

## DRAFT MINUTES – BRUSH – November 19, 2020

### In Attendance:

Linda Harding (Chair – GSU ), Jennifer Horsley (Secretary – UPCE 20095), Tracey Arrowsmith (UTE 20002), Karen Sutton (CIU 20045), Ernest Hooker (UCTE 20220), Pearl Pearson (UHEW *Whitehorse*), Jeremy McNulty (UCTE 20221), Harmel Guram (CIU 20040), Shane Polak (UVAE 20045), Celine Adehekon (UNE 20278), Sharon Barbour (PSAC Staff)

Regrets: Kim Tenhunen (UHEW 20944), Kirsty Havard (USJE 20091)

The meeting was called to order at 5:33pm.

### 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
7. Business Arising
8. New Business
  - a. BC Fed Activities
9. Round Table
10. Next Meeting
11. Adjournment

Linda opened the meeting by acknowledging that this meeting was taking place on many unceded indigenous territories of British Columbia and that she personally was coming to the meeting from the territories of the *Squamish, Musqueam and Tsliel Waututh* peoples. Karen acknowledged that she was taking the meeting as a guest on the territories of the *Ktunaxa (Kootenays), Syilix (Okanagan) and Secwepemc (Shuswap) Nations*. Linda asked the participants to take a moment to reflect on the unceded territories on which they were taking the call.

Linda asked for a moment of silence for workers who have been killed or injured on the job.

Linda requested that we add a discussion about the 2021 BC Regional Health & Safety Conference under New Business and asked if anyone else had anything else they wanted to add to the agenda. The amended agenda was (M/S/C) Karen/Shane

Linda gave the participants a few minutes to review the previous minutes. (M/S/C) Ernest/Karen

### Treasurer's Report

Linda gave the report as our Treasurer Dale Goodwin had resigned. Linda said that there is nothing new to report. The committee funds had been received from the REVP's office, but the cheque is now stale-dated because Linda has not been able to go to the Credit Union during the pandemic. Linda had asked Kristin to see if there was a way to do an electronic funds transfer, but the answer that came back was

that they would need to reissue the cheque. Jamey has offered to go to the credit union to deposit it on our behalf.

Linda also mentioned that she would be contacting our former Treasurer Wendy if she has been receiving the committee's bank statements, as they have not been sent to the regional office. Linda also said that she would look into electronic banking with the credit union.

Linda let the participants know that we will need to hold an election for the position of Treasurer at the AGM in February and asked if we could all speak to members in our locals to see if anyone who lives in the lower mainland would be interested in putting their name forward for the position. For encouragement, the committee does not have very many financial transactions, writing and reconciling just a few cheques a year.

Celine asked how many times the committee meets per year? Linda said 4, just like all constitutionally recognized committees.

Ernest asked if we might consider moving our account to a different financial institution that is more province wide and offered to look into other unionized credit unions for us.

Celine said that for her local's account they needed to have a member who had an account at the financial institution in order to open an account, would we need to have the same, Linda said as far as she knew with a credit union you just had to purchase a share, which you got back if the account was closed.

Shane mentioned that Vancity is represented by BCGEU Local 17

Business Arising

BCFed Convention

Linda noted that it would be an abbreviated convention held over 2 days, the following Wednesday and Thursday (November 25 & 26). She said that she had not received any recommendations on resolutions from the BCFed Health & Safety group. There are 10 resolutions from Health & Safety and she was expecting 1 or 2 of them to hit the floor as priorities.

Linda asked who on the BRUSH Committee would be attending the Convention aside from herself, Shane, Harmel & Jen said they would be attending.

PSAC BC Regional Health & Safety Conference

Linda turned the chair over to Sharon.

Sharon said that the first thing we would need to do is decide on dates for the conference. When Linda asked Jamey, he said that it needs to be held in the first quarter of 2021. It will be a virtual conference and we will need to put together an organizing committee. A call out for expression of interest will go out soon via email, ideally the committee should be assembled by November 30. We should probably decide on a date for the conference quickly because the calendar fills up fast. This will be easier than the last conference because it will be virtual, so no need to book a hotel/rooms/food. There will be more opportunity for participation as well because of the reduced travel costs, more members from areas outside the lower mainland will be able to attend. Sharon committed to check the calendar for dates.

## Round Table

Celine said she didn't have anything, noted that it had been a short meeting. Linda responded that she didn't have much new from the BCFed because the focus had been on the Convention.

Shane said that it was the usual at UVAE. They had been holding accelerated OSH meetings and that they are being held bi-weekly. The "tiger team" had been going into the office in preparation for them to be occupied, currently there is no one there. Employees would be receiving 3 pieces of PPE, but nothing to get them into the office if they travel on transit. Linda responded that most people should have their own anyhow, since they were now mandatory in all indoor public spaces and on transit. Shane also noted that the committee had been discussing that with everyone working from home it was challenging to police people's working habits re health and safety. His office would be starting with a 10% occupancy to be increased over time.

Harmel said that he works for customs at the Vancouver Mail Centre and that they have been running throughout the pandemic. They have had to develop strategies around issues with management. They are having problems with timely communications. They have had one person test positive on their side, but are not hearing about Canada Post positive tests. Everyone from customs is wearing masks, but there is no Plexiglass between workstations. Canada post employees have not been required to wear masks to this point, but the new health order would change that. Another issue is that management is dealing with issues differently in different locations, no consistency in policy. There are masks and sanitizer available at the entrance which are provided by the employer.

Ernest reflected that he felt that the new orders from Dr Henry had stepped things up, but noted that they still don't apply to schools. He also noted that the new orders have asked businesses to stop any returns of employees to offices. Also, businesses are being asked to reevaluate their safety plans and that the province would be stepping up inspections.

Karen shared that she works for CBSA in Osoyoos. Her branch covers the from the Lower Mainland to the Alberta border. She noted that the employer had purchased PPE in sizes large and extra large which don't fit most officers. Each location is speaking to their superintendents to get PPE that fits properly and if nothing is done they will exercise their right to refuse unsafe work. She also mentioned that there is a lack of information getting to the members, there seems to be a disconnect from the local presidents to the members. For her worksite the administrative staff have one way in, one way out and now have scheduled lunch hours to make sure there is no overcrowding. Her employer has accommodated 2 members to work from home, but are making it difficult by requiring a new doctor's letter every 30 days at the members' cost. If they don't get the letter they are classified as absent from their post. 699 Leave is being granted only after all other leave is used up. This policy changed mid-stream. Members have been advised to file grievances. There has been no movement on management on this and they have had a member quit from burnout.

Linda mentioned that PSAC was working on the 699 issue.

Tracey said that unlike a lot of people she had been back in the office since mid-July. As OSH committee co-chair she had worked on the return to work plan and had input into it. They have decommissioned one floor of her building because the way it was set up would not be possible to socially distance there. There are about a dozen people in her office in who work ½ days. Employees have been provided with 2

reusable masks by the employer and there are disposables available on-site. There are sanitizer stations set up. Health and Safety Committee is meeting monthly. She is doing all worksite inspections except for her own floor. They have updated their Terms of Reference to include COVID protocols. She has noticed more cases lately up north, especially in the previous 4 days. She noted that there is no consistency with who is allowed to work from home, but seems to depend on department.

Jeremy works at the Vancouver Airport. The employer has sent everyone home unless they have been deemed essential. There are limits on the number of people allowed in a room, everyone on his team are wearing masks. There have been some issues with transportation and how many can be in a vehicle.

Pearl works in Whitehorse. Out of 45 people in her office, only 14 are allowed to go into the office on a set schedule. No more than 8 people can be there at a time. The employer has provided hand sanitizer and reusable face masks. It is mandatory to wear a mask at DFO in common areas. Health and Safety meetings are being held monthly. At the last meeting they had had a discussion about those who won't wear masks and what can be done, discussion around punishment vs protection. The employer has been supportive of those who want to work from home. They have been organizing work better for those working from home, more appropriate tasks and more permanent.

Jen mentioned that there have been a few cases in her workplace, 4 in her worksite in Richmond, some others in other worksites. Exposure had been limited and contact tracing had been done. Measures in place include one way pathways, masks in all common areas or tight workspaces, temperature checks at the entrance.

Linda said that at her office they were going to be starting to allow people back into the building. There have been a handful who have been deemed necessary working on reduced schedule since the beginning. There will be required training led by HR held over Teams. There will be an assessment attached to it that employees will have to pass by 75% before they can return. Will need to repeat until they achieve that grade. Linda asked if Sharon would send out the link to the new research study they had received on COVID-19 Employee Well-Being. Jen commented that she had filled it in and felt that there were not enough questions addressing essential workers.

Celine asked if she could add something to the round table now that she had heard everyone else speak to their working situations. Celine works at Fort Langley as a guide. They usually have about 100 visitors per day, but not any longer. There are 8 people on staff in admin and as guides. They currently work in 2 pods of 4 people who work 3 days onsite. Everyone is required to wear masks. Currently masks are not mandatory for guests although they are asking them to wear them. There are arrows on the ground for a one way path through the exhibit, with separate entrance and exit. There had been a Christmas tour planned, but it has just been canceled. She noted that those who are work from home don't have any employer provided equipment, chairs or computers for example.

Next Meeting

Will be our AGM, on Wednesday January 20, 2021.

Sharon noted that there will be some upcoming webinars on C-65 changes to the Canada Labour Code around harassment, it would be coming in January. She also mentioned that the CLC Winter School will be virtual this year and that the catalog had just come out with several Health and Safety workshops available. Tuition will be \$250 / student. January 1, 2021 is the deadline for registration. The PSAC BC

Region will be offering 10 subsidies of \$500 each. Applications are online and the deadline is December 17. The school will be shorter class time with homework before and after the sessions.

Meeting adjourned 7:00 PM (M/S/C) Karen/Tracey