Minutes of June 24, 2015 GM

1. Roll Call
2. Reading of the Equality Statement
4. Announcements - calendar of upcoming conferences was made available. Two draws for National Aboriginal Day June 21st Draw prizes donated by Laurie W. and Dale W. Barbara Gordon spoke for a member wanting to thank the union for having a positive effect on a difficult work situation.
5. Approval of the Agenda - Motion: To amend agenda for elections. M/S/C
6. Approval of the Minutes - M/S/C
7. Matters Arising from the Minutes: none
8. Executive Board Report – June 3th. 2015

Business Arising:
Bargaining report. Kirk & Laurie reported on mediation not going well. Art. 30 Tech & Org change still sticking point.
Out of Pocket: Discussion on meeting CRA rules, submitting receipts vs providing lunch.

New Business:
Motion: To send a full delegation of members (4) to CUPE National Conv. Nov. 2nd to 6th in Vancouver.
Draw for Nat. Aboriginal Day June 21st Draw donated by Laurie W.
Motion: To pay 4 days wages, travel costs for Emily Roger for the Summer Institute for Union Women June 23rd to 27th in Portland Oregon.

Motion: To send up to 3 Young Workers (30 & under) to the CUPE Young workers Conference Aug. 19th – 21st in Prince George.
Doug’s retirement recognition.
Suggestions of a cake, poster, gift.
Motion: To spend up to $100.00 for Doug’s recognition.
Executive Report June 10th. 2015

Business Arising:
Bargaining update: Doug’s report about mediation 951’s legal counsel Carmela Olivata recommended going to arbitration as employer wants a simpler process negating our language. She recommended John Hall as arbitrator. PSEC not interfering with other settlements. Need to get a bargaining bulletin out to members it’s time to educate and agitate.

New Business:
Policies & Procedures (CdW): Amend motion to correct Out of Pocket language.
Motion: To bring changes to policies and procedures to the June G.M.

9. President’s Report (DS) - Doug thanked the membership for being involved from those on the executive to the ones that show up for general meeting because without everyone’s participation the business of the union would not get done.
10. **Treasurer’s Report (KW)**- Kara White gave an overview of income/expenses of the general/defence accounts for April 2015.

11. **Trustee’s Report (CI)**-
   Cathy Henderson, Cathrine Jansen & Al Weibe recommended after the 2013-14 audit changes a separate book of motions for each fiscal year-marked from general or defence and maintain a book of minutes from both general/executive meetings. The trustees wanted to thank Kira Bradley and Kara White for doing such a good job on preparing the final reports for them.

12. **Chief Steward’s Report (LW)** - Laurie spoke about 2 new layoffs and 1 reduction of hours. Student Employment programs (over 500 positions) work study, some belonging to CUPE 951-indisscussion about how many jobs fit in with our union. Working with human resources to support members attending medical appointments to have the time accommodated-not sick time. M/S/C

13. **Education Chair’s Report**: none

14. **Communication Chair’s Report**: none

15. **Reports of Committees, Delegates**: 
   **Political Action Committee**- Ted Godwin spoke about Political Action Committee and thanked Doug for his involvement in the last meeting where Doug spoke about how the dues structure has changed over the years and how the dues enable us to budget as a strong local. Doug will be writing an article which speaks to these changes of union dues. Ted reminded everyone about the Pride Parade.

   **Environment Committee**: Michele Favarger spoke about CUPE’s involvement in the Island Folk Festival and encouraged members to join in by volunteering their time.

   **National Aboriginal Committee**: Dale Whitford talked about the residential school systems, its impact on Aboriginal people, and how CUPE has been supportive in calling for the adoption of recommendations made by the Truth and Reconciliation Commission, and for an inquiry into missing and murdered Aboriginal women and girls.

   **CUPE BC Skilled Trades Working Group**- Kirk Mercer informed members about a conference happening in Winnipeg which is about getting support for the trades.

16. **Elections**: Stefan Grbavec was elected for the position for Treasurer and Al Weibe was elected for the two year position of Trustee. Four members were nominated for the CUPE National Convention. Candidates were asked why they wanted to be elected then spoke for one minute. Elections took place Pat Shade and Laurie Whyte were chosen with Karen Dykes as the first alternate.

17. **Unfinished Business**: none

18. **New Business**: none

**Adjournment: 1:10 pm**

Copies of written reports can be requested from the recording secretary

Handouts:
Your Right to Union Representation, Calendar, General Meeting Announcements.
Minutes of September 30, 2015 GM

1. Roll Call
2. Reading of the Equality Statement & Recognizing the Territory-
4. Announcements- Calendar update. Oct.1/15 (12-1pm) in the lobby of the University Centre United Way will be represented by Pamela Vivian and Carmel Chamberlain.
5. Approval of the Agenda- M/S/C
Motion: To move elections before Treasurer’s report and under new business add guest speaker.
6. Approval of the Minutes- M/S/C
7. Matters Arising from the Minutes: Kirk mentioned that there was an amendment made to the minutes because the motions did not show motion was seconded.
8. Executive Board Report (KM)
Executive meeting - July 8, 2015
Motion: That CUPE 951 endorses and submit all 25 written resolutions to CUPE National.
Executive meeting - August 12, 2015
Recognizing the Territory Statement
Dale spoke to this saying First People’s house approved statement.
CUPE National Resolutions
Four additional resolutions coming from the national task force on post-secondary education were passed by email voting in order to submit on time.
Credit Card Update: New 951 MasterCard we use for flights, hotels and registration.
2015-2016 Budget for Sept. GM
This is the same budget as was presented at exec planning session in July.
Education: Kara is working doc to keep an accurate budget. Workshop requests sent to CUPE BC.
Motions:
- To recognize the territory at all official events put on by the union.
- To approve 2015-16 budget.
- To donate $100 to UVSS to support sustainability Fair (locals for locals)
- To send up to 5 members to the Lancaster Bargaining and Arbitration in Vancouver.
- To spend up to $800 on a document scanner for union office from general operating fund.

Executive meeting - Sept.2, 2015
Motions: To send up to 2 members to BC FED Nov 3 OH&S part 1, 3 members Nov.4 OH&S Part 2, 4 members to each Nov.5, 10, 12 courses in Victoria
- To spend up to $1000.00 for a NAS Server. (For the union data base)

Executive meeting - Sept. 16, 2015
Communications Report: Adjusting the web page- getting rid of old information and updating with new info.
Bargaining Report: Kirk updated the executive that the bargaining committee meet with the employer on 3rd, 4th and 14th, 15th that went on for many hours into the night and how there are only a few points the employer will not agree. The employer wants us to agree with their packages and will not sign off on any separate issue. Laurie, Dale and Barbara spoke about their involvement in giving out information and promotional items at the Sept. 4, 7, 8, 10 CUPE 951 awareness events and how it was well received and appreciated.

Motion: To send 1 member to the BC Labour Law review on Sept 2-3/2015 in Vancouver
Amended Motion: to send up to 2 member to the BC Labour Law review on Sept 2-3/2015 in Vancouver M/S (LW)/C

Vacant executive positions- will be brought to election at September GM.

9. President’s Report (KW) - Kara discussed the bargaining to date. Packages were exchanged but still in talks and nothing has been signed off. The bargaining committee has been at the table 6 times over the last month. Some days were long ending at 10pm. The end result is that more bargaining will be needed to complete the deal. Also Kara included information on the life of the President. Over the summer the 3 locals started the “Working for Students” Campaign. Where the local had presence during welcome week at the Graduate/Mature student information fair, Undergraduate student information fair and the UVSS sustainability fair. The Union joined the Vancouver Island District Council in talking to the public about what we do on campus at the Victoria Labour Day celebrations on the legislature lawns

10. Treasurer’s Report (KW)- Kara gave an overview of the few changes to the 2015/2016 Budget.

Motion: To adopt the 2015/2016 Budget

M/S/C

11. Trustee’s Report (AW)-none

12. Chief Steward’s Report (LW) - Laurie spoke about appointments to have the time accommodated-not sick time. She spoke about several grievances which are currently being managed, one of which has been resolved recently. We are welcoming back Jeta- ratification for rejoining. M/S/C

13. Education Chair’s Report: none

14. Communication Chair’s Report: Ted wanted members to know that a recent meeting with Kara, Colin and Cheryl focused on the priorities needed for this position. Ted was excited about the possibility video clips being used in the future. Pat mentioned that face book and twitter could be used to inform members.

15. Reports of Committees, Delegates:
Health and Safety- “Great BC Shake Out” happening on October 15/2015.

Political Action Committee: Ted reminded members to get out and vote on Oct. 19 or earlier (Oct. 9, 10, 11, 12).

16. Elections: Elected:
Ted Godwin -2nd Vice President,
Cathrine Jansen - Education chair
Colin Newell- Communications Chair
Cheryl DeWolfe -Member at Large
Maddy Smith –Trustee (1 year)

17. Unfinished Business: none

18. New Business: Guest Speaker – Nathan Allen from CUPE National speaking on the upcoming Federal Elections and the importance of getting out to vote.

Adjournment: 1:05pm

Copies of written reports can be requested from the recording secretary

Handouts: Agenda, Calendar, Budget 2015/2016, Education Workshops Handout.
Minutes of October 28, 2015 GM

1. Roll Call

2. Reading of the Equality Statement & Recognizing the Territory - (KM)


4. Announcements - Calendar update.

5. Approval of the Agenda - M/S/C

6. Approval of the Minutes - M/S/C

7. Matters Arising from the Minutes:

8. Executive Board Report (KM)

Executive meeting – October 7, 2015

Bargaining Report – Kara reviewed language changes and the tentative proposal.
Discussion on changes that were made and what was not achieved in agreement.

Steward Recruitment Campaign – discussion on stewards taking time off to hand out information on campus and encourage members becoming stewards. Draw tickets were handed out.

Motion: To spend up to $400 for the steward recruitment campaign M/S (LW)/C

United Way: Discussion on how to involve members in deciding whether or not to endorse United Way - will go forward to the next GM.

Meeting adjourned at 1:25.

9. President’s Report (KW) – Kara spoke on the finalization of bargaining, noting that the 951 and UVic have both ratified.
Implementation of wage increase of 1% reflected on mid November cheque,
retroactive pay will hopefully be on mid December cheque.

A new Labour Adjustment Agreement signed with UVic on Oct 9th, which applies in all circumstances of management driven reductions of CUPE 951 regular staff extended to March 31, 2019.

There was a CUPE BC Sectoral Meeting on Oct 15th, which included a review of the CUPE BC Action Plan.


In regards to the desk side garbage pickup issue, presidents of CUPE 951 and 917 are working together on this issue.

10. Treasurer’s Report – (KW) July & August review of expenses and income

11. Trustee’s Report (AW) - none

12. Chief Steward’s Report (LW) – Laurie spoke about 4 outstanding grievances, which have been extended, and are now waiting on scheduling new meetings. There are 2 grievances waiting confirmation of resolution. We may forward one grievance to arbitration.

You can now request that a Letter of Expectations be removed from your departmental file if 24 months has passed and expectations have been met. The process for doing this is being clarified with HR.
If you need time off to care for a family member or close friend who has suffered a life-threatening injury or illness, please talk to a steward, as you are entitled to compassionate leave which your manager can grant you for up to 5 days. There is also a longer term, unpaid Compassionate Care leave under the Employment Standards act. You can apply for EI in this time, and the employer pays their portion of your benefits, and vacation and sick leave with not be prorated.

Steward Recruitment campaign – Stewards and officers walked to many departments around campus to hand out informational brochures and pins. A draw was held. We are hoping to have another Introduction to Stewarding workshop on campus in the spring.

Stewards continue to work on the issues of long term temporary positions, inappropriate use of casuals, and student employment programs. We say goodbye to Emily Rogers, a CUPE 951 steward who is moving on to another job opportunity.

13. Education Chair’s Report: none
14. Communication Chair’s Report: none

15. Reports of Committees, Delegates:
Career Development Committee: Kara advises we are looking for one alternate for the Career Development Committee. Anyone who is interested should contact the CUPE 951 office at cupe951@uvic.ca

Health and Safety: Kathy Mercer talked about bicycle safety on campus.


17. Unfinished Business: none

18. New Business: Guest Speaker – Pamela Vivian and Mike Eso from the United Way

Adjournment: 1:05pm

Copies of written reports can be requested from the recording secretary

Handouts: Agenda, Notice, Education flyer, Calendar, Financial Report, Appointments of Committee, Bicycle Info Sheet

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**SOCK DRIVE**

Warm socks are a much-needed item at this time of year for those in need. Please bring socks to the December 9th Holiday Social at the Upper Dining Room at Cadboro Commons between 11:45 and 1:15. If your office gathers too many socks to transport, call or email Kathy Mercer @8245 or kmercer@uvic.ca
Minutes of November 25, 2015 GM

1. Roll Call (CJ)
2. Reading of the Equality Statement (TG) & Recognizing the Territory - (KM)
3. Attendance Report and Welcome - 17 members attended.
4. Announcements - Calendar update, Workshop, Sock Drive, Dec 3 International Day for People with Disabilities, Dec 6 National Day of Remembrance and Action to end Violence against Women
5. Approval of the Agenda - no quorum
6. Approval of the Minutes - no quorum
7. Matters Arising from the Minutes: None
8. Executive Board Report (KM)

Executive meeting – November 16, 2015

National Convention Report – Pat Shade, Kirk Mercer, Laurie Whyte and Kara White reported on experiences attending convention in Vancouver

Bargaining Report: Kara reported HR readying the printed Collective Agreement. Kara is reviewing the salary grid. Increase on mid November cheque, retro pay on mid December cheque. Information on Economic Stability Dividend will be provided.

Holiday Social: Cadboro Bay North booked due to size of group. Same amount of food as last year. Discussion of prizes - $200 split between OneCards, wine and fair trade chocolate.

Motion: (M/S/C) to spend $1800 for Holiday Social

VIDC meeting (Holiday Social): Expenses increased, discussion on reducing cost.

Motion: (M/S/C) to pay for hotel rooms for up to 4 delegates for November 28 VIDC social.

CUPE BC Update: Letter from Amber Hockin re CLC issue being resolved. CUPE BC to participate in CLC activities

Workshops: Uclub cost increased – discussion on raising registration costs

General Meeting changes: Microphones & guest speakers to be added, Ted Godwin suggests reducing number of meetings.

Recycling/Deskside Garbage issue: Kara reported. Pilot project in 2013. Kara will be meeting with HR, will inform membership.


Reports: Chief Steward, Job Evaluation

Meeting adjourned at 1:30 p.m.

9. President’s Report (KW) – Kara spoke on National Conference, noted speakers Lee Saunders, Hassan Yussuff, Naomi Klein, Stephen Lewis, Mohamed Fahmy, Tom Mulcair, Honourable Justice Murray Sinclair. Mark Hancock was elected President of CUPE National, Charles Fleury re-elected National Secretary Treasurer. Resolutions:
CUPE 951 submitted 7 of the 35 on the floor. Passed Resolutions: 2 relating to indigenous peoples, 2 relating to child care, 2 relating to post secondary, 1 relating to racial profiling. Kara also spoke on BC Federation of Labour Health and Safety courses she attended on assisting workers to return to long term healthy productive workplaces and stress in the workplace with a component on mental health. Kara also attended Lancaster Conference on bargaining and arbitration. Confirmation was received that the Economic Stability Dividend will result in 0.45% wage increase on February 1, 2016. There is a meeting scheduled for December with CUPE 917, CUPE BC, Human Resources and Facilities Management regarding the office recycling and waste program. We have indicated to HR that no one talked to the union regarding this plan. One department so far has sent a letter to the University President sharing their concerns and they do not support the program. Other departments are encouraged to give their feedback.

10. Treasurer’s Report - none
11. Trustee’s Report - none
12. Chief Steward’s Report (LW): Laurie spoke on grievance meetings
Issues: We are still discussing how to request a Letter of Expectations be removed from your departmental file. One letter has been successfully removed by a member.
A reminder to talk to a steward if you need to understand or access your rights, interpret the collective agreement, if you are having health or family responsibility issues or need a referral to Return to Work and Accommodation officer. Stewards continue to deal with long term temporary position, abuse of casuals, student employment programs, external candidates, technological and organizational changes and Career Development leaves.
13. Education Chair’s Report: none
14. Communication Chair’s Report: (CN) Colin spoke about the website. If anyone notices any problems, please let him know.
15. Reports of Committees, Delegates: Health & Safety: Pat spoke about cold weather safety; the Health and Safety Centre training attended by OHS, RTWA and steward; CUPE 951/UVic Occupational Health and Safety Committee update; bicycles on campus; and Campus Security First Aid.
Career Development Committee: Kara advises we are still looking for one alternate for the Career Development Committee. Anyone who is interested should contact the CUPE 951 office at cupe951@uvic.ca
16. Elections: none
17. Unfinished Business: none
18. New Business: Guest Speaker – Kathleen Wirtanen from the Athletics and Recreation talked about the services available for free with your OneCard, such as squash, drop in facilities, field house and drop in skating and hockey. Please visit CARSA webpage for details.

Adjournment: 12:45 pm
Copies of written reports can be requested from the recording secretary
Handouts: Agenda & Minutes, Workshop flyer, Calendar, Bicycle Info Sheet, Sock Drive

SOCK DRIVE
Warm socks are a much-needed item at this time of year for those in need. Please bring socks to the December 9th Holiday Social at the Upper Dining Room at Cadboro Commons between 11:45 and 1:15. If your office gathers too many socks to transport, call or email Kathy Mercer @8245 or kmercer@uvic.ca.
Minutes of Dec 9, 2015 GM

1. Roll Call (DF)
2. Reading of the Equality Statement (KM)& Recognizing the Territory (TG)
3. Attendance Report and Welcome - 124 ????
4. Announcements - Calendar update, Website Announcement, Sock Drive, Collection for Victoria and Sooke Women’s Transition House, Reminder of handouts
5. Approval of the Agenda - M(KW)/S(KM)/Carried
6. Approval of the Minutes - Both October and November were approved. M(KW)/S(PS)/Carried
7. Matters Arising from the Minutes: None
8. Executive Board Report (KM)

Business Arising:
General Meeting – Reducing Frequency – Tabled
Holiday Social – Discussion of volunteer roles needed.
Bargaining Update – Discussion of on Animal Care Assistants letter of agreement is still in bargaining.
Desk side Recycling Program – Kara spoke about meeting attended, disappointed with lack of information from Facilities Management, hoping to get more information. Our concerns are doing 917 work, health and safety of the work, and volunteering personal time to do the work (WorkSafe BC). 951 members are responsible for only our own recycling.

New Business:
Job Evaluation Committee Status: 2 members are retiring and they need a new secretarial representative to appoint to the committee. Looking for new people to train.
President Vacation Request for January 2016: Discussion about whether coverage is needed when president is away on vacation.
Revision to GM agenda – December 9th: Kara spoke about reducing agenda items for the Holiday Social to encourage socializing. Many reports will be tabled until the January General. Any remaining reports to be reduced to 2 minutes. Scholarships will be announced by Lori-Anne Larsen. Minutes of October and November will need to be passed as well.
Executive Assistant – Holiday Recognition Motion: For the Executive Assistant to receive a $30 OneCard for Holiday Recognition Carried
Motion to Adopt: M(KM)/S(CDW)/Carried

CUPE National Committees
Motion: To endorse Dale Whitford to the National Childcare Working Group, Pat Shade to the National Persons with Disabilities Committee, Karen Dykes as the alternate for National Libraries Committee Carried
Education Committee

**Motion:** To send up to two members to the Annual BC Pensions Forum on February 26, 2016 in Vancouver. Carried

**Motion:** To send up to five members to the 2016 Lancaster Human Rights and Accommodation Conference on April 13-14, 2016 in Vancouver. Carried

**Motion:** M(KW)/S(PS)/Not Carried
To donate $100 to “Support Justice For People who use Guide Dogs”
Meeting adjourned at 1:10 p.m.

9. **President’s Report (KW)**
Kara noted that we are still looking for stewards and Return to Work officers, and that the Health and Safety committee has been revived. She mentioned that the CUPE 951 office has been working on digitizing our records.
Welcome to the Animal Care assistants, who were recently welcomed into our bargaining unit.

Campaigns – CUPE 917, 951 & 4163 Working for Students and Encouraging members to become Steward Return to Work & Accommodation Officers
Collective Agreement – Printing to be done in new year, Kara and Steve Gorham of HR have been meeting with managers to explain changes. Also working with CUPE 917 to organize supplemental fund.
Dates set for May/Jun 2016 to technology and organizational change grievances.
We are looking for ideas for guest speakers at the General Meetings – Please contact us if you have anything you would like to know more about (on campus or off).

**Motion to Adopt:** M(KW)/S(KM)/Carried

10. **Treasurer’s Report - none**

11. **Trustee’s Report - none**

12. **Chief Steward’s Report (LW)**: Laurie spoke on the education that is coming up in February, as well as ongoing stewarding and advocating for more stewards.

**Motion:** M(LW)/S(KM)/Carried

13. **Education Chair’s Report:** (CJ)
Cathrine spoke about the 2 workshops being held on campus in February – Steward Learning Series (February 22-23) and Introduction to Stewarding (February 29-March 1). Registration free to CUPE 951 members and wages covered for the days.

**Motion:** M(CJ)/S(KM)/Carried

14. **Communication Chair’s Report:** (CN)
Colin spoke about the website.

**Motion:** M(CN)/S(PS)/Carried

15. **Reports of Committees, Delegates:**
Scholarship Report: Lori Ann Larsen
Human Rights: Pat Shade spoke about past and current committee efforts to promote diversity, and to combat racism, sexism and ableism.

Health And Safety: Kathy Mercer reminded members that horseplay or practical jokes can be a hazard and may not be covered under WorkSafe BC, as well as reminders about stress, cold weather and first aid through Campus Security.
National Convention Delegate: Kirk Mercer, Pat Shade and Laurie attended and spoke. They were thankful to be able to attend, and spoke about a resolution that was passed to ensure Secondary Education would be a priority for CUPE National to promote in the next election.

**Motion:** For CUPE 951 to add $200 to the donations for Sooke and Victoria Transition House M(MF)/S(LW)/Carried

**Motion to Adopt:** M(KW)/S(KM)/Carried

16. **Elections:** none

17. **Unfinished Business:** Kathy Mercer spoke on details about the Sock Drive.

18. **New Business:**
Adjournment: 12:22 pm
Copies of written reports can be requested from the recording secretary

Handouts: Agenda & Minutes, Workshop flyers, Calendar Report, Sock Drive, Health and Safety fact sheets: Stress & Cold Weather, Tampons Tax free, Transgender Day of Remembrance, Canada’s National Day of Remembrance and Action on Violence against Women
Minutes of January 27, 2016 GM

1. Roll Call (DF)
2. Reading of the Equality Statement (KM) & Recognizing the Territory (DW)
3. Attendance Report and Welcome - 20 members attended
4. Announcements - February 8 is Chinese New Year and Family Day. Sock Drive from December collected 115 pairs of socks which were donated to Our Place. Interview kit is available, as well as Vikes booklets, free sessions on page 4 & 5.
5. Approval of the Agenda - Quorum was not met
6. Approval of the Minutes - Quorum was not met
7. Matters Arising from the Minutes: None
8. Executive Board Report (KM): Kirk spoke about the Policy and Procedures review committee, which generated much discussion resulting in the ad hoc committee reviewing again to update the policies.
9. President’s Report (KW): Kara informed the membership that the new collective agreement has been signed and will be printed soon. She reported on communication issues in regards to pay changes, and informed the membership about the new electronic T4 process. To receive a printed copy, you must opt in on your online My Page on the UVic website. In an update about the Sorting at Source recycling program, Kara noted that the program will be rolling out on March 16. A reminder to only take out your own garbage and recycling during work hours only and to contact HR if you need an accommodation. No disciplinary action can be taken as long as you have reasonable intent to sort at the source. Kara reported on the Universities Committee meeting as well as potential action from CUPE 4163.
10. Treasurer’s Report - none
11. Trustee’s Report - none
12. Chief Steward’s Report: None
13. Education Chair’s Report: None
14. Communication Chair’s Report: None
15. Reports of Committees, Delegates: None
16. Elections: none
17. Unfinished Business:
18. New Business: Guest Speaker: Kenya Rogers and Bronte Renwick-Shields of UVSS came in to speak about the high tuition costs at UVic, and BC is the highest in student debt. Looking at debt issues, and spoke to how Alberta froze fees. Spoke about the Student Debt rally on February 3, 2016.

Raffle Tickets for calendars.

Adjournment: 1:15 pm
Copies of written reports can be requested from the recording secretary


NEXT MEETING February 24, 2016
11:45 am to 1:15 pm
Clearihue A202
Wear Pink to support Stop Bullying Day!
Vote for Changes to the Policies and Elect Delegates for CUPE BC Convention
Please join us for cake to celebrate Bread and Roses on February 24 in Clearihue A202, as well as a presentation and draw!

*Bread and Roses* by James Oppenheim

As we come marching, marching in the beauty of the day,
A million darkened kitchens, a thousand mill lofts gray,
Are touched with all the radiance that a sudden sun discloses,
For the people hear us singing: "Bread and roses! Bread and roses!"

As we come marching, marching, we battle too for men,
For they are women's children, and we mother them again.
Our lives shall not be sweated from birth until life closes;
Hearts starve as well as bodies; give us bread, but give us roses!

As we come marching, marching, unnumbered women dead
Go crying through our singing their ancient cry for bread.
Small art and love and beauty their drudging spirits knew.
Yes, it is bread we fight for—but we fight for roses, too!

As we come marching, marching, we bring the greater days.
The rising of the women means the rising of the race.
No more the drudge and idler—ten that toil where one reposes,
But a sharing of life's glories: Bread and roses! Bread and roses!
Minutes of February 24, 2016 GM

1. **Roll Call (DF)**
2. **Reading of the Equality Statement (KM) & Recognizing the Territory (DW)**
3. **Attendance Report and Welcome** - 40 members attended
4. **Announcements**: Lynda cards, Calendar, Benefits Committee Report, Environment Educational
5. **Approval of the Agenda**: Motion to approve changes to the February agenda M(KW)/S(TG)/Passed
6. **Approval of the Minutes**: December and January Minutes M(KW)/S(TG)/Passed
7. **Matters Arising from the Minutes**: None
8. **Resolutions Endorsement**: The local presented 35 resolutions for the CUPE BC Convention. Motions were presented for each resolution (grouped by committee), and each resolution was passed.
9. **CUPE BC Convention Delegate Election**: Elections were to be held to elect CUPE BC Convention delegates, however there were 5 delegates (Michele Favarger, Colin Newell, Maddy Smith, Pat Shade and Laurie Whyte) and 5 spaces so no election was needed. Ted Godwin will be the alternate
10. **Bread and Roses Presentation**: Human Rights Committee held a Bread and Roses draw and five CUPE members received a prize. Laurie Whyte presented a rose to Kara White for women in leadership roles.
11. **CUPE 4163 Bargaining Update**: Kara advised that CUPE 4163 was taking a strike vote, but at this time they are still at the bargaining table.
12. **Policy Review and Vote**: Policy and Procedures Review Committee noted changes and additions to the policies. Cake was enjoyed for Anti Bullying day while members took a moment to read through the new policies.
   **Motion**: to adopt the new Policies and Procedures document M(KM)/S(CN)/Carried
13. **Unfinished Business**: None
14. **New Business**: None

**Adjournment**: 1:10 pm

*Copies of written reports can be requested from the recording secretary*


**NEXT MEETING**
March 30, 2016
11:45 am to 1:15 pm
MacLaurin D116

Please join us to enjoy some treats to welcome our new Steward and Return to Work Officer.
CUPE 951 is pleased to announce the creation of a new information and newsletter e-mail distribution system. Our existing LISTSERV e-mail distribution system is on its last legs and has been compromised numerous times by spammers around the world making it more challenging to maintain.

Our new system will allow for distribution of breaking news in a more flexible way with the ability to create unique lists and campaigns.

As per our internet and privacy policies, all enrolment or subscription to our new system is entirely voluntary. If you are on the old list (as most of us are...) you will not be automatically migrated to the new system. The link to join the new system is:

http://eepurl.com/bTAEbZ

Many thanks from your CUPE 951 Executive
Minutes of March 30, 2016 GM
1. Roll Call (TG)
2. Reading of the Equality Statement (KM)& Recognizing the Territory (DW)
3. Attendance Report and Welcome - 26
4. Announcements - None
5. Approval of the Agenda - M(KW)/S(KM)/Passed
6. Approval of the Minutes - February Minutes M(KW)/S(KM)/Passed
7. Matters Arising from the Minutes:
   Alternate delegate needed CUPE BC convention, as Michele Favarger cannot attend
8. Executive Board Report (KM): Kirk Mercer reported on the executive meetings of March 2 and March 9. Topics included the new Mail Chimp member emailing service, June BBQ meeting, Lancaster Audio Series, Protein for the People, BC Fed Workshops in April and May, Town Hall with CUPE National, Union Sisters Meeting on March 7, Campus Budget Meeting and CUPE BC Convention. Sorting at the Source Recycling Update included reiteration that no disciplinary action can be taken, only problem solving and education and that the employer will provide bin liners upon request. New members of the Ad Hoc Financial Planning Committee are Maddy Smith, Kara White, Stefan Grbavec and Michael Gaudet. A motion was passed to spend $300 to host a lunch for the UBC and UVic Library Workers meeting. Cheryl DeWolfe is now the CUPE Representative for Victoria Labour Council. A motion passed to fund $500 to the Vancouver Island Library Staff Conference taking place on April 30 at UVic. A motion was passed to send members to an upcoming BC Fed Occupational Health and Safety course.
   M(KW)/S(TG)/Carried
9. President’s Report (KW):
   Kara spoke about the 4163 strike vote, which culminated in a ratification vote happening on March 30 & 31. Greg Melnechuk returns as the 4163 president. 917 are very busy with the changes to the Food Services area. Supplemental Fund forms is now finalized. We are setting up a Supplemental Funds Committee, and are looking for people to sit on this committee. Kara met on March 4th with Kane Kilbey and Gayle Gorriill for an update on the campus budget as well as the Post Secondary Administrative Service Delivery Model Transformation, which is the new name for Shared Services. The next meeting regarding the campus budget is scheduled for April 13, noon to 1pm in the David Lam Auditorium in MacLaurin Building Room 144. Privacy training took place on March 22 with Bill Trott, UVic’s Chief Privacy Officer. It was very informative, with a preview of training modules that will be rolled out in early May. 550 CUPE 951 members will be advised to take the 4 different training modules – Privacy Breach, Email, Retaining Records and Information Security Classifications. Only
members that have access to personal information in Banner, FAST and Razor’s Edge will be advised to take this training. CUPE BC Convention is taking place in April and the General Meeting is being moved up a week to April 20 to accommodate this. We are also excited to announce a special outdoor meeting with food on June 29 to offer members the opportunity to get to know their local in a casual setting.

M(KW)/S(CDW)/Carried

10. Treasurer’s Report - none

11. Trustee’s Report –none

12. Chief Steward’s Report (BG): Barbara Gordon gave the report on behalf of Laurie Whyte. We are still seeing a trickle of layoffs, one being a temporary member who had just hit the 2 year mark and received all rights and benefits of a regular member, when the centre they worked for lost all funding and the position was lost. Bo Love, our newest steward, was introduced. HR has offered to introduce Bo to their consultants and give her a tour of HR.

M(BG)/S(KM)/Carried


M(CJ)/S(CN)/Carried

14. Communication Chair’s Report (CN): Colin Newell spoke about the new Mail Chimp mailing list, which is working well.

M(CN)/S(CDW)/Carried

15. Reports of Committees, Delegates:
Dale Whitford spoke on behalf of the Human Rights and Equality in regards to the March 21 International Day for the Elimination of Racial Discrimination. A draw was held for laminated posters In Solidarity with Aboriginal Peoples. Dale spoke about the First People’s house hosting a lunch in May.

Sara Kissinger spoke in regards to the Health and Safety Committee and reminded us of Emergency Preparedness Week taking place May 1-7 to help us learn to prepare for emergencies.

Kara White spoke on behalf of the Pensions Committee, reviewed what was learned at the Pension Forum. Planned presentations in April and May General Meetings to discuss CPP and Staff Pension Plan.

M(KW)/S(KM)/Carried

16. Elections:
Bo Love and Kate Brooks were sworn in as Steward and Return to Work Officer, respectively. A new alternate, Diana Foreland, was chosen for CUPE BC Convention.

M(KW)/S(KM)/Carried

17. Unfinished Business: None

18. New Business: None

Adjournment: 12:55 pm

Copies of written reports can be requested from the recording secretary

1. **Roll Call (DF)**
2. **Reading of the Equality Statement (KM) & Recognizing the Territory (TG)**
3. **Attendance Report and Welcome** - 26
4. **Announcements** - Kathy Mercer spoke about the June 29th Protein Food Drive, and asked that all members bring non-perishable protein sources to be distributed to the food bank. She also spoke about collecting school supplies for George Jay Elementary for the fall.
   Kara White spoke on Emergency Preparedness Week which is coming, and a Campus Security Report. Agenda was projected to conserve paper.
5. **Approval of the Agenda** - M(KW)/S(KM)/Passed
6. **Approval of the Minutes** - February Minutes M(KW)/S(KM)/Passed
7. **Matters Arising from the Minutes** - UVic Privacy Training Program has been postponed to June 15.
8. **Executive Board Report (KM)** - Kirk Mercer spoke about the June General Meeting BBQ, Protein for the People, CUPE BC Convention and sending 2 members to the Lancaster `From Conflict to Calm: Dealing with High Conflict Behaviour in the Workplace` training session. CUPE 951 has become an affiliate with the BC Library Association.
   M(KM)/S(TG)/Carried
9. **President’s Report (KW)** - Kara White spoke about the ad hoc Financial Planning Committee. The CUPE BC Convention is coming up, and there are elections for the positions of President, Secretary Treasurer, Trustee and one of 4 General Vice-Presidents.
   We have submitted 34 resolutions to the Convention, and hope some make it to the convention floor.
   The following week we are going to arbitration with Colin Taylor. This arbitration is in regards to an organizational change in Health Services in 2011. Along with a future arbitration regarding the technological change in Print Services, we hope to get a fuller meaning to our language in Article 30 of the collective agreement.
   We hope everyone can come to the June 29th `Get to Know Your Union` BBQ, being held at the Commons outside Village Greens!
   M(KW)/S(PS)/Carried
10. **Treasurer’s Report** - none
11. **Trustee’s Report** - none
12. **Chief Steward’s Report** - none
13. **Education Chair’s Report** - none
14. **Communication Chair’s Report** - none
15. **Reports of Committees, Delegates** -
   The Health and Safety delegates (Pat Shade, Sara Kissinger, Shubha Hosalli, Kara White) gave a presentation on the Day of Mourning.
   They spoke about worker’s lives that were lost or changed due to injury or illness, and spoke about the importance of job safety. A moment of silence was held.
   A draw was held for coffee and chocolate.
   Kara White spoke about the staff pension plan.
   The two main benefit plans are the Defined
Benefits Plan and Defined Contribution plan. Kara spent some time breaking down the elements of these plans, so that we can better understand the value that is worth fighting for. In short, the Defined Plan (CUPE 951 members have this plan) is one where members receive a set monthly amount upon retirement, guaranteed for life. Our plan is based on the formula of years of credited service x average annual basic salary x accrual rate (%) during service period.

M(KW)/S(CDW)/Carried

Kirk Mercer spoke on behalf of himself and Ted Godwin who attended the Campus Update Meeting, which is the employer’s budget plans. A video of the meeting is available on the UVic website.

M(KM)/S(TG)/Carried

Thank you from Pat Shade, Arden Little, Laurie Whyte, Barbara Gordon and Kate Brooks for the opportunity to attend the Lancaster Human Rights conference.

Thank you from Ted Godwin, Maddy Smith and Kirk Mercer for the opportunity to attend Parliamentary Procedures.

M(KW)/S(KM)/Carried

16. Elections: none
17. Unfinished Business: None
18. New Business: None

Adjournment: 12:50 pm
M(KM)/S(TG)/Carried

Copies of written reports can be requested from the recording secretary

Handouts: Agenda & Minutes, Calendar Report, Supplementary Fund Application, Protein Food Drive Poster, Lynda.com flyer, Campus Security Annual Report

BBQ REMINDER

Please RSVP to cupelocal951@gmail.com if you are able to attend our June 29th meeting with live music, free lunch and information fair!

Drop in from 11:45 am to 1:15 pm at the commons in front of Village Greens.

Deadline for RSVP is June 3, 2016
Minutes of May 25, 2016 GM
1. Roll Call (DF)
2. Reading of the Equality Statement (TG) & Recognizing the Territory (TG)
3. Attendance Report and Welcome - 26
4. Announcements - Kara White spoke about the BBQ and a reminder that we need people to RSVP by June 3rd to cupelocal951@gmail.com. Also discussed was the upcoming Bike to Work week, Optum Health Coaching, Calendar report review, Protein for People.
5. Approval of the Agenda - M(KW)/S(KM)/Carried – Now Posted on Website
6. Approval of the Minutes - Due to a communications report being missed in mailed minutes, the report has now been added. M(KW)/S(KM)/Carried
7. Matters Arising from the Minutes - none
8. Executive Board Report - Kirk reported on the Article 30 Arbitration update, The June GM BBQ Meeting, and the BC Library Association. There was a motion to donate $100 to Operation Trackshoes, Miner’s Memorial and the CUPE National Disaster fund respectively. M(KW)/S(CDW)/Carried
9. President’s Report (KW) - Kara White spoke about the Ad-Hoc Planning Committee, who are set to release a survey to ensure we are meeting our member’s needs. She reviewed the CUPE BC Convention, noting the pride in the activism of our delegates. Kara reviewed the arbitration of May 2 & 3, in which a settlement was mediated. A New Employee Orientation occurred. A reminder about the BBQ was given. M(KW)/S(TG)/Carried
10. Treasurer’s Report - none
11. Trustee’s Report - none
12. Chief Steward’s Report - Laurie spoke about 6 outstanding grievances, five requested Labour/management meetings, 5 layoffs, as well as one pending, some technological and organizational changes. The union is waiting to hear if the University is going to accommodate a child care accommodation. Long term temporary positions continue to be an issue, interpersonal relationships and poor supervisory skills continue to be an issue for our members. Since bargaining was completed, we are seeing Letters of Expectation become more forward focused and less blaming. Laurie also spoke about the issue of innocent absenteeism, when an employee is absent more than the average amount. M(LW)/S(TG)/Carried
13. Education Chair’s Report - none
14. Communication Chair’s Report - none
15. Reports of Committees, Delegates: CUPE BC Convention: Colin Newell presented overview of convention where Laurie Whyte was elected as Trustee for CUPE BC, and Kirk Mercer was elected as Alternate Regional Vice President.
M(CN)/S(KM)/Carried

Human Rights and Equities Issues: Pat Shade, Laurie Whyte and Jeta Rugova-Plakoll spoke about May Day celebration, including a chocolate raffle also flyers on the history of May Day were distributed.

M(LW)/S(PS)/Carried

Joint Health and Safety: Pat Shade presented a video which on Healthy Minds in the Workplace.

M(PS)/S(LW)/Carried

Resolutions Committee: Laurie Whyte spoke about the recent CUPE Convention. 171 resolutions were submitted, 34 of which were CUPE 951 resolutions. 27 Resolutions were debated and passed, including 5 submitted by CUPE 951. Of particular interest was an emergency resolution regarding the banning of blood and plasma, submitted by CUPE 951 and passed at the convention. Please contact Laurie Whyte at lwhyte@uvic.ca to see the resolutions.

Libraries Committee: Karen Dykes spoke about the recent Library Conference, which welcomed 250 library workers of all levels. CUPE 951 is proud to have helped sponsor this conference, whose theme was Our Island is a Library: Connected and Caring and was considered a great success by the attendees.

M(KW)/S(TG)/Carried

16. Elections, Nominations or Installations: None
17. Unfinished Business: None
18. New Business: None

Adjournment: 12:50 pm

Copies of written reports can be requested from the recording secretary

Handouts: Agenda & Minutes, Calendar Report, Optum Health Coaching, Supplementary Fund Application, Protein Food Drive Poster, Lynda.com flyer, Campus Security Annual Report, Bike to Work Week Flyer, BBQ Reminder

Please note as of January 1, 2017 meeting minutes and notices will be distributed via email. Please sign up for our new email list at http://eepurl.com/bTAEBz to receive the minutes and notices electronically. If you prefer to receive paper copies, please email Kira Bradley at cupe951@uvic.ca.

Note: All approved minutes are posted on the website http://www.cupe951.ca/links-resources/minutes-of-meetings/

June 29th, 2016 BBQ
Thank you to all the members that attended the June BBQ. The entertainment supplied by past member Sean McCool was enjoyed by everyone. Thanks to the committees for putting together great information booths where some lucky members won the table raffles. Great fun was had by all and we hope to see everyone at the September general meeting!

No agenda was presented at this gathering therefore there are no minutes for June 29th.