

Draft Minutes – BRUSH – September 2, 2020 – via Skype

In attendance:

Linda Harding (Chair - GSU), Karen Sutton (CIU), Ernest Hooker (UCTE), Jennifer Horsley (Secretary – UPCE 20095), Robert Strang (Staff)

Due to technical difficulties, meeting was called to order at 5:40 PM

Agenda:

1. Roll call
2. Territorial Acknowledgement
3. Moment of Silence for Workers Killed and Injured on the Job
4. Accepting the Agenda
5. Review Previous Minutes (December 5, 2019)
6. Treasurer's Report Business Arising
7. New Business
 - a. BC Fed Activities
8. Round Table
9. Next Meeting
10. Adjournment

Linda acknowledged that we are meeting on many territories, that she personally is meeting from the unceded territories of *the Squamish, Musqueam and Tsliel Waututh*. Karen acknowledged that she is on the unceded territories of the *Ktunaxa (Kootenays), Sylix (Okanagan) and Secwepemc (Shuswap) Nations*.

Linda then held a moment of silence for workers killed and injured on the job.

Agenda M/S/C Karen/Ernest

Previous Minutes

The previous minutes were discussed, and it was noted that the date of the meeting should be changed to June 3, 2020. Additionally, there is a spelling error in the treasurer's report. Motion to pass the minutes of the previous meeting with the changes noted above.

M/S/C Ernest/Karen

Treasurer's Report

Linda reported as the treasurer was not present. There have been no new expenses. The project that was presented at the March meeting has been put on hold. We have our committee disbursement from the Regional Office, however we have not been able to deposit it and the cheque is nearing its stale-

date. There was a discussion around banking arrangements, and Linda said she would check with Todd Smith from the Vancouver and District Area Council what they are doing, as they bank with the same credit union. She would also check with Kristin Schneider, the EA to the REVP on whether there would be any issues with mobile banking. Jennifer said that she believes that the VDAC had successfully set up mobile banking. Karen said that the Okanagan Women's Committees had encountered similar issues due to the pandemic and they had consulted with Kristin, who had handled banking in the interim. They have now set up an account at a local credit union and have a bank card, they are looking at mobile banking as well.

Our current Treasurer, Dale Goodman from CIEU has not attended a meeting since the AGM, we may have to discuss holding a new election if he is unable to attend the next BRUSH meeting as well.

Business Arising

WCB Hearings / WCAT

Linda said that this was discussed at the BC Fed. Meeting that was held earlier in the day. There will be a number of upcoming public hearings being held virtually and anyone who is interested in attending as an observer should sign up at the WCB website: <https://www.wcat.bc.ca/> , although Sheila mentioned that you still had to call. Linda thought it should be an online registration as everything was going ahead virtually. Check the website for more details. Karen mentioned that there is still a big backlog at the WCB and that it was good to see that there would be some pressure relief on this with the hearings going virtual. Linda said that there will be dates at the end of September and in November. Dates she had so far are September 30 from 11AM-1Pm and 3PM to 5PM. Dates are still being determined for November.

BC Fed Activities

BC Fed Convention going ahead – Virtual. Shortened format, written reports and resolutions. Very different format from past.

Dates: November 25-26, 2020. Convention will open at 9AM. Finishes at 1pm the next day.

Tue November 24: caucuses will be held for New Delegates, Workers of Colour, and Indigenous Members.

Thymelive Platform to be used.

Delegate Registration opens September 14, 2020 Closes November 10, 2020.

Resolutions due by Sept 25th.

Website: <https://convention.bcfed.ca/>

BC Fed meeting for August was cancelled. At the meeting held earlier in the day they had an overview presentation on Aware 360, which is a new tool used to assess people and their habits as related to Health and Safety. It is targeted at non-governmental entities. Examples of monitoring activities would be keystroke monitoring, bathroom breaks, driving habits. Other activities might include workers wearing a device that would monitor them for data. The presentation said that the employer would not

have access to the data, unless there was a safety incident which it might contribute to the investigation. Linda will be receiving a copy of the presentation and she will forward it out to the committee. Jennifer mentioned that the buzz words sound like an online training session she had taken at work and it seems to be the direction her employer Purolator is going.

Linda will share the Convention report recommendations when they are available to her.

New Business

Addressed above in BCFed activities.

Round Table

Ernest - In his workplace, the H&S Committee is being jumped over when the employer is looking at COVID problems and protocols, in particular with return to work. H&S committee is cut out of the loop and management is taking on everything. Ernest asked about others' experiences with this.

Karen - At CBSA the H&S Committee is somewhat kept in the loop, but management is doing some things without consultation. It really seems to be all over the map. An example is in scheduling where two teams were not able to overlap but there was mixed consultation on this.

Jen – Purolator never shut down during COVID. At the National level, policies come from above without consultation, and our local does not have access to the National Policy Committee, just meets with the Teamsters. Locally, within the worksite management is asking for input.

Linda – Linda sits on the workplace H&S committee and is working with them to come up with the regional plan which will go down to the local for final consultation. She feels that in her workplace they are still a long way off from returning to the workplace. There is one group that will have to come in once per month. Most employees are currently 95% telework for now. Only the work that cannot be done virtually will be done in the office (eg signing leases), but not on a regular basis – maybe 1 day / month. Many were already teleworking. Now with MS Teams, which allows using work computers for video calls, it doesn't use bandwidth the same way other platforms do. Seems to work similarly to Zoom to some extent. Better than using own personal devices.

Ernest - If this is the new normal, we should address work environment for those working at home. What are we doing to get employer thinking about employee's conditions working at home?

Linda - Her department is equipping employees with ergonomic chairs etc if requested. 85 chairs had been sent out as of last week. Ergo assessments needed and are being done through OSH directorate in the region.

Karen - No new normal for us (CBSA). All over the map. Constant battle with the employer. CBSA national & CBSA regional doing different things. Administrative members did a questionnaire. Our district – the only district in Canada – is pushing admin staff back into the office. Employees need a doctor's note if they are unable to return to work. We've been told that the employer is unable to provide laptops to work from home in our region. Employees have been told that they will be considered Absent Without Leave if not complying. This is happening at the Osoyoos and Kootenays locations. One-way hallways are being used. One person in the office needs lift system and can't use the

one-way hallway. The employer is unwilling to cooperate with this DTA. Person has a disability. This is discrimination and harassment. On the Isolation policy one member refused to staff another court due to unsafe circumstances. OSH determined it was safe. Nationally the Administrative staff are not returning to work and are being granted 699 leave. Other offices are shut down. The NEVP in this region is working with the Regional Director to figure out issues in this district and maybe take it to national level. Employer is stating that admins must return because 2 new employees have been hired and need to be trained but this should be done virtually, like everything else. There are currently 2 Grievances that Karen is working with Local President Keith Palmer on.

Jen – Employer is now finally providing reusable masks, 5 each per year. Some recently have received masks and shields. Initially there were none available, and employees were told to get them on their own and they would be reimbursed. Curbside service being offered at the depots but is not working well as it is not properly staffed for someone to answer calls and take packages outside. There are one-way hallways now implemented, but there are issues as employees have to either exit and re-enter the building or go up and down stairs to observe the directional. We have one member who has been granted an exception, she has a documented disability that does not allow her to use the directional pathways, she has been asked to make sure that the hallway is clear before entering in the opposite direction and there is an elevator to the second floor she can utilize. Another member refuses to get a doctor's note for her back issues and is also refusing to observe the one-way. This may lead to discipline. Using the main bathroom and main lunchroom are the largest effect of the one-way paths, as both are right in the middle of the path and requires everyone to do a full circuit of the building if they want to utilize them. There are some smaller bathrooms and lunch spaces available, but at very limited capacity. I currently take my lunch at my desk as there are so many temporary employees in the building, who are screened, but still strangers. H&S meetings are regular locally and they are asking for input. Previously it was mostly Teamster issues discussed. New chair is better and it's more functional now. There was 1 exposure with a cleaner who was going from store to store. 1 person had an exposure from a friend but went to work. The member was tested and was negative, but the education is not there. Employees don't seem to understand that they should not come in if they have even been exposed. Policies appear to be coming down from National and don't necessarily show signs of consultation with the union.

Linda – status quo, there are only a handful of people going into the office. The office is packing up to move back to 800 Burrard, her department will not be staying at 1166 W Pender. They will only be opening up a couple of floors at 800 Burrard for her department. They are still working out elevator protocols, etc. Few departments have remained open, on reduced hours and reduced days. They are being told that they will not be working full-time in the office anymore, probably not even in the next 5 years before she retires. They have a new Director General who is much more labour friendly, collaborative and consultative. The Workplace Return Committee reports go to all stakeholders. At a recently held Townhall call all labour representatives were asked to speak and given 10-15 minutes each. Employees were provided with 3 reusable and 5 disposable masks for when they are required to be in the workplace. The kitchen is currently not in use, still working on that part of the plan.

Next Meeting

November 19, 5:30 PM

The call in number and co-ordinates will be confirmed ahead of time as that was part of the difficulty in getting the meeting started tonight. Notice should be sent out via email and on the website to encourage more committee members to attend.

Adjourned at 6:57 PM