

## **BRIEFING NOTE**

### **Premier RBCM Modernization Update**

## **Briefing Note**

#### **What:**

- Royal BC Museum (RBCM) Modernization Project status update

#### **Who:**

- Honourable John Horgan

#### **Executive Summary:**

- The RBCM has concluded its search for a new CEO and has identified a preferred candidate pending compensation negotiations and approval.
- The Collections and Research Building (CRB) has shortlisted three preferred proponents for the Request for Proposal (RFP) who will provide proposed designs in May 2022 for Evaluation Committee final selection in June 2022. Ground-breaking is expected in July 2022.
- s.12; s.13

#### **Background:**

##### **CEO Recruitment**

- RBCM has concluded its CEO search and has been working with PSEC on compensation approval.
- Minister Robinson approved s.12; s.13; s.17
- s.12; s.13; s.17

## **BRIEFING NOTE**

### **Premier RBCM Modernization Update**

#### **Modernization Project**

##### *Collections and Research Building*

Three teams have been invited to submitted responses to the RFP.

#### **1. Maple Reinders / Michael Green Architecture / Equilibrium**

- BC based team
- s.12; s.13
- Reference projects:
  - Wood Innovation Design Centre – tallest wood building in north America when it was built.
  - Audain Art Gallery – gallery space with MT

#### **2. Ledcor-Knappett / John McAslan+Partners (UK based) / Franc Architects / dk Architects (Indigenous) / Fast + Epp**

- Local partner with Knappett Construction
- Reference projects:
  - Royal Alberta Museum – most recent Canadian museum built, DB delivery
  - Van Dusen Gardens – highly sustainable and innovative MT building

#### **3. Kinetic Construction-Smith Brothers Wilson-Wright Construction Joint Venture / Diamond Schmitt Architects / Formline (Indigenous design advisor)/ Aspect Structural Engineers / Kinsol Timber Structures (MT contractor)**

- Local partner with Kinetic Construction
- Reference projects:
  - Emily Carr University of Art + Design – program relevance, DB delivery
  - Ingenium, Collection and Conservation Centre (Ottawa) - highly relevant program

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Withheld pursuant to/removed as

s.12



## **BRIEFING NOTE**

### **Premier RBCM Modernization Update**

#### **Appendices:**

s.12; s.13



## **PUBLIC SECTOR EMPLOYERS' COUNCIL SECRETARIAT DECISION NOTE**

**PREPARED FOR:** Honourable Selina Robinson, Minister of Finance and Minister responsible for the *Public Sector Employers Act*

**ISSUE:** Proposed revision to the Royal BC Museum's CEO total compensation maximum.

### **BACKGROUND:**

In February 2021, the Royal BC Museum (RBCM) Board terminated their CEO, Professor Jack Lohman, who had been in the role since 2012. Since then, their Board Chair has been in the Acting CEO position while a search for the permanent CEO has been underway.

The RBCM is nearing the end of their CEO search and has identified a preferred candidate who has the experience and background they are seeking. s.12; s.17  
s.12; s.17

At the same time, for the first time in 30 plus years, the RBCM is undertaking extensive capital and cultural modernization projects, including the construction of an archive building s.12  
s.12

In response, the RBCM Board is seeking to increase the CEO total compensation maximum to reflect the transformation RBCM is undertaking. This change to compensation requires approval from the Minister responsible for the *Public Sector Employers Act* (the *Act*).

### **DISCUSSION:**

The current total compensation maximum of RBCM's CEO is s.17 This maximum was most recently adjusted in 2019 to permit the roll in of \$65K that the previous CEO was receiving from the Museum Foundation into base salary. This lifted the previous CEO's base salary to \$243K. The Board is seeking a base salary of s.12; s.13  
s.12; s.13

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## Appendix A – PSEC CEO Compensation Briefing Note

The RBCM's modernization project includes both the facilities and internal reorganization. The infrastructure modernization has two components, the Collections and Research Building (CRB) in Colwood and the Main Museum site. The Ministry of Tourism, Arts and Culture has received approval for the CRB project, which is expected to be complete in winter 2024. The Main Museum project is currently going through the business case development process. If approved,

s.17

s.12; s.13

s.12; s.13

s.12; s.13

See Appendix C for the Board's data on Canadian museum comparators.

s.12; s.13

Once the redevelopment project is complete, the RBCM will return to a transactional Crown, which will not require the same salary as was provided during the project. s.12; s.13

s.12; s.13

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

s.12; s.13; s.17

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## Appendix A – PSEC CEO Compensation Briefing Note

s.12; s.13

The Ministry of Tourism, Arts and Culture is aware and supportive of the Board's proposal of a CEO total compensation maximum of s.12; s.13

### **OPTIONS:**

s.12; s.13

1.

2.

3.

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Appendix A – PSEC CEO Compensation Briefing Note

APPROVED Option # \_\_\_\_\_

APPROVED \_\_\_\_\_  
Honourable Selina Robinson,  
Minister Responsible for the  
*Public Sector Employers Act*

\_\_\_\_\_ Date

Prepared by:	Lindsay Coburn Director, Labour Relations	Approved by:	John Davison President & CEO
	PSEC Secretariat		PSEC Secretariat
Phone #:	250-857-0895	Phone #:	778-698-7877

**Appendix A: Total Compensation Maximum of Crown Corporations**

s.12; s.13

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**Appendix B: Potential Total Compensation Levels by Salary**

s.12; s.13

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## Appendix A – PSEC CEO Compensation Briefing Note

### Appendix C: Comparator of Cash Compensation at Canadian Museums\*

Province	Institution	Role	Salary Range Maximum	Year / Fiscal Period	Salary*	Bonus (if known)	Approximate Salary and Bonus
Alberta	Glenbow Museum	CEO	\$ 300,000	2021	\$ 300,000		\$ 300,000
Alberta	Royal Alberta Museum	Executive Director	\$ 164,691	2021	\$ 154,848		\$ 154,848
British Columbia	Vancouver Art Gallery	CEO	\$ 350,000	2020	\$ 350,000		\$ 350,000
Manitoba	Manitoba Museum	CEO	\$ 200,000	2020	\$ 192,500		\$ 192,500
Manitoba	Canadian Museum for Human Rights	CEO / Director	\$ 221,700	2017-18	\$ 213,400	\$ 32,010	\$ 245,410
Nova Scotia	Canadian Museum of Immigration at Pier 21	Director	\$ 221,700	2017-18	\$ 213,400	\$ 32,010	\$ 245,410
Ontario	Canada Council for the Arts	CEO / Director	\$ 265,800	2017-18	\$ 255,850	\$ 66,521	\$ 322,371
Ontario	Canadian Museum of History	Director	\$ 265,800	2017-18	\$ 255,850	\$ 66,521	\$ 322,371
Ontario	Canadian Museum of Nature	Director	\$ 221,700	2017-18	\$ 213,400	\$ 32,010	\$ 245,410
Ontario	Library and Archives of Canada	Head Archivist	\$ 279,600	2017-18	\$ 269,125	\$ 62,975	\$ 332,100
Ontario	National Gallery of Canada	CEO / Director	\$ 220,000	2017-18	\$ 220,000	\$ 33,000	\$ 253,000
Ontario	Canada Museum of Science and Technology	Director	\$ 221,700	2017-18	\$ 213,400	\$ 32,010	\$ 245,410
Ontario	Royal Ontario Museum	CEO / Director	\$ 533,078	2019	\$ 533,078		\$ 533,078
Ontario	Art Gallery of Ontario	CEO / Director	\$ 378,382	2020	\$ 378,382		\$ 378,382
Ontario	McMichael Canadian Art Collection	CEO	\$ 243,750	2020	\$ 243,750		\$ 243,750
Québec	Montreal Museum of Fine Arts	Director	\$ 300,000	2020	\$ 287,500		\$ 287,500
<b>Average:</b>							<b>\$ 290,721</b>
* This data was provided by the search firm; it's accuracy was not verified by PSEC Secretariat.							
**If the salary was not known, the salary was predicted to be 75% of the range maximum.							

### Appendix D: Comparison of Current versus Proposed Structure

Current Structure	Title	Salary	Total Compensation
	Previous CEO	\$ 242,700	\$ 279,686
	Previous Deputy CEO	\$ 145,900	\$ 173,715
	Total:		<b>\$ 453,401</b>

s.12; s.13

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## Appendix B – PSEC Notification to RBCM – CEO Compensation Approval

**From:** [Davison, John C PSEC:EX](#)  
**To:** ["daniel.muzyka@outlook.com"](#)  
**Cc:** [Zabarauckas, Carmen PSEC:EX](#); [Coburn, Lindsay PSEC:EX](#); [Smith, Breana PSEC:EX](#)  
**Subject:** RBCM CEO compensation  
**Date:** November 5, 2021 1:38:47 PM

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Hi Dan,

Thanks for your time on October 21, when you walked the PSEC Secretariat through the Board's proposal for a temporary revised total compensation maximum for RBCM's CEO position.

We recently had an opportunity to bring your request forward to the Minister. The temporary increase to the CEO total compensation maximum o **s.12;** is approved within the following parameters: **s.13**

- Compensation:
  - **s.12; s.13**
  - 
  - Once the modernization and redevelopment projects are complete, the total compensation maximum will return to **s.17** plus any increase to this maximum that may have been permitted by policy from 2022 onward.
- Term:
  - This revised total compensation maximum is approved for a temporary period to recognize the transformational nature of the RBCM.
  - The first term may extend no longer than three years.
  - Once the first term is complete and if the redevelopment project is approved, the Board has the ability to extend the agreement up to an additional five years.
  - After the second term is complete, the Minister responsible for the Public Sector Employers Act (the Act) must approve an additional term.
- Other:
  - **s.12**
  - **s.12** You can work with Lindsay on this.
  - **s.12**

I hope you are able to secure your preferred candidate. Please do not hesitate to reach out if you have any questions.

John

**John Davison**

President & CEO

Public Sector Employers' Council Secretariat

PO Box 9400 Stn Prov Govt, Victoria BC V8W 9V1

Mobile: 250 812-8366

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Withheld pursuant to/removed as

s.12 ; s.13



**MINISTRY OF ENERGY, MINES AND LOW CARBON INNOVATION**

**BRIEFING NOTE FOR DECISION**

**PREPARED FOR:** Premier John Horgan

**ISSUE:** Coastal Gas Link - s.15; s.19  
s.15; s.19

**BACKGROUND:**

The Coastal GasLink (CGL) project is a 670-kilometre pipeline that is being built to deliver natural gas from northeastern British Columbia (BC) to the \$40B LNG Canada export facility in Kitimat. Since 2018, there have been incidents of direct action along the Morice Forest Service Road (FSR) in Wet'suwet'en territory, about 45km from Houston, BC. An interim injunction was granted to the company in December 2018, which was then made permanent December 31, 2019 and included an RCMP enforcement order.

s.16

s.16

s.13; s.16

s.13; s.16

s.13; s.16

In the fall 2021, the Province appointment an interlocutor, Miles Richardson, to share information amongst the Hereditary Chiefs, the province and industry.

s.15; s.19

s.16

s.16

s.17  
s.17  
s.16

s.16

s.15; s.19

s.13; s.15; s.16

s.15  
s.15  
s.13

s.13

LNG Canada and CGL are in a contract dispute over increased costs and schedule delays. s.13; s.16  
s.13; s.16

## **DISCUSSION:**

While supporting ongoing reconciliation efforts, the Province has the following objectives:

- 1) s.13; s.16
- 2)
- 3)

s.13; s.16

The options below meet the Provincial objectives to varying degrees but there is not one solution that will successfully meet all objectives. s.13; s.16  
s.13; s.16

#### **OPTIONS:**

**Option 1:** s.13; s.16  
s.13; s.16

**Option 2:** s.13; s.16  
s.13; s.16

s.13; s.16

**Option 3:** s.13; s.16  
s.13; s.16



s.13; s.16

**RECOMMENDATION:**

s.13; s.16

**DRAFTED BY:**

Rachel Shaw, ED, EMLI

**APPROVED BY:**

Deborah Bowman, ADM, LNGCIS  
Fazil Mihlar, DM

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s.15 ; s.19

s.15; s.19

October 30<sup>th</sup>, 2021

- s.16

- s.16

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s.13 ; s.16





# Site C and Powerex

Prepared for: Premier's Office

Date: November 9, 2021

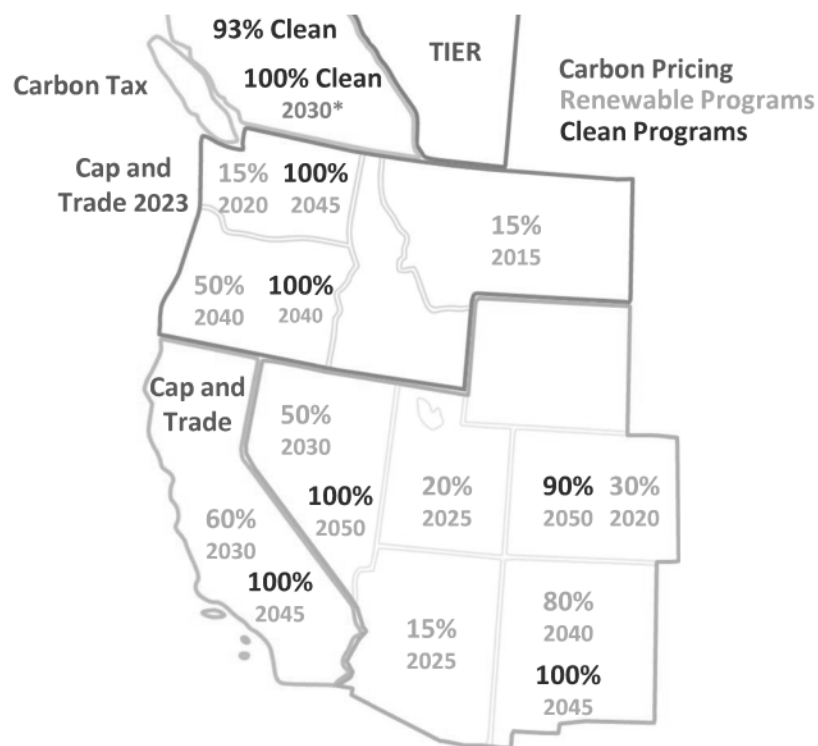
Prepared by: Ministry of Energy, Mines and Low Carbon Innovation and Powerex



## Today's presentation:

- Electricity Market Changes
- Future sales opportunities and benefits
- BC Hydro surplus
- Powerex supply portfolio and forward sales opportunity

# Environmental Policy Driven Changes



## Environmental Policy Continues To Drive Changes In Western Grid and Market Prices:

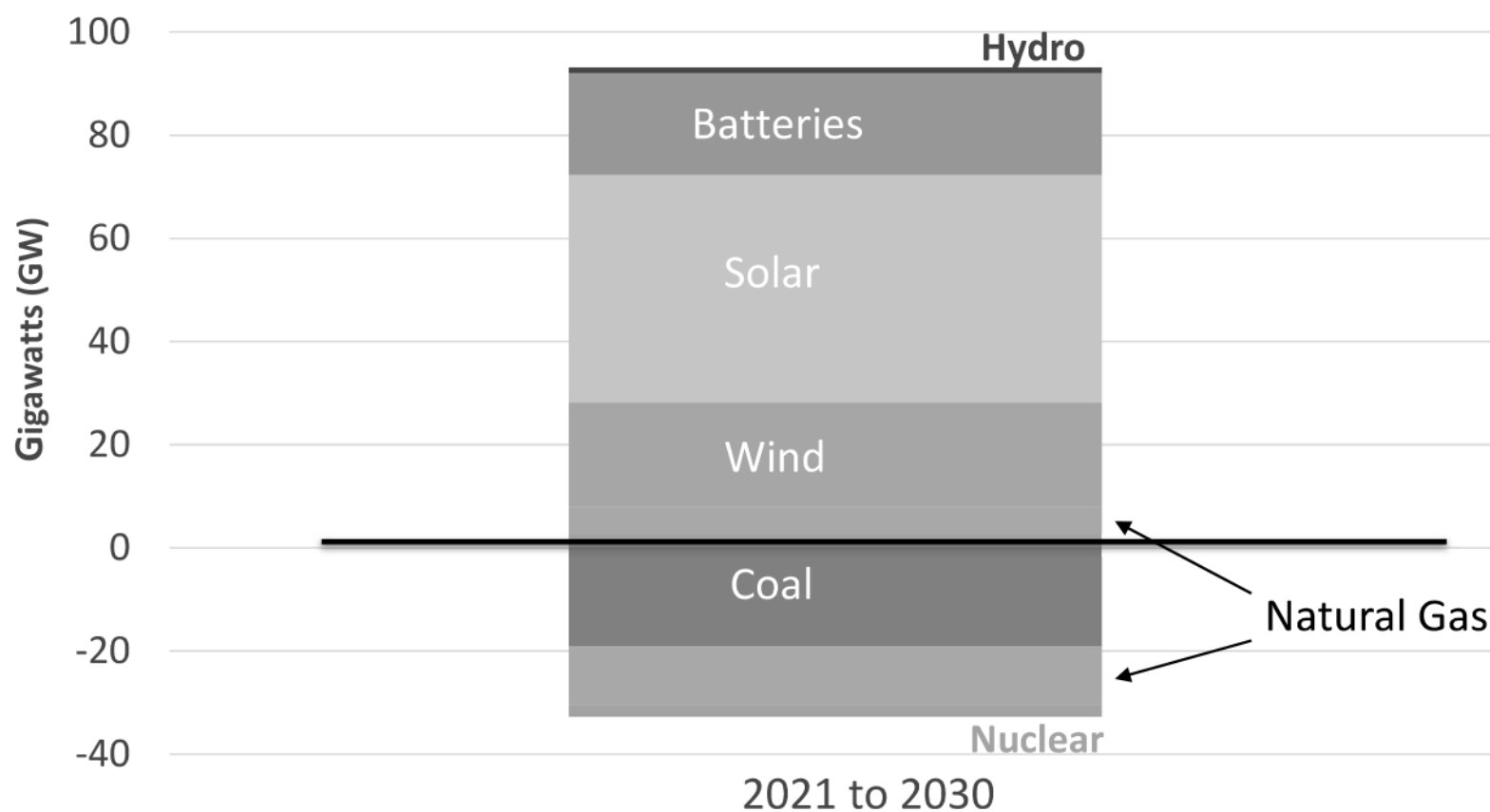
- More wind and solar
- Continued retirements of coal and gas
- Battery development and installations
- Demand growth through electrification

## Next 25 Years:

Forecast 4% annual demand growth for clean and renewable energy (based on legislated program demand)

\* CleanBC Roadmap to 2030

## U.S. West and B.C. cumulative installed capacity changes

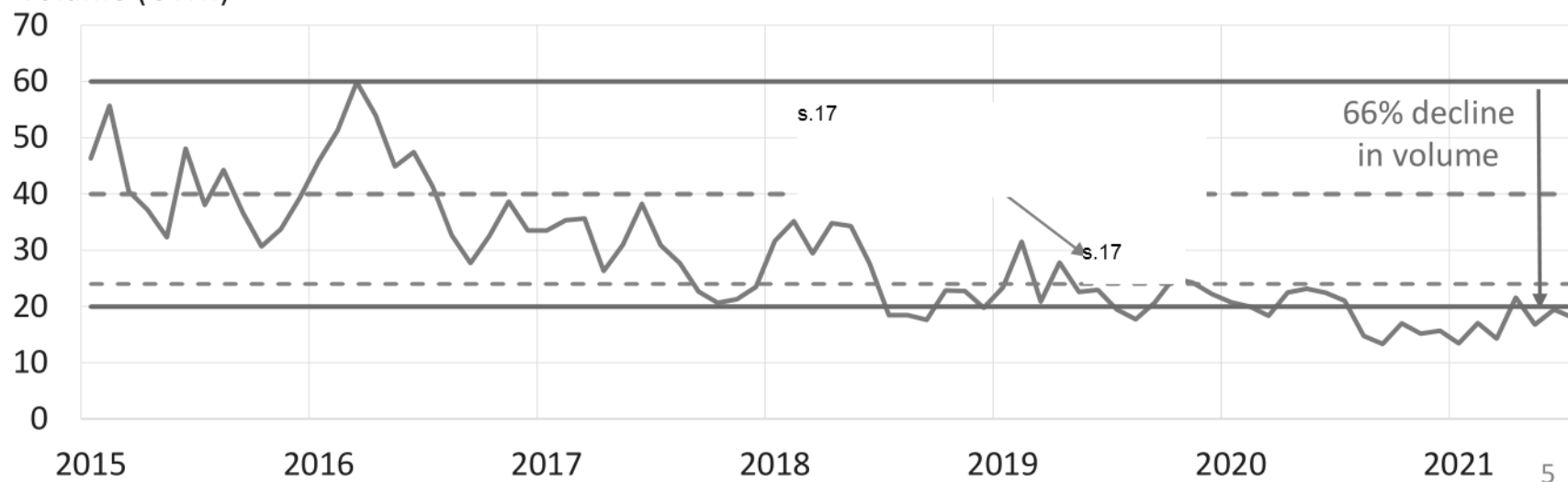


## Electricity Market Changes – Short Term Liquidity

- Retirements of fossil fuel/nuclear and growth of solar and wind generation have led to:
  - Growing interest by utilities in procuring clean capacity in forward markets (e.g., seasonal, annual)
    - Lower volumes in the daily market

Average Daily Trade  
Volume (GWh)

ICE Day-Ahead Mid-C On Peak





Ministry of  
Energy, Mines and  
Low Carbon Innovation



# What is the future opportunity?

s.13; s.17

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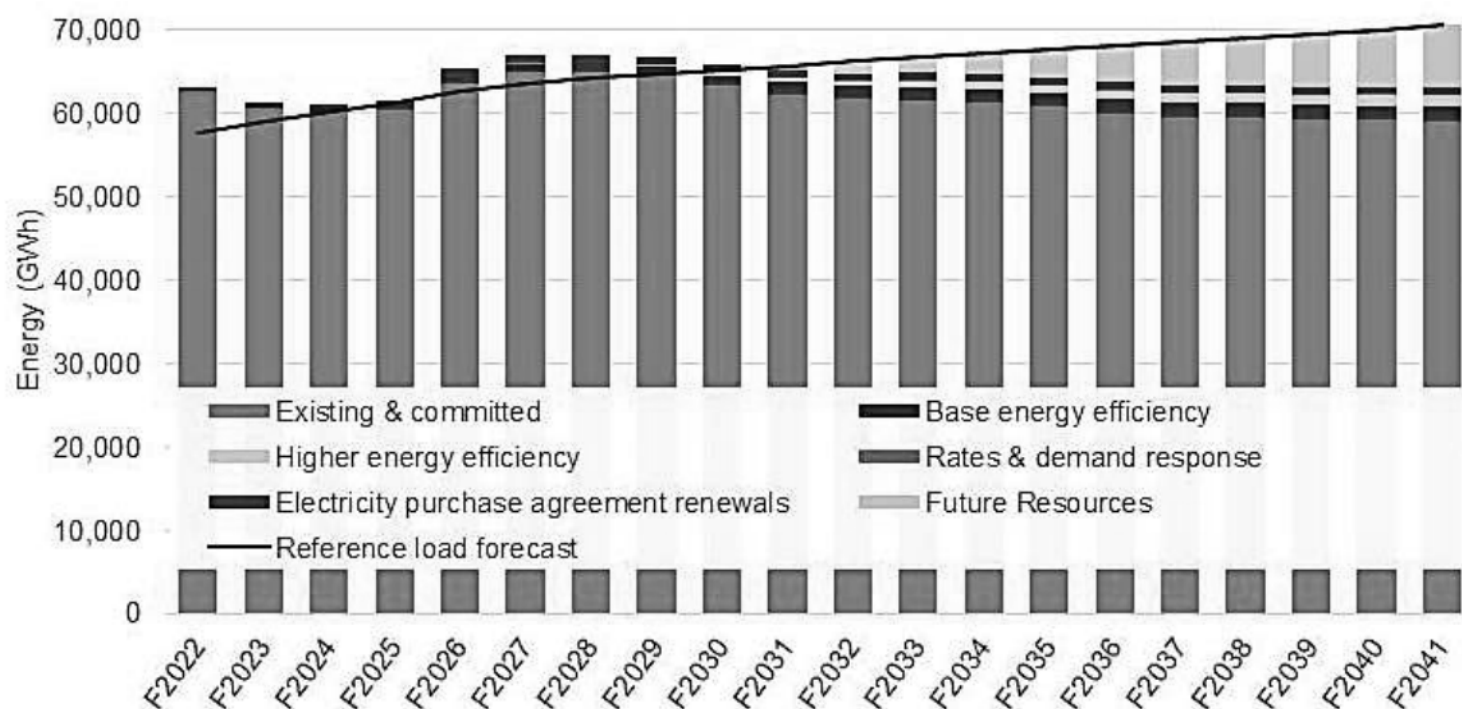


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Energy, Mines and  
Low Carbon Innovation



s.16; s.17

## BC Hydro Load Resource Balance - Energy



- From the draft Integrated Resource Plan, BC Hydro expects to be in a energy surplus position until about 2031
- This surplus includes Site C's 1,100 MW of clean capacity when it is brought into service in December 2025



## Electrification Plan

- BC Hydro will invest over \$260 million to advance electrification in BC with a target of adding 3,100 gigawatt-hours of electricity demand in the next five years.
- Quantity of BC Hydro surplus, including Site C, available for forward sales will depend on the amount of additional load acquired.
  - BC Hydro cannot commit resources for long term sales if they may be needed to meet domestic load
  - Canadian Entitlement is not constrained in the same way

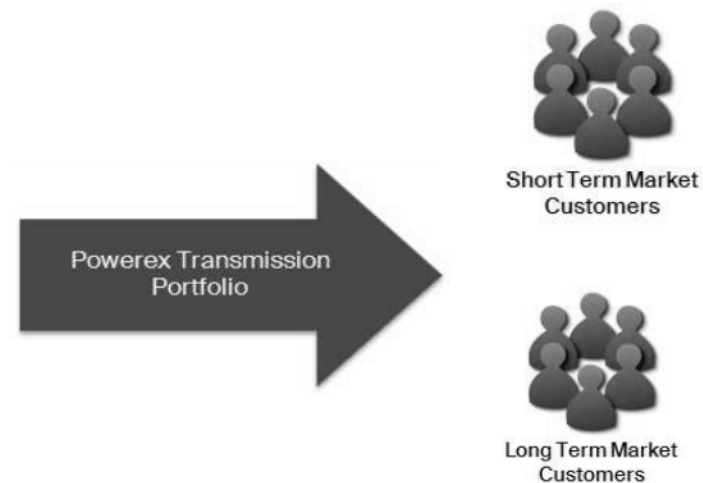
s.16; s.17



## Powerex Supply Portfolio

- Powerex has a large portfolio of supply options including the Canadian Entitlement, BC Hydro surplus and market purchases
  - Market purchases can be scaled up or down and act as substitutes for the BC supply
- Customer needs drive sales timing and requirements to match commitments

s.16; s.17





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Energy, Mines and  
Low Carbon Innovation



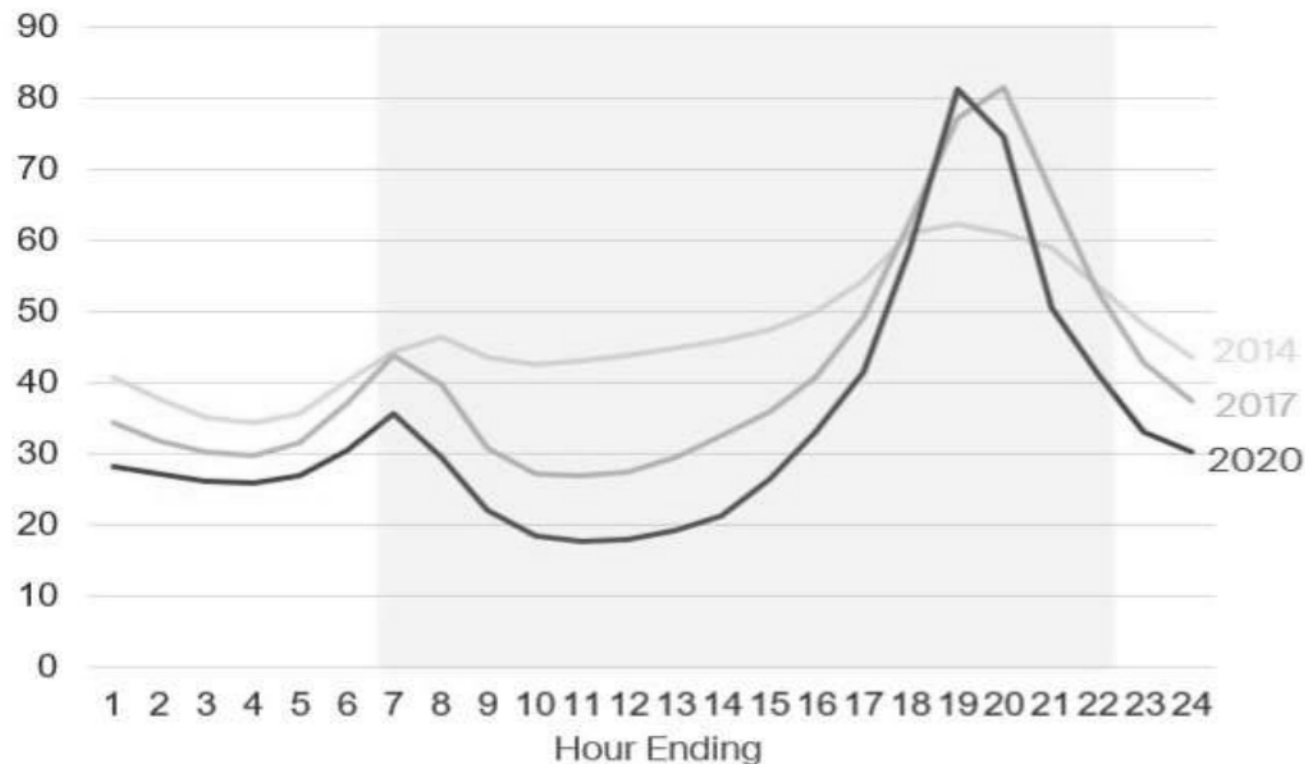
s.13; s.16; s.17



# Questions?

## Electricity Market Changes – Hourly Pricing

Southern California Price (Average \$US/MWh)



- Mid-day solar energy is lowering peak prices and now they can be lower than off-peak hours

## Where are market prices going: 2022-2030+

Price Driver	Direction of Impact
Additions of solar and wind generation to meet policy	↓
Retirements of dispatchable capacity	↑
Pace of electrification	↑
Technology improvements	↓
Weather conditions	?
Under normal conditions	↓
Under stressed market conditions (i.e., extreme weather events)	↑

- Impossible to predict market prices in any future period
  - Market prices will likely remain volatile both within and between years
  - Diversifying market exposure between the forward and spot market prices can smooth volatility

Source: IHS North American Power Outlook / December 2020: Pacific Northwest, B.C., California, Desert Southwest

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**INTERGOVERNMENTAL RELATIONS SECRETARIAT  
OFFICE OF THE PREMIER**

**MEETING NOTE**

**PREPARED FOR:** Premier John Horgan

**MEETING WITH:** Minister Adrian Dix and Minister Selina Robinson

**DATE AND TIME:** November 18, 2021 / 3:00 pm

**OVERVIEW:**

s.13; s.16; s.17

**DISCUSSION:**

s.16; s.17

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s.16; s.17

**Current State of Play**

s.16; s.17



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s.16; s.17

**Possible Shape of a Deal**

s.13; s.16; s.17

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s.13; s.16; s.17

**Next Steps**

Next steps for B.C. include:

s.13; s.16; s.17

**ATTACHMENTS:**

1. s.16; s.17
- 2.
3. Calendar of events.

s.16; s.17

	PRIORITIES:
	s.13; s.16; s.17
ALBERTA*	
SASK.	
MANITOBA	
ONTARIO*	

s.13; s.16; s.17

PRIORITIES:	
s.13; s.16; s.17	
QUEBEC*	
NEW BRUNSWICK	
NOVA SCOTIA	
PRINCE EDWARD ISLAND  (no bilat)	

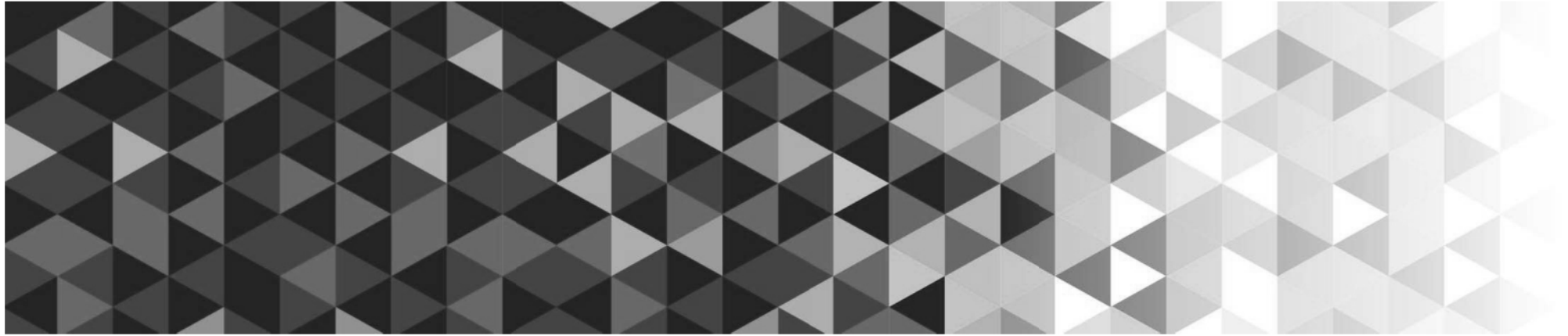


PRIORITIES:	
s.13; s.16; s.17	
NFLD. & LABRADOR	
YUKON	
NWT	
NUNAVUT	



PRIORITIES:	
	s.13; s.16; s.17
CANADA	

DRAFT



# Sustaining Health Care in Canada

s.16; s.17

***Premier Horgan, Ministers Robinson & Dix***  
***November 18, 2021***



Innovative | Collaborative | Transparent



Ministry of  
Finance

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s.13 ; s.16 ; s.17



## Federal Health Care Funding Intergovernmental Calendar

**Note:** A schedule for calls of FPT Finance Ministers has not yet been proposed.

<b>Sep.</b>	16	BC became chair of CoF table    BC became chair of Finance table
	23	CoF press release reaffirms health care sustainability as #1 priority
<b>Oct.</b>	13	BC chaired 1 <sup>st</sup> call of CoF Steering Committee (DMs)
	26	Federal Cabinet installed (no mandate letters yet)
	28	BC chaired 1 <sup>st</sup> call of CoF (Premiers)
<b>Nov.</b>	1-12	BC Finance Minister to engage in bilateral calls with PT counterparts
	11-15	Premier to engage in bilateral calls with other Premiers (virtual)
	16	<b>Prime Minister hosts First Ministers Call (COVID)</b>
	18	BC Finance Minister bilateral call with Minister Chrystia Freeland [TBC]
	18	Premier to meet with Ministers Robinson and Dix
	22	Federal Throne Speech; House of Commons sits Nov. 22 to Dec. 17
	22-26	s.13
	24-30	
	Late	
<b>Dec.</b>	18	BC becomes chair of PT Chair of Health
	Mid	s.13
<b>Jan.</b>	Early?	s.13
	Late	
<b>Feb.</b>	Early	s.13
	22	B.C. Budget
<b>Mar.</b>		s.13
<b>Jul.</b>	25-27	s.13

s.13

## Meeting note

**DATE:** November 23, 2021

**PREPARED FOR:** Lori Wanamaker, Deputy Minister to the Premier

**ISSUE:** Meeting with BCBC on the Roadmap to 2030

### KEY MESSAGES:

- Our Government recognizes that stable and predictable climate policy is critical for investors and the broader business community as they plan and implement corporate emission reduction goals and Net Zero commitments.
- We appreciate BCBC's participation in the development of the Roadmap to 2030 this spring and summer. Where appropriate, I know that staff incorporated your feedback in the development of the CleanBC Roadmap.
- We hope to continue engagement with industry as we review B.C.'s carbon pricing system and the CleanBC Program for Industry which will be designed to balance between competitiveness, emission reductions and affordability.
- We understand BCBC's competitiveness concerns and are reviewing your 'competitiveness bridge' proposal. It's clear though that corporations and the financial sector are moving to net zero regardless, and any potential additional support from government needs to respond to a clearly demonstrated need.

### KEY FACTS:

- During the development of the Roadmap to 2030, staff across multiple Ministries sought feedback through an established Industrial Climate Policy Working Group which included BCBC, member associations and industrial operators. Over the summer six sessions were held on net zero emissions pathways; electrification; carbon capture and storage; low carbon fuels; and carbon pricing. Carbon pricing was covered over two sessions. Industry members presented perspectives on carbon pricing in the second session.
- Industry leaders stressed the need for the Province to aid in creating opportunities for low carbon growth, including:
  - Providing a predictable and forward-looking policy landscape that allows for long-term emissions reduction planning and investment
  - Considering flexible options, such as offsets or credit generating systems while the carbon price increases
  - Providing clarity on how to advance carbon capture, utilization and storage projects, including through regulatory certainty and fiscal measures
  - Tackling major barriers to electrification such as high initial investment and operating costs and timing uncertainty
  - Advancing low carbon fuel production and use to fill niches within industry

- Regarding carbon pricing, BCBC has suggested that B.C. is the only jurisdiction in the world that does not adequately protect emission intensive trade exposed sectors and recommends a system that reduces costs on par with the federal output-based pricing system. BCBC also recommends increasing funding to include under \$30/tonne of CO<sub>2</sub>e and optional participation for light industry.
  - The CleanBC Program for Industry provides competitiveness support to large industry in the province through direct rebates and through investments in emission reduction projects.
  - While the level of support through the CleanBC Program for Industry is currently lower than other jurisdictions, climate policy stringency is increasing globally, and carbon pricing in Canada will be increasing in the coming years.
- As described in the Roadmap to 2030, and through discussions with the Industrial Climate Policy Working Group, BCBC is aware that the Ministries of Finance and Environment & Climate Change Strategy are currently reviewing the province's carbon pricing system, and expect to propose revisions to be in place for Budget 2023.
  - Government cannot rush the carbon pricing review. Time is needed to ensure meaningful engagement with including industry, Indigenous peoples, Canada, and other stakeholders.
  - s.13; s.17
- Feedback from BCBC is that government has demonstrated the ability to pivot quickly as demonstrated by the COVID response and they will recommend increased financial support for industry in Budget 2022 as a bridge to a revised pricing system in 2023.
- Materials presented to Minister George Heyman and Minister Shelia Robinson by BCBC on October 1, 2021 recommend the Province consider a 'competitiveness bridge' for the CleanBC Program for Industry to apply to the carbon tax above \$15/t in Budget 2022, to "show continued commitment to the CleanBC Industrial Incentive Program and CleanBC while sending positive and immediate signal to business.
  - Increasing the amount of funding to the overall CleanBC Program for Industry would result in larger direct grant payments to companies, with some additional funds available to invest in emission reduction projects through the CleanBC Industry Fund
  - Staff have developed a Treasury Board submission for consideration in Budget 2022 that would provide more funding for emission reduction projects, but not direct grant payments to industry.
- BCBC will likely request additional engagement through a formal process on the design of the revised carbon pricing system to be in place in 2023.
  - s.13
- BCBC has also noted the request for proposals, posted on November 4<sup>th</sup>, for a contractor to conduct independent economic analyses of potential carbon pricing scenarios, including the

treatment of industrial emitters. The contractor's final report will be due in August of 2022 and will inform potential policy changes to the carbon tax and CleanBC Industrial Incentives Program to be implemented in 2023 with the first \$15/tonne increase.

**Attachment(s):**

- BCBC presentation – B.C.'s Low Carbon Advantage

**Assistant Deputy Minister:**

*Jeremy Hewitt,  
Assistant Deputy Minister  
Climate Action Secretariat  
250-387-1134*

**Alternate contact for content:**

*Adria Fradley, Executive Director  
  
Clean Growth Branch  
778-698-4012*

**Prepared by:**

*Don D'Souza, Director  
  
Clean Growth Branch  
778-698-3662*

## **BRIEFING NOTE**

### **FIFA 2026**

#### **FIFA 2026 – November 2021 Update**

##### **What:**

Update on discussions with Canada Soccer (CanSoc) related to use of BC Place Stadium as a venue for FIFA 2026 World Cup matches.

##### **Who:**

No external stakeholders attending.

##### **Executive Summary:**

The Province is waiting for CanSoc to confirm whether the Stadium Agreement can be amended to address outstanding issues (e.g., broad guarantees and indemnities) and provide funding model information. Funding model information is necessary to determine what costs can be attributed to a stadium rental fee and what costs government would have to cover.

On November 18, 2021, CanSoc asked for one more week to meet the Province's request for information related to the Stadium Agreement and costs.

FIFA officials are currently touring North America to make site visits to candidate host cities. B.C. Place was visited on November 17<sup>th</sup>.

##### **Background:**

s.13

## BRIEFING NOTE

### FIFA 2026

s.13

#### Site visits:

A FIFA delegation has been making site visits to candidate cities to assess venues. They have stopped in Edmonton and Toronto.

On November 15, 2021, CanSoc and FIFA did visit and tour BC Place Stadium. This was not publicly announced but media has since been informed that CanSoc did visit BC Place. This visit is not considered an official site visit by either CanSoc or FIFA.

s.17

It is expected that FIFA will make final decisions on 2026 host cities in March or April of 2022.

#### Other matters:

A recent letter written to Premier, and Minister Mark asked the Province to act quickly and collaboratively on the FIFA 2026 opportunity. Letter was signed by City of Vancouver, Vancouver Board of Trade, Tourism Industry Association of BC and the Downtown Vancouver Business Improvement Association.

The qualifying matches for World Cup 2022 to be played in Canada are expected to be announced by CanSoc imminently. PavCo has been awaiting several weeks for CanSoc to confirm use of BC Place Stadium for a potential January 30, 2022 qualifying match.

CanSoc General Secretary Peter Montopoli has been appointed Chief Operating Officer Canada for FIFA World Cup 2026.

November 19, 2021

CLIFF #6833

**PREPARED FOR**      **Lori Wanamaker, Deputy Minister to the Premier**  
For Decision

## **ISSUE**

Amendments to Human Resource (HR) Policy 11 - Discrimination, Bullying and Harassment in the Workplace

## **BACKGROUND**

Human Resource (HR) Policy 11 - Discrimination, Bullying and Harassment in the Workplace outlines expectations, roles and responsibilities for workplace behavior and the procedures for addressing issues. The policy applies to all BC Public Service appointees and employees under the Public Service Act. Changes are necessary to reflect the Human Rights Code<sup>1</sup> and Workers' Compensation Act. A phased implementation approach is recommended.

Under section 5(4) of the Public Service Act, the Minister of Finance is responsible for approving changes to human resource policy. Revising the policy is a commitment in the Corporate Plan, Where Ideas Work (2020), and is aligned to government's gender equity and anti-racism mandate commitments.

## **DISCUSSION**

The revised Discrimination, Bullying and Harassment Policy is included in Appendix 1. Changes include:

- use of plain language to ensure roles, responsibilities, and resolution processes are clear and easy to understand, reflecting best practice in GBA+ analysis;<sup>2</sup>
- alignment to expectations of workplace behaviour in the Standards of Conduct and definitions of bullying and harassment consistent with WorkSafeBC;
- addition of informal conflict management in resolving workplace issues, when safe and appropriate to do so;
- emphasis on protection from reprisals for employees who seek advice or submit a complaint;
- recognition of trauma-informed approach and workplace restoration in addressing respectful workplace issues; and

<sup>1</sup> Changes to the Human Rights Code introduced in first reading November 17, 2021 and anticipated to passed by the end of the session, add "indigenous identity" to the protected grounds of discrimination requiring the policy to be updated.

<sup>2</sup> Policy design and implementation is informed by comprehensive GBA+ research.

- enhanced accountability and transparency through new reporting requirements.

#### Phased Implementation

Phase one of policy implementation will be limited in scope and does not include any changes in service delivery or procedures. It will include communications and awareness initiatives, new discrimination, bullying and harassment resources (i.e., policy tools), and revisions to existing MyHR web content. s.13; s.17

s.13; s.17

s.13

Changes to HR Policy 11 integrating the Human Rights Code and Workers Compensation Act also require updates to the Terms and Conditions for Excluded Employees and Appointees (see Appendix 2). The changes reflect the revised title of the Discrimination, Bullying and Harassment Policy, referencing WorkSafeBC requirements. Since the grounds of discrimination in the Human Rights Code are also listed in the Standards of Conduct and Standards of Conduct for Political Staff, additional changes to add "indigenous identity" to align the policies is also required.

The policy has been reviewed by Legal Services Branch. Ministry HR directors have been informed of the changes and view the changes as necessary to clarify responsibilities and inform related learning and workplace restoration program design. The policy has been informed by the Diversity and Inclusion Survey results and a comprehensive review of other public service employers who have recently revised their policies. Broader consultation with public service employees in terms of policy development has not been undertaken since the policy does not reflect any changes in the process or service delivery. s.13

s.13

s.13

s.13



## **OPTIONS:**

### **Option 1 – Proceed to implement the revised policy December 9, 2021**

#### **Pros**

- Implements the Corporate Plan commitment and aligns to government's mandate commitments related to gender equity, anti-racism and broader inclusion initiatives;
- Responds to Human Rights Code changes to add "indigenous identity" as a protected ground;  
s.13; s.17
- Reflects best employer practices and research, providing the employer with flexibility to enhance implementation without further policy change;
- Procedures and processes for accessing PSA services (e.g., advice, investigations, workplace restoration) already exist and do not require change to support policy implementation;
- Phased approach allows the employer to proceed with developing new learning curriculum and enhanced service/program changes based on approved policy; and,
- Allows the employer to consult on policy implementation in Phase 2 (e.g., learning curriculum, new tools etc.) rather than the technical details of the policy itself.

#### **Cons**

- Does not incorporate broad consultation with employees in policy development (since it relies on Diversity and Inclusion Survey and related research);
- Delays the substantive changes in employee experience to Phase 2 policy implementation, which may result in some employees seeing a perceived gap between the policy and substantive action.

### **Option 2 – Delay policy implementation** s.13; s.17 s.13; s.17 **(date unknown)**

#### **Pros**

- s.13; s.17
- May allow for the PSA to design a more comprehensive implementation approach including the redesign of service delivery prior to implementation; and,
- Would allow for broader consultation with employees and stakeholders in policy development.

#### **Cons:**

- Delays the Corporate Plan commitment and does not support government's mandate commitments;
- Delays implementation of policy updates to add "indigenous identity" to key HR policies;  
s.13; s.17

s.13

### Option 3 – Status Quo

#### Pros

s.13

- Maintains service delivery (e.g., investigations are being conducted etc.)

#### Cons:

- Does not respond to diversity and inclusion survey results, best practices research or GBA+ analysis;
- Does not address Corporate Plan commitment or government mandate commitments;
- Does not address known challenges with employee experience;
- Does not reflect PSA Catalyst Strategic Plan vision for demonstrating HR leadership;

**RECOMMENDATION: Option 1 – Proceed to implement the revised policy  
December 2021**

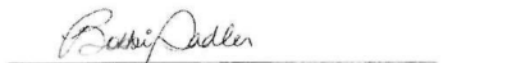
s.13

APPROVED / NOT APPROVED OPTION \_\_\_\_\_



Lori Wanamaker  
Deputy Minister to the Premier

November 25/21  
Date



**Recommended By**  
Bobbi Sadler  
Deputy Minister, BC Public Service Agency



**Reviewed By**  
Rueben Bronee  
Assistant Deputy Minister,  
Policy, Innovation and Engagement

## **Appendix 1 - HR Policy 11 – Discrimination, Bullying and Harassment in the Workplace**

### **Human Resources Policy 11 – Discrimination, Bullying and Harassment in the Workplace** Last updated XXXX (draft November 19, 2021)

The purpose of this policy is to promote safe, healthy BC Public Service workplaces, free from discrimination, bullying and harassment. This policy covers individual behaviours and accountability. The BC Public Service, in cooperation with its unions and associations, is committed to promoting respectful behaviour. Respectful behaviour reflects BC Public Service corporate ethics and values, supports diversity and inclusion and promotes positive communication and collaborative working relationships – all essential to fostering public trust and confidence in the BC Public Service.

As part of the Public Service Oath and commitment to the Standards of Conduct, employees must not engage in discriminatory, bullying or harassing behaviour prohibited by the Human Rights Code, the Occupational Health and Safety Policies under the Workers' Compensation Act, workplace policies or the collective agreements. The BC Public Service does not tolerate discrimination, bullying, harassment or any other inappropriate behaviour compromising the integrity, health and safety of employees in the workplace.

The BC Public Service is committed to ensuring, as much as reasonably practicable, that employees are not exposed to discrimination, bullying or harassment with respect to any matter or circumstance arising out of employment. This duty extends to: incidents that occur at the workplace or during work hours; workplace conduct perpetrated by another employee (e.g. co-worker or supervisor) or the employer; and incidents that occur outside of the usual workplace or after work hours that arise out of or are sufficiently connected to a worker's employment, such as a work-sponsored social event or conference.

This policy describes resolution and reporting mechanisms for employees who experience inappropriate, disrespectful behaviour in the workplace. This policy is not intended to discourage an employee from exercising any legal right, including filing a complaint with the BC Human Rights Tribunal, or reporting unsafe working conditions through WorkSafeBC. Nothing in this policy precludes an employee from also filing a grievance in accordance with the applicable collective agreement.

This policy statement applies to all appointees and employees appointed under the *Public Service Act* and supports the core policy objectives of "promoting a safe and healthy workplace that supports the well-being of employees" and ensuring that "public service employees exhibit the highest standards of conduct." This policy provides definitions, principles and key considerations, processes, and responsibilities. For specific procedures, please refer to the applicable collective agreement or see the Appendices.

#### **Definitions**

The Standards of Conduct policy defines the following expectations regarding interpersonal workplace behaviours:

- Employees are to treat each other with respect and dignity;

- Employees must not engage in discriminatory conduct prohibited by the *Human Rights Code*; and
- The conduct of BC Public Service employees in the workplace must meet acceptable social standards and must contribute to a positive work environment.

Any interpersonal behaviour that does not meet these expectations is inconsistent with the *Standards of Conduct*.

The following definitions are used in this policy statement. These behaviours can include incidents occurring at or outside the workplace, during or outside regular business hours, if a connection to the workplace exists.

**Discrimination:**

Discrimination is unjust or prejudicial treatment towards people, which adversely treats or impacts them, on any of the prohibited grounds set out in the Human Rights Code: indigenous identity, race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, gender identity or expression, political belief or conviction of a criminal or summary conviction offence unrelated to their employment.

Employees' conduct must not discriminate against other employees because of these personal characteristics.

Discriminatory behaviour, including harassment or disrespectful behaviour, as determined by a reasonable person, may be verbal, non-verbal, physical, deliberate or unintended.

**Bullying and Harassment:** Under this policy, bullying and harassment:

1. Includes any inappropriate conduct or comment by a person towards an employee that the person knew or reasonably ought to have known would cause that employee to be humiliated or intimidated; but
2. Excludes any reasonable action taken by an employer or supervisor relating to the management and direction of employees.

Bullying and harassment may include:

- Incidents that adversely affects an employee's psychological or physical well-being;
- Repeated humiliation or intimidation that adversely affects an employee's psychological or physical well-being; and/or
- A single instance so serious that it has a lasting, harmful effect on an employee.

The behaviour's frequency and severity are both factors in whether the behaviour would be included in the definition of bullying and harassment.

The behaviour may be written, verbal, physical, online, or electronic, a gesture or display, or any combination of these.

Examples of conduct or comments that might constitute bullying or harassment include but are not limited to behaviours such as:

- Verbal aggression or insults;
- Calling someone derogatory names;
- Harmful hazing or initiation practices;
- Vandalizing personal belongings;

- Spreading malicious rumours;
- Inappropriate displays of material (e.g., an insulting comic; pornographic or other sexual materials); and
- Unwelcome remarks, questions, jokes or innuendo of a sexual nature.

Refer to the MyHR website for additional information about and examples of conduct covered by this policy.

## **Principles and Key Considerations**

### **1. Fostering Personal Responsibility**

Employees are responsible for ensuring that their behaviour contributes to a safe, positive work environment and for taking action to address inappropriate and disrespectful behaviours whether they experience them directly or witness them firsthand. Employees can take action that includes talking to person directly about the inappropriate or disrespectful behaviour (if safe to do so), seeking advice from their supervisor, next level of excluded management or their union/employer association, or by making a formal report.

When responding to inappropriate and disrespectful behaviours, employees are responsible for adhering to the Standards of Conduct.

Employees must report when they witness inappropriate behaviours or when they have firsthand knowledge that another employee's safety is at risk. However, employees are encouraged to respect the personal privacy of the employee at whom the inappropriate conduct was directed and, wherever possible, obtain their consent before making a report. An employee is not required to report if a co-worker tells them they were discriminated against, bullied or harassed but the employee does not witness the reported inappropriate behaviour first-hand.

### **2. Promoting Trust and Safety**

To promote trust and safety following incidents of inappropriate workplace behaviours, the BC Public Service supports the use of trauma-informed principles to ensure the process for employees who are seeking advice, making a report or responding to a report are respectful and clear.

The principles of administrative fairness inform any investigation that arises under this policy to respect the rights, responsibilities, and obligations of all individuals involved. This includes ensuring fair and impartial investigations, the ability to know and respond to allegations and addressing employee in a timely, responsive way. Under the Human Rights Code, employees have one year from the time of the occurrence of the conduct to file a complaint. See the collective agreement provisions in Appendix 1 for further information about the timelines.

Where reports are substantiated, disciplinary outcomes will be imposed in accordance with human resources policies and practices, up to and including termination. For more information, see the [Accountability Framework for Human Resource Management, Appendix A – Responsibilities of Supervisors/Managers, Senior Executives and the BC Public Service Agency for Conducting Human Resource Investigations.](#)

### **3. Protection from Reprisal**

The BC Public Service protects employees who make a report with honest and sincere intentions, respond to a report or participate in an investigation under this policy. Reprisal can include, but is not limited to, an actual or threatened harmful act, or penalizing someone for making a report.

Reports made in bad faith are those where the reporter knows the report to be false and/or harmful. This includes frivolous, vindictive or vexatious reports that are made to embarrass, aggravate or injure another. If it is determined that a false report was deliberately made for frivolous, vindictive or vexatious reasons, the employee who made the false report may be subject to disciplinary action, up to and including termination.

### **4. Safeguarding Confidentiality and Anonymity**

All information regarding a report of inappropriate behaviour must be treated in the strictest confidence. Information related to the report will be disclosed on a "need to know" basis. Supervisors and managers who receive information about a report are responsible for maintaining confidentiality. However, it is important to note that confidentiality does not mean anonymity. Information collected from the reporter, respondent, and/or witnesses will only be used and disclosed for the purposes of the investigation, resultant processes (e.g., grievance proceeding), or as required by law.

## **PROCESS**

### **Step 1: Seeking Advice**

There are a number of ways to seek advice on the application of this policy when an employee has experienced or witnessed first-hand inappropriate or disrespectful behaviours. This includes seeking advice from your supervisor or next level of excluded manager or another manager you trust. Employees are also encouraged to seek the advice of their unions or professional associations. These options are available so employees can feel more comfortable coming forward and raising concerns and to ensure that inappropriate and disrespectful behaviours stop.

### **Step 2: Seeking to Resolve the Conflict**

When a workplace behaviour issue arises, employees should first consider whether the behaviours are inconsistent with the Standards of Conduct and this policy and whether it is possible to address the matter informally (e.g. speaking to the other person or seeking the advice or support of a supervisor or other post-incident supports). Informal conflict management processes, such as conflict coaching, facilitation, mediation and workplace improvement processes, may result in faster and more satisfying resolutions to situations involving inappropriate behaviour.

The BC Public Service encourages open and respectful dialogue between employees so that misunderstandings or missteps may be addressed in a collegial, informal manner and before any significant conflict may arise. Informal resolution is encouraged where it is an appropriate

and safe option. All employees have a role to play in fostering a positive workplace culture by engaging on these issues.

The BC Public Service Agency (PSA) may use informal conflict management processes, unless these are not applicable or appropriate, as a first step in the resolution of reports of discrimination, bullying and harassment. The use of informal conflict management processes will also be considered if the parties request it at any time during an investigation of such reports.

### **Step 3: Reporting the Workplace Behaviour**

If an employee is not comfortable addressing the situation informally or does not feel that doing so is appropriate, they should report the incident to their supervisor, or next level of excluded management. See detailed procedures in appendices 1 and 2 describing how to make a formal complaint for both bargaining unit employees and excluded employees/appointees.

### **Step 4: Addressing the Workplace Behaviour**

Allegations of employee misconduct are to be taken seriously. Supervisors are responsible for following up on employee reports of incidents of discrimination, bullying and harassment. Supervisors who suspect employee misconduct may result in discipline must notify the PSA right away. Supervisors must consult with the PSA before starting a review, investigation, or suspending an employee. For specific procedures, please refer to the applicable collective agreement or see the Appendices.

### **Step 5: Supporting the Workplace**

After a situation involving inappropriate behaviour has been addressed, supervisors are responsible for ensuring there are measures in place to restore, support and maintain respect in the workplace. Early engagement in the workplace is important and requires cooperation by all employees. Supervisors should consult with the PSA regarding appropriate actions, which may vary dependent on the specific circumstances in the workplace.

### **Step 6: Ongoing Monitoring and Follow-Up**

At the conclusion of an investigation, the findings will be documented in a memo or report. The PSA may issue recommendations regarding corrective action or other measures to the Ministry. Deputy Ministers will consider any recommendations and take steps as may be required to resolve the matter. Deputy Ministers in receipt of recommendations arising under this policy are to provide status reports to Deputy Minister of the PSA when requested, including on the outcome(s) of investigations of discrimination, bullying and harassment.

Upon direction from the Deputy Minister, supervisors are responsible for implementing recommendations regarding corrective action measures made by the PSA as a result of an investigation of allegations of discrimination, bullying or harassment.

Refer to the MyHR website or contact the PSA for more information on the above processes.

## **Responsibilities**

### **Deputy Minister Responsible for the PSA**

- Develop and implement a corporate respectful workplace program to provide policy and services to ensure that BC Public Service workplaces are free of discrimination, bullying and harassment;



- Lead the development and implementation of corporate communication, awareness, engagement and training in support of this policy to ensure all employees and supervisors are aware of their responsibilities under this policy and the Standards of Conduct;
- Ensure the provision of advice and services to Deputy Ministers, supervisors/managers and employees respecting the application of this policy;
- Implement collective agreement complaint procedures;
- Provide corporate oversight of human resource investigation processes, ensuring that reports of bullying, discrimination and harassment are investigated without undue delay and in accordance with applicable human resource policies;
- Ensure protections are available for employees who experience reprisal and ensure that any report of retaliation is investigated and addressed;
- Report publicly on the complaints under this policy; and
- Delegate authority and responsibility, where applicable, to apply this policy within the BC Public Service Agency.

### **Deputy Ministers**

- Promote a respectful work environment that is free of discrimination, bullying and harassment;
- Promote a work environment that encourages employees who experience or witness discrimination, bullying or harassment to report the inappropriate behaviour, and to also challenge or interrupt the inappropriate behaviour when they feel it is safe to do so and, in a manner, consistent with the Standards of Conduct;
- Promote the use of Informal Conflict Management approaches options (such as conflict coaching, facilitated conversation or mediation) as an important tool in preventing and resolving inappropriate behaviour;
- Provide for employee attendance at discrimination, bullying and harassment awareness and engagement sessions and encourage employee participation in related training opportunities;
- Provide employees with information about the processes established by this policy;
- Work in collaboration with the PSA to report publicly on complaints under this policy;
- Ensure that resolutions to complaints are implemented and maintained on an ongoing basis; and
- Delegate authority and responsibility, where applicable, to apply this policy within their organization.

### **Supervisors/Managers**

- Foster a respectful workplace culture, free from discrimination, bullying and harassment;
- Be knowledgeable of responsibilities under the *Standards of Conduct* and this policy;
- Inform all employees who report to them about *Standards of Conduct* and this policy, and ensure they are knowledgeable about expected workplace behaviours, reporting and resolution options;
- Ensure that workplace conflict arising from disrespectful behaviour is managed effectively by actively encouraging employees to address disrespectful behaviour in a collegial, informal manner, where appropriate and safe, before any significant conflict may arise;



- Encourage employees who witness firsthand discrimination, bullying or harassment in the workplace to report the inappropriate behaviour, and to also challenge or interrupt the inappropriate conduct when they feel it is safe to do so and, in a manner, consistent with the *Standards of Conduct*;
- Respond to reports of discrimination, bullying or harassment, or refer them to the next level of excluded manager not involved in the matter;
- Report the allegations to the PSA and work with the PSA to address the complaint pursuant to this policy;
- Respect the privacy of matters arising out of the application of this policy and treat matters confidentially; and
- Maintain records of all matters arising out of the application of this policy.

### **Employees**

- Contribute to a positive work environment and treat all co-workers with respect and dignity;
- Be knowledgeable about their responsibilities under the Standards of Conduct and this policy;
- Refrain from inappropriate and disrespectful behaviours under the Standards of Conduct and this policy;
- Address disrespectful behaviour informally when it is safe and possible to do so;
- Report any incident of discrimination, bullying or harassment that is witnessed or experienced to their supervisor/manager or next level of excluded management;
- Ensure that reports are treated in confidence; and
- Meet the time frames specified in the collective agreement and/or procedures appended in this policy statement.

### **Legislative Authorities and Related Policies and Guidelines**

- Public Service Act
- Human Rights Code
- Labour Relations Code
- Workers' Compensation Act (Occupational Health and Safety Policies)
- Collective Agreements and Employer Association Agreements (BCGEU, PEA, Nurses, Crown Counsel, etc.)
- Terms and Conditions of Employment for Excluded Employees
- Accountability Framework for HR Management
- HR Policy 9 - Standards of Conduct for BC Public Service Employees/Appointees
- Standards of Conduct for Political Staff Regulation
- Oath of Employment Regulation
- Oath of Employment Regulation for Political Staff
- Public Interest Disclosure Act
- HR Policy 24 – Public Interest Disclosure Act

## **Appendix 1 - Complaint Procedures: Bargaining Unit Employees**

For more information regarding procedures for bargaining unit employees, please refer to the applicable collective agreement.

### **BCGEU:**

- Discrimination and sexual harassment, Article 1.9
- Bullying between peers and misuse of managerial/supervisory authority, Article 1.10

### **PEA:**

- Discrimination and harassment, Article 1.09
- Bullying between peers and misuse of managerial/supervisory authority, Article 1.10

### **Nurses:**

- Discrimination and sexual harassment, Article 1.06
- Misuse of managerial/supervisory authority, Article 1.03

### **Unifor:**

- Discrimination and sexual harassment, Letter of Understanding No. 4
- Bullying in the workplace, Letter of Understanding No. 9

### **Crown Counsel:**

- Crown counsel employees follow the excluded employee/appointee complaint process as outlined in Appendix 2.

## **Adjudication Process for Complaints of Bullying and Misuse of Managerial/Supervisory Authority: Bargaining Unit Employees**

The adjudication process for complaints regarding bullying and misuse of managerial/supervisory authority is described in the applicable collective agreement:

- BCGEU: Article 1.10
- PEA: Article 1.10
- Nurses: Article 1.03
- Unifor: Letter of Understanding No. 9

## **Adjudication Process for Complaints of Discrimination and Sexual Harassment: Bargaining Unit Employees**

The adjudication process for complaints of discrimination or sexual harassment that have not been resolved using the processes set out in the following collective agreement provisions:

- BCGEU: Article 1.9(f)
- PEA: Article 1.09(c)(vi)
- Nurses: Article 1.06(f)
- Unifor: Letter of Understanding No. 4 (25)

Employees are not entitled to duplication of process. Where an employee directs a complaint of discrimination, bullying or harassment to the BC Human Rights Tribunal or where the

complaints are included as an element of a grievance, the complaint will not be pursued through the formal process specified in this policy and/or the applicable collective agreement.

## **Appendix 2 - Complaint Procedures: Excluded Employees/Appointees**

This appendix outlines procedures where the employee reporting is an excluded employee/appointee. These procedures will also apply if either the employee reporting or the person responding to the report is a Deputy Minister. In such cases, the Deputy Minister to the Premier will assume the function of the Deputy Minister for the purpose of these procedures.

### **Informal Process**

Excluded employees who believe that they have a report of discrimination, bullying or harassment may approach their supervisory personnel, association representative, or other contact person to discuss potential informal means of resolving the complaint and to request assistance in resolving the matter. A matter dealt with to the reporter's satisfaction is considered to be resolved.

### **Management Process**

If the matter is not resolved to the complainant's satisfaction, or if the employee chooses not to proceed informally, the employee, within one year of the reported occurrence, will approach the first level of excluded management not involved in the matter, for assistance in resolving the complaint. The employee's complaint should be submitted in writing and specify the details of the allegation including:

- Name, title and ministry of the respondent;
- A description of the action, conduct, events or circumstances involved in the complaint;
- The specific remedy sought to satisfy the complaint;
- Dates of incidents;
- Names of witnesses (if any); and
- Prior attempts to resolve (if any).

The manager will acknowledge, in writing, receipt of the written complaint. They will then report the matter to the PSA to obtain advice and support regarding next steps, which may include making inquiries and/or investigating the allegation. The PSA may take steps, or provide advice to the manager, to resolve the concern as appropriate without need for a full investigation.

Where it is determined that an investigation is required, the manager will involve their Deputy Minister as appropriate. The respondent will in most situations be provided with a copy of the complaint. The PSA will lead or oversee the investigation and will provide advice and support to the ministry throughout. The PSA will provide advice to the ministry decision-maker regarding any corrective or other actions arising from the results of the investigation. The employee and their association representative, if applicable, will be provided with updates regarding progress at least every 30 days while the management process remains underway.

Following the investigation, the PSA may issue recommendations regarding corrective action measures to the ministry. The Deputy Minister will consider any recommendations made and take steps as may be required to resolve the matter. Upon receipt of recommendations, the ministry is responsible for informing the PSA of what steps it will take to address them. As and

when necessary, the PSA may follow up periodically regarding the ministry's progress. If the resolution proposed as a result of the investigation is not acceptable, the complainant may refer the matter to the Deputy Minister for consideration within 30 days of being advised of the proposed resolution. Where the Deputy Minister was the decision-maker, the reporter may refer the matter to the Deputy Minister of the PSA BC.

## **Appendix 2 - Proposed Changes to Section 6 of the Terms and Conditions for Excluded Employees and Appointees**

### **6. Standards of Conduct**

Employees/appointees shall conduct themselves in accordance with the Standards of Conduct policy and the Discrimination, Bullying and Harassment in the Workplace policy.

In accordance with WorkSafeBC requirements, responsibilities of employees, supervisors and the employer related to reporting and investigating complaints of discrimination, bullying and harassment are set out in Appendix 2 of the Discrimination, Bullying and Harassment in the Workplace policy and resemble corresponding provisions for bargaining unit staff in Article 1.9 of the BCGEU Main Agreement.

Date:  
CLIFF: 115195

## MINISTRY OF ENERGY, MINES AND LOW CARBON INNOVATION

### BRIEFING NOTE FOR INFORMATION

**PREPARED FOR:** Deputy Minister to the Premier, Lori Wanamaker, Cabinet Secretary and Head of the BC Public Service

**ISSUE:** British Columbia's Fuel Supply for the Lower Mainland and Vancouver Island

#### BACKGROUND:

With most major transportation modes and all major routes either interrupted or significantly constrained, ensuring a stabilized supply of transportation fuels to the Lower Mainland and Vancouver Island has become a top priority.

To ensure the fuel supply could be maintained for essential services, British Columbia (BC) issued the Fuel Prioritization Order (M451) on November 19, 2021, limiting general consumer fuel to 30 litres per fill and prioritizing access to fuel for essential vehicles.

The Trans Mountain Pipeline (TMPL) provides the majority of refined transportation fuels, either as finished product or as crude oil to be refined into transportation fuels, for the Lower Mainland and Vancouver Island. It has been down since November 14, 2021, and confirmed restart remains uncertain as assessment and remediation activities remain underway. While there have been no product releases, the pipe has been exposed in several locations and has sustained damage. Trans Mountain continues to work closely with CER to assess fitness for service and determine when and how it will be safe to resume operations. It is currently expected that the pipeline may start at significantly reduced pressure and capacity in the coming week, but there remains substantial uncertainty.

Rail operations have resumed on the CP line at reduced capacity. CN is working to restore service and is expected to restore service to its line in the coming days.<sup>s.13</sup>

s.13

A number of forecast weather systems include significant amounts of precipitation and rising freezing levels. There are new peak flow forecasts for rivers and streams as well as predicted rain on snow events that will increase the likelihood of flooding and landslides throughout the southern part of BC, with a concentration in the southwest, over the next 7-10 days. All land based transport routes between the BC interior and the coast remain at risk.

#### DISCUSSION:

The Ministry of Energy, Mines and Low Carbon Innovation (EMLI) has been working closely with manufacturers, transporters and retail distributors to understand and monitor the fuel supply situation.

There are currently 1368 retail gas stations in BC supplied by six major distributors. Below is a summary of the current status of fuel supply for the retail distributors and other relevant information. Note that supply forecasts are based on other suppliers maintaining supply to their retail outlets and current experienced demand. If demand increases or distributors face outages, it is anticipated that there will be knock on effects to the forecast supplies of the other distributors.

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s.21 This is a comingled report and individual airlines may experience shortfalls sooner or later than others as a result of their planning and business model with respect to fuel.

**SUMMARY:**

The fuel supply to the Lower Mainland and Vancouver Island is currently stable in general, s.13

s.13

There is enough fuel secured by most distributors to ensure an adequate supply overall until Trans Mountain and rail lines are able to resume operations. EMLI will continue to monitor and support until the situation is fully resolved.

Rail companies have restarted and some fuel has been transported into the Lower Mainland. Rail will continue to operate at a reduced capacity and competing priorities will be balanced in cooperation between provincial and federal agencies, rail companies and shipping customers. Transport of ethanol by rail to support fuel blending of refined gasoline products remains a priority.

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**DRAFTED BY:**

Viva Wolf, ED, OIG

**APPROVED BY:**

Nathaniel Amann-Blake, ADM, MHSED  
Fazil Mihlar, DM