

BRITISH COLUMBIA UNION SAFETY AND HEALTH (BRUSH)

DRAFT MINUTES DECEMBER 5, 2019

Called to Order at 5:35 PM

In Attendance:

In Person: Linda Harding-Chair (GSU), Wendy Tangye (UHEW), Philip D'Sa (UCTE), Sharon Barbour (Staff)

By Phone: Karen Sutton (CIU), Jennifer Horsley (UPCE), Wayne Little (UTE), Tracy Cowie-Arrowsmith (UTE), Parmel Gurham (CIU), Ernest Hooker (UCTE), Tanna Hooper (UNE), Leanne Hughes, (CIU), Kirsty Havard (USJE), Jamey Mills (REVP)

Regrets:

AGENDA:

Roll Call

Territorial Acknowledgement

Minute of Silence for Workers Killed and Injured on the Job

Accepting the Agenda

Review Previous Minutes

Treasurer's Report

Business Arising

New Business

- BC Fed Activities
- Resolution Re; Advanced Mental Health Courses

Round Table

Next Meeting

Adjournment

Linda called the meeting to order after roll call and began with an acknowledgement that the meeting was taking place on the unceded territories of the Squamish, Musqueam and Tseil-Waututh.

A minute of silence was observed for workers killed and injured on the job.

Adoption of the Agenda Karen/Tracy (M/S/C)

A few minutes were taken to review the minutes of the last meeting. Minutes were adopted.
Wendy/Karen (M/S/C)

Business Arising:

Kirsty had sent out the resolutions that USJE had sent to the National Health and Safety Conference for review and possible submission by BRUSH to the PSAC BC Convention. Linda reported that she had spoken to Kirsty, who had not received any feedback on the resolutions.

Monique had asked at the last meeting for the members of the committee to locate and send in their department's policies on Marijuana. Linda mentioned that this had been one of the keynote topics at the National Health & Safety Conference. The topic of impairment is about more than just drugs and alcohol, and this information needs to be brought back to our locals. The conference documents are available on the PSAC Events app, and Sharon will be sending out the link for the app so that members of the committee can have access to the documents to share. Linda asked the committee members to go back to their workplaces and locate their Employer impairment policies back to BRUSH. If they are willing to share, they can be sent to Sharon via email. We can decide as a committee what we want to do with them once they have been compiled. (While typing up the minutes, Jennifer recalled that the policy at her workplace is called "Fitness for Duty Policy", which is another set of key words to try looking up if it isn't under impairment or drugs)

Treasurer's Report:

Wendy reported that the committee has \$799.24 in the bank at the last statement, she believes there will be some interest added at the end of the year. Expenses were for Conference calls for the committee meetings, refreshments for those who attended in person, and the posters and pins for the National Day of Mourning which will be made available for 2020. They arrived too late to be sent out last year.

The current report will be sent out to anyone who RSVP'd for the meeting, the Audited Statement for the year will be sent out to anyone who is a registered member of BRUSH.

Adoption of the report Jen/Tracy (M/S/C)

New Business:

BCFed – Linda did not have anything new to report, as she was unable to attend the last meeting which was held at the same time as the National Health and Safety Conference and the meeting previous to that had been canceled. She also noted and Sharon concurred that there have not been many email communications coming from the BCFed standing committee, except the planning emails for meetings for 2020.

Resolutions to PSAC BC Triennial Convention – the resolutions submitted were discussed, with suggestions made by members of the committee to edit them for more clarity.

The first resolution discussed was regarding an advanced Representing Members with Mental Health. Wendy asked if there is currently an introductory course, which was answered yes, but Tracy felt that the one-day course is not enough, not enough is covered to help steward represent members. Wendy felt that this was a timely resolution for her local, as they are public health workers whose primary clients live on the DTES, they are very stressed in the workplace and she felt it would be good to have an advanced course.

The final draft reads as follows:

Resolution #1

TITLE: NATIONAL ADVANCED MENTAL HEALTH COURSES

ORIGINATOR: British Columbia Union Safety and Health Committee (BRUSH)

LANGUAGE OF ORIGIN: E

THE PROBLEM OR ISSUE:

The Representing Member with Mental Health Issues (RMWMI) course currently offered by the PSAC is not effective in meeting the needs of its stewards; and

The PSAC has long supported mental health programs for all Canadian workers and their families; and

There is an urgent need for stewards to be able to address the challenges they face when representing a member experiencing mental health issues in the workplace:

THE ACTIONS REQUESTED: The PSAC to offer advanced courses that would better prepare stewards to represent members with mental health issues while remaining objective. Course should extend to include the recognition of an employee that is noticeably struggling with a mental health issue; and

Advanced mental health courses would help alleviate the stress and anxiety that stewards face when representing members with mental challenges; and

We are asking the PSAC to create an advanced mental health awareness course to be presented in the next cycle.

A roll call vote was held and the resolution was carried to go to PSAC BC Triennial.

Kirsty asked if the committee should put forward the composite resolution from the National Health & Safety Conference (10A) through BRUSH to the PSAC BC Triennial Convention. Jamey answered that she could put it through as many bodies as will put it forward. Sharon read the first resolution regarding Guidelines for making Claims for Accidents in the Workplace. Linda opened discussion, but there were no comments. A roll call vote was held and the resolution was carried to go to PSAC BC Triennial.

The resolution reads as follows:

Resolution #2

TITLE: GUIDELINES FOR ACCIDENTS/ INJURIES IN THE WORKPLACE

ORIGINATOR: BC Regional Union Safety and Health Committee (BRUSH)

LANGUAGE OF ORIGIN: E

WHEREAS approximately 50% of claims for compensation due to workplace injuries or industrial diseases are denied

WHEREAS members rarely consult their union when completing a claim and seek assistance once their claim has been denied

WHEREAS many employers' guidelines are insufficient to help members through the claims process

BE IT RESOLVED THAT the PSAC develop guidelines for members regarding their rights and the claims process resulting of workplace injuries or industrial diseases;

BE IT RESOLVED THAT these guidelines follow the process common to all employers that are subject to the Government Employees Compensation Act (GECA) and aim to answer the most frequently asked questions by members;

BE IT RESOLVED THAT stakeholders, inclusive of the PSAC and its Components, be consulted in the development of these guidelines;

BE IT RESOLVED THAT these guidelines be developed in a two-year timeframe.

Sharon read the second resolution that had been presented by Kirsty at the previous BRUSH meeting. Linda opened the floor for discussion. Kirsty noted that this resolution was focused on reaching the frontline/grassroots representatives who would be directly helping members and that the resolution is seeking a really specific step by step guide. Some editorial changes were made to strengthen the resolution and change the submitting body to BRUSH. It was noted that

some of the changes should be made to be sure that we are not excluding members who don't work for Treasury Board, such as Agencies and Separate Employers members. A roll call vote was held and the resolution was carried to go to PSAC BC Triennial.

The resolution reads as follows:

Resolution #3

TITLE: GUIDELINES FOR ACCIDENTS/ INJURIES IN THE WORKPLACE

ORIGINATOR: BC Regional Union Safety and Health Committee (BRUSH)

LANGUAGE OF ORIGIN: E

WHEREAS the BC Regional Union Safety and Health Committee (BRUSH) has determined there is a need to ensure that all members and managers are aware of the process to be followed for workplace injuries or industrial diseases

WHEREAS the BRUSH has found that there is confusion regarding the roles and responsibilities between the Employer, the Employment and Social Development Canada (ESDC) Labour Program and the Provincial Workers' Compensation boards and that members are not aware of their rights and compensation entitlements;

BE IT RESOLVED THAT the PSAC lobby the employer to provide adequate training and guidelines to all employees including managers regarding compensation entitlements and claims process for workplace injuries or industrial illnesses

BE IT FURTHER RESOLVED THAT the PSAC requests to be consulted in the development of these training and guidelines and requests that the employer develops these trainings and guidelines within a two-year timeframe.

Linda asked if there were any other resolutions that the committee would like to submit to the Convention. There were no other resolutions brought forward.

Linda thanked Jamey for joining the meeting on short notice and asked if there were any updates he would like to give. Jamey asked if the committee members had any questions regarding Phoenix or Bargaining. No questions came from the floor. Jamey thanked the committee for having him join.

Round Table:

Kirsty thanked everyone for working to bring the resolutions forward.

Linda mentioned that at the Health & Safety conference there had been a regional caucus held and that there were a lot of good ideas that came out of the discussions. The ideas were focused in three areas: education, communication and campaigns. Mental Health and Impairment were the focus in both education and campaigns. Sharon would be sending out the

link for the conference documents and the app to the members of BRUSH. A sub-committee to review and prioritize the suggestions from the regional caucus meeting was proposed, with the goal of deciding which items were within the mandate of BRUSH, which ones are achievable and to help us decide which ones we want to work on over the next year. Patrick and Sharon would be the staff resources for this. Are there any volunteers?

Tracy, Karen, Tanna and Earnest volunteered to be on the sub-committee. Sharon will send an email in the next week or so, when she returns to the office to settle on dates to work on this in January.

Linda thanked the three new attendees, Tanna, Parmel and Philip, and we look forward to working with you.

Our next meeting will be our AGM. We will need 2 members to Audit the financial statement ahead of the meeting, any volunteers? It was decided that the members of the sub-committee would decide amongst themselves who would be the auditors, as they were already meeting ahead of the AGM and it would be an easy audit, there were only 4 cheques written in 2019.

The Annual General Meeting (AGM) will be held on January 23.

Happy Holidays/Merry Christmas!

Adjourned at 6:27 PM