

**PSAC BC BRUSH Committee  
General Meeting  
PSAC Vancouver Regional Office  
5238 Joyce Street, Vancouver, BC  
June 03, 2020 5:30pm**

778-401-6178  
844-259-7596 (toll free)  
Conference ID: 897378771



## **DRAFT MINUTES**

### **In attendance;**

Linda Harding (GSU, Chairperson), Kareen Stanich (AGR), Karen Tenhunen (UHEW), Karen Sutton (CIU), Pearl Pearson (UHEW), Christine Austin (AGRU), Monique Bakker (UHEW), Wayne Little (UTE), Celine Ahodekon (UNE), Ernest Hooker (UCTE), Sharon Barbour (Staff)

### **Regrets;**

Kirsty Havard (USJE), Tracy Arrowsmith (UTE), Jennifer Horsley (UPCW)

### **Acknowledgements**

Linda Harding conducted roll call, a territorial acknowledgement and a moment of silence for workers killed and injured on the job.

### **Accepting the Agenda**

- Discussion about the use of code 699 and how it applies to students was added to the agenda
- Agenda adopted (Karen / Ernest)

### **Review Previous Minutes (March 25, 2019)**

Previous minutes were approved.

## **Business Arising**

### Day of Mourning 2020

- Sharon outlined the region's activities for Day of Mourning. The poster was distributed electronically since they could not be mailed because of the office closures. A Facebook profile frame was created and distributed.

### Impairment Handout

- The handout wasn't distributed because of the inundation of information and emails resulting from COVID. This item will be tabled for the fall.

## **Treasurer's Report**

Linda provided an update in the absence of the Treasurer.

- The Committee received cheque in amount of approximately \$3500.00
- It can't be deposited without the executive meeting and attending the bank. This cannot be done until restrictions are lifted.
- There is no current update on the finances, but since the AGM there has been little change – potentially a few cents in interest have been applied.
- We will discuss again in the fall.

## **New Business**

### BC Fed Activities

- Linda provided an update on the BC OHS Working Group which met earlier today.
  - She shared information about the WCB plans to implement COVID presumption.
  - Advised that BC Fed affiliates were asked to submit a letter of support for BC Fed submission on presumption.
  - Suggested that members who contract COVID at work file a WCB claim

- OHS center cancelled all in person training, and are conducting webinars.
- Public hearings – Karen mentioned WCAT hearings – there are public hearings across the province they can't happen now – they don't know if they're going to go virtual or how they're going to happen but they will be resuming at some point...

#### 699 Leave and Students (raised by Christine Austin)

- Concerns that a number of students have been hired and are accessing the workplace. Staff have access to sick leave and other paid leave (699 leave) if they are impacted by COVID. Students may not feel they can stay home if sick, causing risk that they could infect others at work.
- Karen suggests they talk to PIPSC as well and raise the issue at a consultation meeting with the employer.
- Linda suggested the issue be raised at workplace H&S committee

#### **Round Table #1 (update on how things are in workplaces teleworking, where people are in office, etc.);**

**Ernest:** skeleton crew at larger centers – operations at MCTS and Joint Rescue Coordination Centre full staff, ships full staff – self-isolation on board – prefer not to have them come ashore – gates, interview, cleansing and allowed in

**Pearl;** UHEW Fisheries and Oceans in Whitehorse – isolated since Mar 17 – limited / restricted access to building. Discussing plan to RTW for some individuals who have to be on site. Some staff don't have reliable internet access so they need office access. Enjoying working from home and things are going slow but good.

**Celine;** Parks Canada Fort Langley – March 17 closed - only maintenance crew able to work on site deemed essential. Gradually planning to return to work. Parks are opening June 1 – we are at first stages of reopening. It is going well. Many things in place to protect safety and health.

**Wayne;** CRA Victoria – office closed with limited access – we don't get too much info – using 699 codes – some are deemed essential because of work they do –

slowly planning to return to new 'normal'. CRA operations changed – we are not contacting tax payers. There are extended deadlines for filing. Accommodation issues seem to be looked after, e.g. chairs, desks etc. in home work space. It's a slow methodical process. Many CRA employees volunteered to do CERB work. Employer seems to be doing a good job and union is working hard to ensure members are looked after.

**Monique;** office slated to renovate to workplace 2.0 with no assigned seating, lowered barriers etc. They don't believe desks can be properly sterilized. People are very upset. Putting together a letter asking to have concerns met.

**Kareen;** Christine and I are at the same work site – AGR research station. We went from just critical about 8 people on site to sudden announcement / approval to have 30 on site – another 30 accessing periodically. There was a mad rush to put things in place including occupancy limits for lunchrooms/washrooms. People in the field also need to access the building for sanitary reasons. We anticipate another sudden announcement re; opening up some or all laboratories – we are trying to be proactive and get things in place. Every lab is different (layout, equipment etc.) and must have different plans in place. – one offs to return safely. Prevention strategies seem to be well received by staff so far. We have been talking about home office ergonomics. People have not been allowed to let people take chairs / larger monitors home. Less than ideal hoping to see some change on that front

- Summerland - not sharing equipment / vehicles etc. a lot of logistics – there will be pressure to get back into laboratories – once field season starts and crops ripen there will be a push to be in labs.

**Karen;** Admin staff not working on site – 2 members in Osoyoos had no laptops and were told to come to office once and a while to do their work despite accommodation needs. 2 Kingsgate Kootenays members received laptops. Officers – borders open to commercial truck drivers – limited staff skeleton crew – they have asked members to take vacation or compensatory leave. Union encourages them not to do that – you should not take leave from your pocket. We also have outport – two officers have to go to those locations – they are authorized to use separate vehicles if they feel they need to but it took a fight to get that. People are getting antsy – members of general public are trying to get across the border – we have to tell them they can't cross.

Christine – AGR Summerland – good communication with managers implementing return to work (RTW) protocols. Restocking station with disinfectant supplies for vehicles and high touch surfaces. Putting in place feedback tool to ensure effectiveness and management follow-up on issues. Developing plan for restarting lab activities before people are allowed on site. If there are shared office spaces will they be able to physically distance if not what alternatives. Boardrooms, library etc.

Kim; UHEW Institute Ocean Science DFO – Coast guard have their own protocols. Staff in main building were told to go home and employer will get equipment to you (Mar 16). We were allowed to bring home ergonomic equipment. Protocol to have site access through supervisor, management, director approval. The only people on site are in the MCTS communication center. RPFS are doing alternating schedules. NR Canada is a different component – not sure what they're doing. Labs are shut down. Anyone that can telework is teleworking. RTW – we've been doing site meetings and created a RTW committee. Developing a phased return plan now. They want to RTW on one of the CCG ships but if you don't have a site plan how can you RTW at sea? We'll raise issues at special meeting – we probably wouldn't be all they way back until October at earliest.

Linda; PSPC – One manager in Victoria and four people in Vancouver office everyone else is telework. 99.9% teleworking. Ours is one of the few dept. embraced telework a number of years ago so many were teleworking 1-2 days a week. It wasn't a big stretch to implement it further. We received info on Mar 13 to take laptops and cell phones home. We have had good response from RDG re; monitors, mice and keyboards being purchased and sent to people's homes. Ergo assessments for DTA first – others will go through OHS manager to do a zoom call to determine work station and additional materials. Considering purchasing additional chairs. I'm on workplace resumption committee. Hasn't gone to local JOSH yet but we will be pushing for that. JOSH have to be a part of the RTW planning. We will have no more than 20-30% return – estimate some time in the fall. As we have realized in last months, just about all of our work can be done remotely. 2.0 / Activity Based Workstations (ABW) – we have no assigned seating etc. they're looking at how those protocols will work at ABW and I'll be part of that discussion.

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### Next Meeting

- Sept. 2, 2020.

### Adjournment

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