



## **Labour Relations Code Review 2024**

### **Letters From the Panel to the Community**

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## LABOUR RELATIONS CODE REVIEW PANEL

Panel Members:  
Sandra Banister, K.C.  
Michael Fleming  
Lindsie Thomson

Email:

### LETTER TO THE COMMUNITY

February 2, 2024

On February 1, 2024, the Minister of Labour appointed us as a Labour Relations Code Review Panel (the “Panel”) under Section 3 of the *Labour Relations Code* (the “Code”) to review the Code. Our terms of reference refer to the Premier’s December 2022 mandate letter to the Minister of Labour, which includes the following direction:

*“Ensure our labour law is keeping up with modern workplaces through the upcoming review of the Labour (Relations) Code, providing stable labour relations and supporting the exercise of collective bargaining rights”*

We are expected to provide a report to the Minister which will include any recommendations for changes to the Code we see as being appropriate. We have been directed to assess the issues canvassed with and by stakeholders with consideration of section 2 of the Code (Duties under the Code) and with a view to relevant developments in other Canadian jurisdictions.

We believe consultation with stakeholders from across the province, including Indigenous parties, is central to the review process and that it should commence as soon as possible. Accordingly, we are inviting submissions from stakeholders and interested B.C. residents, which should be provided **no later than March 1, 2024**.

The Panel is interested in your views regarding any changes to the Code you believe are necessary in order to properly reflect the needs and interests of workers and employers in the context of our modern economic realities.

Please send any submissions to: [lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca)

Submissions and comments provided to the Panel will be part of the public consultative process. Anyone who wishes to make a submission or provide commentary but does not wish to be publicly identified, should not include their name or other personal information in the body of any submission made.

With the benefit of submissions, we intend to consult with stakeholders either in person or virtually based on expressions of interest and logistical considerations. A list of tentative locations for in-person hearings is as follows:

- March 11 – Kelowna
- March 12 – Victoria
- March 21 – Prince George
- March 22 – Vancouver
- March 25 – Surrey

A tentative list for virtual hearings is as follows:

- March 26 – Courtenay
- March 26 – Fort St. John
- April 8 – Terrace
- April 8 – Cranbrook
- April 9 – Kamloops

Information regarding the review process will be posted here:

<https://engage.gov.bc.ca/govtogetherbc/engagement/labour-relations-code-review-results/>.

Hearing dates and communities in which public hearings will be held will be confirmed, and locations in each community announced, through the website.

Sincerely,

Sandra Banister, K.C., Michael Fleming, Lindsie Thomson

Labour Relations Code Review Panel

## LABOUR RELATIONS CODE REVIEW PANEL

Panel Members:  
Sandra Banister, K.C.  
Michael Fleming  
Lindsie Thomson

### UPDATE AND REMINDER

February 20, 2024

We write to remind the community that written submissions for our review of the *Labour Relations Code* must be sent to [lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca) **no later than 4:30pm on March 1, 2024**. Your written submission should also indicate if you wish to attend a public hearing to make an oral presentation, and if so, which public hearing you will attend.

Persons or organizations not filing written submissions may attend a public hearing but will only be permitted to make an oral submission if time permits. If you wish to attend a public hearing, you must email [lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca) **no later than 4:30pm on March 1, 2024** indicating which public hearing you will attend.

The in-person meetings are as follows:

- March 11 – Kelowna
- March 12 – Victoria
- March 21 – Prince George
- March 22 – Vancouver
- March 25 – Surrey
- 

The virtual meetings are as follows:

- March 26 – Courtenay
- March 26 – Fort St. John
- April 8 – Terrace
- April 8 – Cranbrook
- April 9 – Kamloops

A schedule for presentations will be provided prior to the scheduled public hearings.

Information regarding the review process is posted here:

<https://engage.gov.bc.ca/govtogetherbc/engagement/labour-relations-code-review-results/>

Sincerely,

Sandra Banister, K.C., Michael Fleming, Lindsie Thomson

Labour Relations Code Review Panel

## LABOUR RELATIONS CODE REVIEW PANEL

Panel Members:  
Sandra Banister, K.C.  
Michael Fleming  
Lindsie Thomson

Email:

### UPDATE TO THE COMMUNITY

February 28, 2024

In response to requests from the community, the Review Panel has received approval to extend the timeline for its final report to the Minister to June 30, 2024, and as a result **the deadline for submissions is extended to 4:30pm March 22, 2024**. Submissions are to be sent to:

[lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca) and will be posted here:

<https://engage.gov.bc.ca/govtogetherbc/engagement/labour-relations-code-review-results/>

#### The new hearing schedule will be:

##### In person

April 5 – Vancouver

April 26 – Prince George

May 1 – Kelowna

May 2 – Victoria

May 6 – Surrey

May 7 – Vancouver (tentative)

##### Virtual

April 8 – Terrace

April 8 – Cranbrook

April 9 – Kamloops

April 25 – Courtney

April 25 – Fort St. John

Persons or organizations not filing written submissions may attend a public hearing but will only be permitted to make an oral submission if time permits. If you wish to attend a public hearing, you must email [lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca) no later than 4:30pm on March 22, 2024 indicating which public hearing you will attend.

Information regarding the review process is posted at

<https://engage.gov.bc.ca/govtogetherbc/engagement/labour-relations-code-review-results/>

Sincerely,

Sandra Banister, K.C., Michael Fleming, Lindsie Thomson

Labour Relations Code Review Panel

LABOUR RELATIONS CODE REVIEW PANEL

Panel Members:  
Sandra Banister, K.C.  
Michael Fleming  
Lindsie Thomson

LETTER TO THE COMMUNITY

March 15, 2024

Earlier this week, government tabled [Bill 9 – Miscellaneous Statutes Amendment Act, 2024](#), which contains proposed amendments to the *Labour Relations Code*.

The Review Panel's terms of reference direct us to conduct a review of the *Code* in accordance with s. 3 of the *Code* and provide a written report to the Minister of Labour setting out recommendations for amendments to the *Code* by June 30, 2024. The Review Panel determines its own procedures and has established a consultation process involving the consideration of both written and oral submissions from stakeholders around the province.

The Review Panel is independent, committed to ensuring the integrity of its process and will consider all submissions concerning the *Code*, including submissions relating to any amendments made since the 2018 review process, including those proposed in Bill 9, when preparing its report to the Minister.

Sincerely,

Sandra Banister, K.C., Michael Fleming, Lindsie Thomson

Labour Relations Code Review Panel

## LABOUR RELATIONS CODE REVIEW PANEL

Panel Members:  
Sandra Banister, K.C.  
Michael Fleming  
Lindsie Thomson

Email: [lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca)

### PUBLIC HEARINGS UPDATE

April 2, 2024

To accommodate an overwhelming number of registered speakers for in-person hearings, and deal with the small number of registrants for some of the virtual hearings, the Review Panel has determined the following modifications to the current schedule are necessary.

An additional in-person hearing will be added for Vancouver on April 26, 2024.

Groups registered for multiple in-person hearings will be re-scheduled for one of those hearings.

Presentations at all the hearings will be limited to a maximum of 30 minutes.

Only speakers representing organizations will be heard at the April 5, 2024 hearing at the Pinnacle Hotel Harbourfront, 1133 West Hastings Street, Salon F. The list of speakers, scheduled alphabetically, is as follows:

9:00 a.m.            B.C. Building Trades Council (Bryan Bourke)  
9:30 a.m.            B.C. Teachers' Federation (G. Brown, S. Grass)  
10:00 a.m.           Business Council of B.C. (I. Jones, K. Peacock)

BREAK 10:30-10:45 a.m.

10:45 a.m.           Canadian Association of Counsel to Employers (D. Jordan)  
11:15 a.m.           Canadian LabourWatch Association (J. Mortimer)  
11:45 a.m.           Canadian Federation of Independent Business (E. Boston)

BREAK 12:15-1:15 p.m.

1:15 p.m.            Greater Vancouver Board of Trade (D. van Hemmen)

1:45 p.m. Hospital Employees' Union (L.Buekert, K. Cooper)

2:15 p.m. IATSE Local 891 (C. Braunwarth, C. Sano)

BREAK 2:45-3:00 p.m.

3:00 p.m. IBEW Local 258 (D. Gill)

3:30 p.m. Nisga'a Village of Ginglox-Ginglox Village Government (C. Barton, G. Moore, J. Lincoln)

4:00 p.m. Seaspan (B. Hale)

4:30 p.m. UA Local 170 (T. Arsenault)

Individuals who registered for the April 5, 2024 hearing have been rescheduled to the April 26, 2024 Vancouver hearing.

Organizations that only registered for the April 5, 2024 Vancouver hearing who cannot be heard on that date, will be rescheduled to April 26, 2024 or May 7, 2024. If you have not already done so, please indicate your preference by registering for one of the other hearings. If a speaker is incorrectly identified as being from your organization please advise immediately.

A schedule of speakers for the Vancouver April 26, Kelowna May 1, Victoria May 2 and Vancouver May 7, 2024 in-person hearings will be posted in the very near future.

Based on the number of registrants, and the fact a number of organizations that registered for the virtual hearings are also registered for in-person hearings, the virtual hearings for Cranbrook, Terrace, Ft. St. John, and Courtenay will be consolidated into one day on April 25, 2024 for organizations not speaking at the in-person hearings.

Also, based on the small number of registrants, the in-person hearing in Prince George is cancelled and groups that registered for that hearing will be added to the April 25, 2024 virtual hearing.

All speakers registered for the Kamloops virtual hearing represent organizations also registered for the Vancouver/Surrey in-person hearings therefore that virtual hearing is also cancelled.

Information regarding the review process, including future updates, is posted at:  
<https://engage.gov.bc.ca/govtogetherbc/engagement/labour-relations-code-review/>

Sincerely,

Sandra Banister, K.C., Michael Fleming, Lindsie Thomson  
Labour Relations Code Review Panel



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Panel Members:  
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Lindsie Thomson

Email: [lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca)

UPDATE TO THE COMMUNITY

April 5, 2024

The Review Panel would like to invite written replies to any submissions posted on the website [Labour Relations Code Review 2024 - govTogetherBC](#). The deadline for submissions is **Friday, May 17, 2024**.

Written replies are to be sent to: [lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca) and will be posted on the website.

Sincerely,

Sandra Banister, K.C., Michael Fleming, Lindsie Thomson

Labour Relations Code Review Panel

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Panel Members:  
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## PUBLIC HEARINGS UPDATE

April 18, 2024

The BC Labour Code Review Panel is conducting hearings to receive submissions on amendments to the Labour Relations Code.

Hearings will be held:

Virtually:

**April 25, 2024** –Zoom (priority will be given to speakers from Northern and Central BC, Northern Vancouver Island, and the Kootenays)

In-Person

**April 26, 2024** – Vancouver, Pinnacle Hotel Harbourfront, 1133 West Hastings Street

**May 1, 2024** – Kelowna, Coast Capri Hotel, 1171 Harvey Avenue

**May 2, 2024** – Victoria, Hotel Grand Pacific, 463 Belleville Street

**May 6, 2024** – Surrey, Sheraton Vancouver Guilford Hotel, 15269 – 104<sup>th</sup> Avenue

**May 7, 2024** – Vancouver, Pinnacle Hotel Harbourfront, 1133 West Hastings Street

The speakers lists for the in-person hearings May 6, 2024 in Surrey and May 7, 2024 in Vancouver are full. The Panel will continue to accept registration for speakers for the other hearings, via [lrcreview@gov.bc.ca](mailto:lrcreview@gov.bc.ca) until April 23, 2024.

Everyone is welcome to attending the hearings. People attending only as observers do not need to register, except for the virtual hearing on April 25, 2024. People registered as observers for the April 25, 2024 hearing will be emailed the Zoom invite.

Information regarding the review process, including future updates, is posted at:  
<https://engage.gov.bc.ca/govtogetherbc/engagement/labour-relations-code-review/>

Sincerely,

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