:13:31  
**Attachments:** image005.png, image006.jpg, image007.png, image008.png, image009.png  
**Message Body:**

s.12; s.13; s.17

**Mikayla Martens**

Administrative Assistant  
to the **Honourable Minister Harry Bains** and **Parliamentary Secretary Janet Routledge**  
Ministry of Labour  
T: (250) 953-0910 | F: (250) 953-0928 | E: mikayla.martens@gov.bc.ca

*\*I acknowledge and respect that I live, learn, and work on the traditional territories of the Lkwungen Peoples on whose traditional territories the Lkwungen (Songhees), Wyomilth (Esquimalt), and WSÁNEĆ (Saanich) peoples have a continuous relationship with.*

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.*

**From:** Kartz, Cali PSSG:EX <Cali.Kartz@gov.bc.ca>  
**Sent:** Tuesday, May 30, 2023 1:10 PM  
**To:** Martens, Mikayla LBR:EX <Mikayla.Martens@gov.bc.ca>  
**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

Are you able to elaborate on the topic? That will help us confirm attendees.

**Cali Kartz**

Administrative Coordinator to  
Honourable Rob Fleming  
Minister of Transportation and Infrastructure  
T. (778) 405-2681  
E: Cali.Kartz@gov.bc.ca

**From:** Martens, Mikayla LBR:EX <Mikayla.Martens@gov.bc.ca>  
**Sent:** Tuesday, May 30, 2023 1:07 PM  
**To:** Kartz, Cali PSSG:EX <Cali.Kartz@gov.bc.ca>  
**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

Attendees:

MHB  
PSR  
Tim Renneberg  
Raunaq Singh  
Trevor Hughes  
Lorie Hrycuik

Who will be joining from your end?

Our staff are working on materials, and I'll send them to you asap!

Mikayla

**From:** Kartz, Cali PSSG:EX <Cali.Kartz@gov.bc.ca>  
**Sent:** Tuesday, May 30, 2023 1:06 PM  
**To:** Martens, Mikayla LBR:EX <Mikayla.Martens@gov.bc.ca>

**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

Thank you Mikayla,

Can you confirm if anyone else will be there, and if there is information coming prior to the 5<sup>th</sup>?

Thank you

Cali

**Cali Kartz**

Administrative Coordinator to  
Honourable Rob Fleming  
Minister of Transportation and Infrastructure  
T. (778) 405-2681  
E: [Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)

**From:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>

**Sent:** Tuesday, May 30, 2023 1:02 PM

**To:** Kartz, Cali PSSG:EX <[Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)>

**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

Here is the MS Teams link!

---

## Microsoft Teams meeting

**Join on your computer, mobile app or room device**

Click here to join the meeting

Meeting ID: s.15; s.17

Passcode: s.15; s.17

Download Teams | Join on the web

**Or call in (audio only)**

s.15; s.17

Canada, Victoria

Phone Conference ID: s.15; s.17

Find a local number | Reset PIN

Toll-free (audio only): s.15; s.17

Learn More | Meeting options

---

**From:** Kartz, Cali PSSG:EX <[Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)>

**Sent:** Tuesday, May 30, 2023 12:59 PM

**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>

**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

Sure, as long as it's set for teams. As he may still be in Vancouver.

Thanks so much.

Cali

**Cali Kartz**

Administrative Coordinator to  
Honourable Rob Fleming  
Minister of Transportation and Infrastructure  
T. (778) 405-2681  
E: [Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)

**From:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Sent:** Tuesday, May 30, 2023 12:55 PM  
**To:** Kartz, Cali PSSG:EX <[Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)>  
**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

No worries!

How is June 5<sup>th</sup> from 3:00 – 3:30 pm?

**Mikayla Martens**

Administrative Assistant  
to the **Honourable Minister Harry Bains** and **Parliamentary Secretary Janet Routledge**  
Ministry of Labour  
T: (250) 953-0910 | F: (250) 953-0928 | E: [mikayla.martens@gov.bc.ca](mailto:mikayla.martens@gov.bc.ca)

*\*I acknowledge and respect that I live, learn, and work on the traditional territories of the Lkwungen Peoples on whose traditional territories the Lkwungen (Songhees), Wyomilth (Esquimalt), and WSÁNEĆ (Saanich) peoples have a continuous relationship with.*

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.*

**From:** Kartz, Cali PSSG:EX <[Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)>  
**Sent:** Tuesday, May 30, 2023 12:02 PM  
**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

Hi Mikayla,

Unfortunately, no he is fully booked in the afternoon.

Either 11:30-Noon or 5:15pm on June 1<sup>st</sup> or after 3pm on Monday 5<sup>th</sup>, or 9:45am on the 6<sup>th</sup>. then he is on tour/and media events until after the 14th

Cali

**Cali Kartz**

Administrative Coordinator to  
Honourable Rob Fleming  
Minister of Transportation and Infrastructure  
T. (778) 405-2681  
E: [Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)

**From:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Sent:** Tuesday, May 30, 2023 11:27 AM  
**To:** Kartz, Cali PSSG:EX <[Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)>  
**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

Hi Cali,

Sorry for the change, but it seems that our staff can no longer do 10:00 – 10:30 am... Does 3:30 – 4:00 pm work?

Thank you,



**Mikayla Martens**

Administrative Assistant

to the **Honourable Minister Harry Bains** and **Parliamentary Secretary Janet Routledge**

Ministry of Labour

T: (250) 953-0910 | F: (250) 953-0928 | E: [mikayla.martens@gov.bc.ca](mailto:mikayla.martens@gov.bc.ca)

*\*I acknowledge and respect that I live, learn, and work on the traditional territories of the Lkwungen Peoples on whose traditional territories the Lkwungen (Songhees), Wyomilth (Esquimalt), and WSÁNEĆ (Saanich) peoples have a continuous relationship with.*

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.*

**From:** Kartz, Cali PSSG:EX <[Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)>

**Sent:** Tuesday, May 30, 2023 10:47 AM

**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>

**Subject:** RE: Meeting with MHB and MRF RE: Gig Work

Hi Mikayla,

10-10:30 works.

Will there be materials or further information provided on this, prior to the meeting?

Thank you  
Cali

**Cali Kartz**

Administrative Coordinator to

Honourable Rob Fleming

Minister of Transportation and Infrastructure

T. (778) 405-2681

E: [Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)

**From:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>

**Sent:** Tuesday, May 30, 2023 10:39 AM

**To:** Kartz, Cali PSSG:EX <[Cali.Kartz@gov.bc.ca](mailto:Cali.Kartz@gov.bc.ca)>

**Subject:** Meeting with MHB and MRF RE: Gig Work

Good morning, Cali ??

Minister Bains would like to have a meeting with Minister Fleming sometime before June 14<sup>th</sup> regarding gig work. Please advise if the below would still work for MRF, and which 30min timeframe would be preferred.

June 1, 10:00 – 10:30 am, 3:00 – 4:00 pm

Thank you,

**Mikayla Martens**

Administrative Assistant

to the **Honourable Minister Harry Bains** and **Parliamentary Secretary Janet Routledge**

Ministry of Labour

T: (250) 953-0910 | F: (250) 953-0928 | E: [mikayla.martens@gov.bc.ca](mailto:mikayla.martens@gov.bc.ca)

*\*I acknowledge and respect that I live, learn, and work on the traditional territories of the Lkwungen Peoples on whose traditional territories the Lkwungen (Songhees), Wyomilth (Esquimalt), and WSÁNEĆ (Saanich) peoples have a continuous relationship with.*

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.*

**From:** Martens, Mikayla LBR:EX (Mikayla.Martens@gov.bc.ca)  
**To:** Hrenyk, Alyssa PREM:EX (Alyssa.Hrenyk@gov.bc.ca)  
**Cc:** Renneberg, Tim LBR:EX (Tim.Renneberg@gov.bc.ca); Singh, Raunaq LBR:EX (Raunaq.Singh@gov.bc.ca); Sangha, Jasmeet LBR:EX (Jasmeet.Sangha@gov.bc.ca)  
**Subject:** RE: PDE Meeting with BC Fed  
**Sent:** 06/08/2023 15:45:50  
**Attachments:** 65240- PDE Meeting with BCFED.pdf, image001.png  
**Message Body:**

Hi Alyssa,

Please see LBR meeting note attached for June 13<sup>th</sup> PDE briefing!

Cheers,

**Mikayla Martens**

Administrative Assistant

to the **Honourable Minister Harry Bains** and **Parliamentary Secretary Janet Routledge**

Ministry of Labour

T: (250) 953-0910 | F: (250) 953-0928 | E: mikayla.martens@gov.bc.ca

*\*I acknowledge and respect that I live, learn, and work on the traditional territories of the Lkwungen Peoples on whose traditional territories the Lkwungen (Songhees), Wyomilth (Esquimalt), and WSÁNEĆ (Saanich) peoples have a continuous relationship with.*

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.*

**From:** Hrenyk, Alyssa PREM:EX <Alyssa.Hrenyk@gov.bc.ca>  
**Sent:** Monday, May 29, 2023 11:52 AM  
**To:** Martens, Mikayla LBR:EX <Mikayla.Martens@gov.bc.ca>  
**Cc:** Renneberg, Tim LBR:EX <Tim.Renneberg@gov.bc.ca>  
**Subject:** RE: PDE Meeting with BC Fed

Excellent, thanks so much!

Alyssa

**From:** Martens, Mikayla LBR:EX <Mikayla.Martens@gov.bc.ca>  
**Sent:** Monday, May 29, 2023 10:26 AM  
**To:** Hrenyk, Alyssa PREM:EX <Alyssa.Hrenyk@gov.bc.ca>  
**Cc:** Renneberg, Tim LBR:EX <Tim.Renneberg@gov.bc.ca>  
**Subject:** RE: PDE Meeting with BC Fed

Hi Alyssa,

That time will work, and I've updated staff about the BN.

Thanks!

**Mikayla Martens**

Administrative Assistant

to the **Honourable Minister Harry Bains** and **Parliamentary Secretary Janet Routledge**

Ministry of Labour

T: (250) 953-0910 | F: (250) 953-0928 | E: mikayla.martens@gov.bc.ca

*\*I acknowledge and respect that I live, learn, and work on the traditional territories of the Lkwungen Peoples on whose traditional territories the Lkwungen (Songhees), Wyomilth (Esquimalt), and WSÁNEĆ (Saanich) peoples have a continuous relationship with.*

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.*

**From:** Hrenyk, Alyssa PREM:EX <[Alyssa.Hrenyk@gov.bc.ca](mailto:Alyssa.Hrenyk@gov.bc.ca)>  
**Sent:** Monday, May 29, 2023 10:05 AM  
**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Cc:** Renneberg, Tim LBR:EX <[Tim.Renneberg@gov.bc.ca](mailto:Tim.Renneberg@gov.bc.ca)>  
**Subject:** RE: PDE Meeting with BC Fed

Hey Mikayla,

It turns out that this meeting is needed earlier than June 28. I'm thinking 3:00 – 3:30 PM on Tuesday June 13, after the Cabinet planning session concludes. I've booked the Slesse Room on site of the Coast Chilliwack for this meeting. Can you confirm that time can work for MHB?

We would also need the BN from LBR on June 9 instead.

Thank you!  
Alyssa

**From:** Hrenyk, Alyssa PREM:EX  
**Sent:** Friday, May 26, 2023 3:05 PM  
**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Subject:** RE: PDE Meeting with BC Fed

Either is fine!

**From:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Sent:** Friday, May 26, 2023 2:57 PM  
**To:** Hrenyk, Alyssa PREM:EX <[Alyssa.Hrenyk@gov.bc.ca](mailto:Alyssa.Hrenyk@gov.bc.ca)>  
**Subject:** RE: PDE Meeting with BC Fed

Yes, that should work! Just waiting to hear back from staff. Is the Minister expected to go to VCO for this, or is he on MS Teams with staff?

Mikayla

**From:** Hrenyk, Alyssa PREM:EX <[Alyssa.Hrenyk@gov.bc.ca](mailto:Alyssa.Hrenyk@gov.bc.ca)>  
**Sent:** Friday, May 26, 2023 2:51 PM  
**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Subject:** RE: PDE Meeting with BC Fed

And by 3:30 I meant 3:15...

**From:** Hrenyk, Alyssa PREM:EX  
**Sent:** Friday, May 26, 2023 2:50 PM  
**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Subject:** RE: PDE Meeting with BC Fed

Thank you! Does 3:30 that day actually work as well?

Alyssa

**From:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Sent:** Friday, May 26, 2023 2:28 PM  
**To:** Hrenyk, Alyssa PREM:EX <[Alyssa.Hrenyk@gov.bc.ca](mailto:Alyssa.Hrenyk@gov.bc.ca)>  
**Subject:** RE: PDE Meeting with BC Fed

Sounds good! I will contact the Minister to confirm with him ??

Mikayla

**From:** Hrenyk, Alyssa PREM:EX <[Alyssa.Hrenyk@gov.bc.ca](mailto:Alyssa.Hrenyk@gov.bc.ca)>  
**Sent:** Friday, May 26, 2023 2:26 PM  
**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Subject:** RE: PDE Meeting with BC Fed

30 minutes please! I'll send you the calendar invite so you have the details to copy over into MHB's calendar.

Alyssa

**From:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Sent:** Friday, May 26, 2023 2:26 PM  
**To:** Hrenyk, Alyssa PREM:EX <[Alyssa.Hrenyk@gov.bc.ca](mailto:Alyssa.Hrenyk@gov.bc.ca)>  
**Subject:** RE: PDE Meeting with BC Fed

Hi Alyssa,

Minister Bains is available to meet! How long should I anticipate a hold in the calendar for the meeting?

Thanks,

**Mikayla Martens**

Administrative Assistant  
to the **Honourable Minister Harry Bains** and **Parliamentary Secretary Janet Routledge**  
Ministry of Labour  
T: (250) 953-0910 | F: (250) 953-0928 | E: [mikayla.martens@gov.bc.ca](mailto:mikayla.martens@gov.bc.ca)

*\*I acknowledge and respect that I live, learn, and work on the traditional territories of the Lkwungen Peoples on whose traditional territories the Lkwungen (Songhees), Wyomilth (Esquimalt), and WSÁNEĆ (Saanich) peoples have a continuous relationship with.*

*\*\*Please note: This email message, including attachments, is intended for the addressee(s) only and may contain legally privileged information. Any unauthorized use, distribution, disclosure or reproduction is strictly prohibited. If you have received this email in error, please notify sender by return email and delete all copies.*

**From:** Hrenyk, Alyssa PREM:EX <[Alyssa.Hrenyk@gov.bc.ca](mailto:Alyssa.Hrenyk@gov.bc.ca)>  
**Sent:** Friday, May 26, 2023 2:23 PM  
**To:** Martens, Mikayla LBR:EX <[Mikayla.Martens@gov.bc.ca](mailto:Mikayla.Martens@gov.bc.ca)>  
**Cc:** Renneberg, Tim LBR:EX <[Tim.Renneberg@gov.bc.ca](mailto:Tim.Renneberg@gov.bc.ca)>  
**Subject:** PDE Meeting with BC Fed

Hi Mikayla,

Premier Eby intends to meet with the BC Federation of Labour on June 28 at 1:30 PM and he's hoping that Minister Bains can join him. Can you let me know?

Either way, can you also please action a BN from your ministry, due to PO on June 26 and arrange for LBR ministry staff to join?

Thank you!

Alyssa Hrenyk (she/her)  
Executive Coordinator  
Office of the Premier  
c. 250-883-1701 | e. [alyssa.hrenyk@gov.bc.ca](mailto:alyssa.hrenyk@gov.bc.ca)

I acknowledge with respect that my work takes place within the ancestral, traditional and unceded territories of Indigenous Peoples

MINISTRY OF LABOUR

MEETING NOTE

Cliff #: 65240

Date: June 2, 2023

**PREPARED FOR:** Honourable David Eby, Premier.

**DATE AND TIME OF MEETING:** June 13, 2023 at 3pm

**ATTENDEES:** BC Federation of Labour: Sussanne Skidmore, President; Hermender Singh Kailley, Secretary-Treasurer; Denise Moffatt, Director of Government Relations

Government of BC: The Honourable David Eby, Premier; The Honourable Harry Bains, Minister of Labour

**ISSUE(S):** Employment protections for app-based ride hail and food delivery workers.

**BACKGROUND:** The BC Federation of Labour (BCFED) has requested a meeting with Premier Eby to discuss its concerns about the working conditions and protections of app-based ride hail and food delivery workers. The BCFED argues that these workers are misclassified by companies as “independent contractors” in order to avoid compliance with well-established employment laws such the *Employment Standards Act* and the *Workers Compensation Act*.

The BCFED is an advocate for workers across the province, and is a strong supporter of “essential workplace protections” for ride-hail and food-delivery workers. The BCFED has launched a campaign to reach out to MLAs to garner support for improved working conditions for gig workers. In addition, the BCFED has launched an online petition titled ‘Workers Deserve Better.’ The petition calls for government to ensure gig workers are fully protected by BC's workplace laws.( <https://www.workersdeservebetter.ca/> )

In its request for a meeting the BCFED has highlighted a recent case in which a ride-hail (Uber) worker was assaulted.s.22

s.22

**DISCUSSION:** The 2022 mandate letters for the Minister of Labour and the Parliamentary Secretary for Labour set a priority for the ministry to propose employment standards and other protections for app-based ride-hail and food-delivery workers.

Engagement with the sector began in Fall 2022, which included workers and platform companies, and other key groups, including the BCFED, to hear the benefits and

challenges of this type of work and to help inform the policy options. The engagement found that the sector is characterized by a lack of protections overall, health and safety issues, and low, unpredictable pay for some workers, who use this type of work as their primary source of income.

Currently, the application of the standards and protections in the ESA and WCA to ride-hail and food delivery workers is unclear. While some of these workers and their advocates, including BCFED, claim that the workers are employees entitled to the protections of the ESA and WCA, many platform companies maintain that the workers are independent contractors and that the ESA and WCA, therefore, do not apply.

All agreed through the engagement process there is a value in setting minimum standards for the workers,<sup>s.17</sup>

s.17

s.12; s.13; s.17

#### **SUGGESTED RESPONSE/KEY MESSAGING:**

- I am shocked and saddened by the recent attack on an Uber driver by a passenger in Abbotsford.
- Ride-hail drivers, like everyone who works in our province, deserve to be treated fairly and have a safe work environment.
- The workforce has changed dramatically over the past few decades with the growth of the gig economy, including a growing prevalence of app-based gig work.
- As you know the Ministry of Labour has been engaging with the app-based ride-hail and food-delivery sector including many workers directly, to review the benefits and challenges. This includes the issue of employee classification.
- The goals of this work are to propose appropriate employment standards and other protections for these workers, while maintaining the viability of this sector.
- The views and analysis provided by the BCFED are very much appreciated.

DM Contact: Trevor Hughes, Phone #<sup>s.17</sup>

Prepared by: Luke Krayenhoff, Senior Policy Advisor, Labour Policy and Legislation

**From:** Minister, LBR LBR:EX (LBR.Minister@gov.bc.ca)  
**To:** Newcombe, Samantha LBR:EX (Samantha.Newcombe@gov.bc.ca)  
**Subject:** 65096 Incoming - urgent meeting request  
**Sent:** 04/24/2023 22:05:26  
**Message Body:**

**From:** Denise Moffatt <DMoffatt@bcfed.ca>  
**Sent:** Monday, April 24, 2023 12:55 PM  
**To:** Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
**Cc:** Renneberg, Tim LBR:EX <Tim.Renneberg@gov.bc.ca>; Singh, Raunaq LBR:EX <Raunaq.Singh@gov.bc.ca>  
**Subject:** 65096 Incoming - urgent meeting request

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

Hello,

The BC Federation of Labour is requesting an urgent meeting to discuss the serious physical and verbal assault of an Uber driver in Abbotsford this past week. Sussanne, Hermender and I will be in Victoria on Wednesday afternoon. The driver is also available and willing to attend the meeting in person to share his experience.

Measures to prevent workplace injuries are the responsibility of all employers in BC, but app companies like Uber are not doing their part. There are serious gaps in workplace laws that are allowing these companies to avoid their responsibility under BC's workplace health and safety laws and worker are paying the price.

We hope that you can make time to meet with us on Wednesday.

In solidarity,

Denise

**Denise Moffatt (she/her/hers)**

Director  
BC Federation of Labour

The BC Federation of Labour is located on unceded x̱məʔʔkʷəy̓əm (Musqueam), səɫʔʔlwətaʔt̚ (Tsleil-Waututh), Skwxwú7mesh (Squamish) territories.  
Direct: 778-228-3124  
Email: [dmoffatt@bcfed.ca](mailto:dmoffatt@bcfed.ca)  
Website: <http://www.bcfed.ca>

**From:** Cheryl Oates (Cheryl.Oates@gtandcompany.ca)  
**To:** Singh, Raunaq LBR:EX (Raunaq.Singh@gov.bc.ca)  
**Cc:** Renneberg, Tim LBR:EX (Tim.Renneberg@gov.bc.ca)  
**Subject:** White paper?  
**Sent:** 06/20/2023 15:42:06  
**Message Body:**

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

Hi Raunaq,

I hope you're well.

We've met a couple of times previously. I'm a public affairs consultant and I work with Uber Canada. We're hearing rumours of an industry white paper coming out. Can you offer any details? It would be really helpful to connect for a couple of minutes on this. I can be reached at the number below, or this email.

Thanks,

Cheryl Oates  
403-894-3053

---

This email was scanned by Bitdefender



**From:** Renneberg, Tim LBR:EX (Tim.Renneberg@gov.bc.ca)  
**To:** Singh, Raunaq LBR:EX (Raunaq.Singh@gov.bc.ca); Bains, Harry LBR:EX (Harry.Bains@gov.bc.ca)  
**Cc:** Dhaliwal, Gurveen LBR:EX (Gurveen.Dhaliwal@gov.bc.ca); Sangha, Jasmeet LBR:EX (Jasmeet.Sangha@gov.bc.ca)  
**Subject:** RE: Materials for UBER-UFCW Meeting Tomorrow  
**Sent:** 07/24/2023 23:22:31  
**Attachments:** image001.png  
**Message Body:**

To add to this some bullets on<sup>s.13; s.17</sup>  
s.13; s.17

**Tim Renneberg**  
Chief of Staff to the Honourable Harry Bains  
Minister of Labour  
Mobile: 250-480-8269 ? [tim.renneberg@gov.bc.ca](mailto:tim.renneberg@gov.bc.ca)

**From:** Singh, Raunaq LBR:EX <Raunaq.Singh@gov.bc.ca>  
**Sent:** Monday, July 24, 2023 2:17 PM  
**To:** Bains, Harry LBR:EX <Harry.Bains@gov.bc.ca>;<sup>s.17</sup>  
**Cc:** Renneberg, Tim LBR:EX <Tim.Renneberg@gov.bc.ca>; Dhaliwal, Gurveen LBR:EX <Gurveen.Dhaliwal@gov.bc.ca>; Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>  
**Subject:** Materials for UBER-UFCW Meeting Tomorrow

Hello Minister and PS,

Just ensuring you have all the materials for tomorrow's meeting with Uber-UFCW and Premier Eby. It would be most helpful to read the Meeting note prepared by staff.

Here is a quick summary of the last meeting staff had with Uber-UFCW:

1.s.12; s.13; s.17; s.21  
s.12; s.13; s.17; s.21

2.s.12; s.13; s.17; s.21  
s.12; s.13; s.17; s.21

3.s.12; s.13; s.17; s.21  
s.12; s.13; s.17; s.21

4.s.12; s.13; s.17; s.21  
s.12; s.13; s.17; s.21

Please call me anytime if you have any questions about the materials.

**Raunaq Singh**

Ministerial Advisor to the Honourable Harry Bains

Minister of Labour

Office: 250-896-1681 ? [raunaq.singh@gov.bc.ca](mailto:raunaq.singh@gov.bc.ca)