



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

## GENERAL MEETING

Wednesday, September 23, 2009

11:30 a.m. - 1:00 p.m.

University Centre Room A180 (Senate Chambers)

*Copies of the Standard Agenda  
Will Be Available at the Meeting*

### MINUTES of June 17, 2009

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 25 members attended.
3. **Approval of Agenda** – Adopted
4. **Minutes of May 20, 2009** -- Adopted
5. **Business Arising** – none
6. **Executive Report** – Adopted

The Executive met on June 2-3. Highlights of business conducted included:

-- Approval of a follow-up half-day strategy session on June 24 to prioritize and implement ideas that were discussed at the first session, including ways to engage the membership, improve communications with members, and review policies on the defense fund and strike pay.

-- Decision to re-establish the Environmental Committee.

-- Appointment of Barbara Gordon as the union's Privacy Officer, replacing Jill Tate. She will be working to ensure that we are in compliance with PIPA and FOIPOP.

-- Discussion of slogan and logo contest. There was no slogan winner and it was decided to stay with the slogan we have been using. Elements of the five logo submissions will be incorporated in designing our new logo, so the \$150 prize will be divided among those entrants.

-- Approval to book off two Return to Work Officers to organize the RTW files in the union office.

-- Discussion of pension update.

-- Discussion about Universities Conference upcoming Oct. 26-28. Watch for notices.

-- Discussion about an apparent change in the processing of LTD claims by BC Life. The union is engaged in talks with the University about this issue.

Motion: to adopt recommended changes to the By-Laws. (Proposed changes were circulated and presented). Adopted

### 7. President's Report -- Adopted

Pension update: The Superintendent of Pensions has ordered UVic to disclose pension information to all stakeholders. A written update will be sent soon. Our pension plan is NOT in danger. Informative and successful meetings have been and will continue to be held with groups of 951, 917, and 4163 members. The arbitrations re the joint trust, supplementary fund, and contribution holidays are still ongoing. The Pension Superintendent's letter has been ruled important to

these arbitrations and will be submitted in spite of the UVic lawyers' objections.

#### **8. Treasurer's Report –**

No formal report. Several months will be reported on at the September general meeting. Human Resources is catching up with leave notices and consequent costs to 951. It's challenging to close off the year end until these figures are known.

#### **9. Trustees' Report – none**

#### **10. Chief Steward's Report – Adopted**

There continues to be a significant disconnect between the Union's understanding of the jurisprudence regarding the accommodation process for employees with medical conditions that affect their ability to perform their jobs and the University's. The University seems to believe they can continue to discipline employees for performance issues even after the employee has indicated there are mitigating medical circumstances. Every legal counsel and arbitrator that the Union has heard at the various conferences we attend has said that once an employee discloses that there are medical issues involved, the employer MUST stop any disciplinary processes and follow up on the medical. It is not appropriate to discipline someone who can't perform his or her job due to a medical condition. It is appropriate to accommodate that person so that they are able to perform the duties of their job.

#### **11. Education Committee Report – none**

#### **12. Communications Committee Report –**

In response to member requests, the next issue of the newsletter will be published electronically on the 951 website. Paper copies will be made available on request.

#### **13. Delegates' Reports –**

Laurie Whyte and Doug Sprenger reported on attending mental health and legal jurisprudence conferences. Information learned at these has been shared with the RTWA officers.

The Negotiating Committee reported that a survey to the members, using Survey Monkey, will be sent in August. Let's improve the typical response rate of 60%. The Committee is also analyzing patterns of grievances to help prioritize issues.

#### **14. Elections –**

Health and Safety Committee (4 members + alternate). Acclaimed: Sherry Harmsworth, Sonya Pronk, Doug Stajduhar, Kathy Mercer (alternate). More members welcome.

Sick Benefit Bank (3 members). Acclaimed: Deb Marks, Al Wiebe, Helen Rezanowich.

**Adjournment at 12:55.**

### **NEXT MEETING**

**Wednesday, Oct. 14, 2009, 11:30-1  
University Centre A180**

(Reports that were received in writing may be requested from the Recording Secretary.)



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

## GENERAL MEETING

Wednesday, October 14, 2009

11:30 a.m. - 1:00 p.m.

University Centre Room A180 (Senate Chambers)

*Copies of the Standard Agenda  
Will Be Available at the Meeting*

### MINUTES of September 23, 2009

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 27 members attended.  
Café Etico coffee samples and Co-Dev Canada information were available at the meeting.  
Information on the ongoing ambulance paramedics strike can be found on the CUPE BC and CUPE 873 websites. They have been on strike since April 1 but were designated an essential service, thus limiting their strike actions. As of Sept. 21 they are back at the bargaining table with a mediator. This is an important test case as we enter 2010 bargaining.  
Two spaces are still available for members to attend CUPE BC's Universities Conference (Champions for Public Education). Please contact Helen Rezanowich if interested.
3. **Approval of Agenda** – Adopted
4. **Minutes of June 17, 2009** -- Adopted
5. **Business Arising** – none

### 6. **Executive Report** – Adopted

Over the summer the Executive conducted the business of the local on meetings held July 7-8, Aug. 11, Aug. 26, and Sept. 1. Highlights included:

Development of 2009 -2010 CUPE 951 budget.

Discussion of various proposed Policies changes.

Appointments new members to the Career Development Fund and Environment committees.

Passage of motion to increase payments in lieu for pension and LTD contributions for the FT union officers to ensure that we are in accordance with Article 28.11.

Approval of two resolutions (re Bullying and Proposal to establish a National University Sector Task Force) to the CUPE National Convention.

Discussion of pension arbitration decision.

Approval to purchase some items of electronic equipment for use of Negotiating Committee and Executive officers, where need identified.

Education Committee motions for conferences and courses.

In-depth discussion of problems with Sick Leave management and RTWA, with the participation of our CUPE National rep. Suze Kilgour.

Planning for our participation at the Student Day of Welcome with bookstore certificate draws and distribution of Café Etico (CoDevelopment Canada) coffee samples and brochures.

Development of bargaining poll for membership. Other bargaining issues, such as appointment of a steering committee from diverse campus locations and job types to offer feedback to the Bargaining Committee, were discussed.

Discussion of funding policy for Retirement Planning workshops.

Motion: that we adopt recommended changes to the CUPE 951 Policies. (Copies of the relevant policies were circulated and explained) Adopted

#### **7. President's Report --** Adopted

Doug has been appointed co-chair of the Constitution Committee for the CUPE National Convention in Montreal.

Human Resources appears to be purposefully obstructing preparations for contract bargaining, objecting to time off for the Negotiating Committee to prepare.

The CUPE locals received a letter resisting input from the union re hiring for the new AVP Human Resources.

We have filed more grievances in 2009 than in the previous 20 years. Problems areas include: 1) Disagreements on the interpretations of the phrase "technical and organizational change" in our collective agreement. HR has an increasingly narrow view which they use to justify not informing the union of such changes as merging of units and bringing in new equipment; 2) Treatment of employees with disabilities. Employees with disabilities are being disciplined even while info on the medical and disability status and the impact of disability on their job performance is being gathered; 3) Hard-line attitude of HR to sick leave and absences by our members. The PEA and faculty do not get this kind of treatment; 4) No overtime statistics have been available from HR for over a year, since Banner was instituted.

#### **8. Treasurer's Report --** Adopted

Final year-end figures will be available at the next meeting. Both dues income and per capita

expenses have increased since last year. Due to Banner, delay in receiving union-paid leave reports from Human Resources has caused an anomaly. Over the summer, charges came in dating from October 2008 on, so a huge amount was withdrawn from the 951 account all at once to cover this.

Motion: to approve the proposed 2009-2010 budget. Adopted

#### **9. Trustees' Report -- none**

#### **10. Chief Steward's Report -- none**

#### **11. Education Committee Report -- none**

#### **12. Communications Committee Report --**

Thanks to Cheryl DeWolfe for setting up the bargaining poll online. Almost 250 members responded and many comments were received. Analysis will lead to a more in-depth survey on specific topics. Respondents tagged pension, wages and increases, cost-of-living increases, problems with time off for child- and eldercare, and bullying protection as important issues. Interestingly, the CUPE Universities Co-ordinated Bargaining Committee meeting showed several common areas across our sector. It's important to garner community support at UVic and beyond. According to poll results, pension protection is more important than wage issues. We would prefer to resolve pension issues before entering into contract bargaining.

#### **13. Other Discussion --**

A member objected to Human Resource's Weight Watchers advertising to employees. Contact Barbara Hogan in HR ([hoganb@uvic.ca](mailto:hoganb@uvic.ca)) if you wish to comment on this.

**Adjournment at 12:55.**

### **NEXT MEETING**

**Wednesday, Nov. 25, 2009, 11:30-1  
Clearihue C110**

(Reports that were received in writing may be requested from the Recording Secretary.)



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

**GENERAL MEETING**  
**Wednesday, November 25, 2009**  
**11:30 a.m. - 1:00 p.m.**  
**CLEARIHUE Building, Room C110**

*Copies of the Standard Agenda  
Will Be Available at the Meeting*

**MINUTES of October 14, 2009**

- 1. Roll Call** – Called to order by Doug Sprenger.
- 2. Attendance Report & Welcome** – 26 members attended.

In accordance with a motion passed at the recent national convention, the Equality Statement was read. We will amend our standard agenda to include it at the beginning of each general meeting.

We have 25 tickets for our members to attend the Stand Up for Mental Health comedy show on Oct. 21, sponsored by the Equity and Human Rights Office. Some tickets were distributed at the meeting.

Information was presented on the Stephen Lewis Foundation and its special Oct. 17-25 initiative for supporters to come up with creative ways to raise funds for HIV assistance projects in Africa. A link will be posted on our website and brochures are available.

Check our site for information on the ongoing BC Ambulance Service dispute.

One of our stewards, Angela Thurston, has been accepted to the CLC Labour College. Her first session of coursework will begin in January 2010. She is now seeking financial support from various labour organizations.

- 3. Approval of Agenda** – Adopted

**4. Minutes of Sept. 23, 2009** --

Adopted with two changes to the Executive report noted.

**5. Business Arising** – none

**6. Executive Report** – Adopted

The Executive met on Sept. 29 and 30. Highlights included:

Motion to purchase \$200 worth of tickets for the Stand Up for Mental Health event.

Approval to pay wages for up to seven members who were on the wait list prior to the policy review that determined that members attending the pension course would have to use vacation time.

Approval to purchase two netbooks @ \$299 to facilitate the work of the union while the President and Chief Steward are off campus. This should result in greater efficiency and cost savings.

The child care proposal to contract with a private contractor (Kids & Co.) for additional preschool spaces has been tabled by the Board of Governors to their November 24 meeting due to the concerns expressed by the Child Care Action Group, which represents all employee groups and students on campus. The threat is not over yet. Watch for updates.

Update on status of the BC Nurses' Union attempts to raid CUPE and HEU employees.

An Environment Committee has now been established with Michele Favarger as the chair.

Other topics included: update on 951 website; amended Sick Bank application forms; online posting of OH&S course calendar for our members.

#### **7. Treasurer's Report –**

The fiscal year-end report and monthly reports for June-Sept. 2009 were presented. The reports for the latest quarter and the Defence Fund will be given at the November general meeting.

Motion: to approve the 2008-2009 year-end report.  
Adopted

Motion: to approve the monthly reports for June, July, August, and September 2009. Adopted

#### **8. Trustees' Report – none**

#### **9. Chief Steward's Report – Adopted**

(Report received in writing). The number of grievances has skyrocketed this year to thirty so far. In the past we were able to avoid many grievances through consultation and negotiation and arbitrations were very rare. We continue to negotiate through the challenges in a spirit of good will.

#### **10. Education Committee Report –**

There are still two delegates' positions open for the CUPE Universities conference scheduled for Oct. 27-28. Contact Helen Rezanowich if interested in attending. Also, please remember that current CUPE course offerings on campus are listed and described at our website.

#### **11. Health and Safety Committee Report –**

CUPE BC is currently carrying out a survey on harassment in the workplace. The survey can be completed online or hard copies can be sent the Sherry Harmsworth. Courses given through the university Health & Safety office, including WHMS, are now listed online. Check them out! Courses are given at no charge.

We have been advised that the Health & Safety office is no longer doing one-on-one ergonomic assessments. A grievance is in process.

#### **12. Sick Benefits Bank Committee Report –**

New streamlined application forms for the Sick Bank were distributed and described. The changes were made with a view to including the Return to Work Officers from the beginning of the process, helping us to be pro-active. As of this August, 607 Sick Bank days were used, which is much less than last year.

#### **13. Communications Committee Report –**

In preparation for bargaining we are building a members-only log in area and a separate listserve for bargaining only. If this works well, we may move the entire 951 website off the UVic server. We will be seeking anecdotal reports from members for the site on the topic "what the union has done for me". We are still working with Graphics on developing a new 951 logo.

#### **14. Environment Committee Report –**

Michele and Sherry attend to a meeting with Facilities Management on a pilot waste (garbage) management project to shift some responsibility from janitorial staff to users. Five campus buildings have been named to participate in recycling initiatives.

#### **14. Delegates' Reports –**

Laurie Whyte, Sheilaigh Allen, Kirk Mercer, and Doug Sprenger reported on the recent CUPE National Convention in Montreal. Among the important topics debated were pension, medical reform, and global justice resolutions. Invaluable information was shared with other members from across Canada.

**Adjournment at 1:00.**

### **NEXT MEETING (Festive Holiday Social)**

**Wednesday, Dec, 9, 2009, 11:30-1  
Senate Chambers**

(Reports that were received in writing may be requested from the Recording Secretary.)

# **CUPE·951**

***Working to Keep Strong Communities***

**CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE**

<http://951.cupe.ca>



## **GENERAL MEETING**

**Wednesday, December 9, 2009**

**11:30 a.m. - 1:00 p.m.**

**University Centre Room A180 (Senate Chambers)**

**Featuring our annual HOLIDAY SOCIAL**

**Door Prizes!! Light Refreshments!! Seasonal Fun!!**

**50/50 Draw for Transition House**

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*Copies of the Standard Agenda  
Will Be Available at the Meeting*

### **MINUTES of 25 November 2009**

- 1. Roll Call** - Called to order by Doug Sprenger.
- 2. Attendance Report & Welcome** – 27 members attended. The Equality statement was read. The Women's Transition House donation drive is up and running under the co-ordination of Helen Rezanowich. Set up a donation box in your area for clothing, electronics, small appliances, household goods, linens, toys, food, toiletries, craft supplies, etc. Please bring your donated goods to the Dec. 9 general meeting or arrange drop-off with Helen.
- 3. Agenda** – Adopted
- 4. Minutes of 14 October 2009** — Adopted
- 5. Business arising from the minutes** – Questions about the purchase of e-books and the BC Nurses' Union situation were answered.
- 6. Executive Report** – Adopted

The Executive Committee met November 3-4, 2009. Business arising and new business included:

- Approval to pay off the full amount owing (\$5404.70) on the Career Development Fund. We have requested a full accounting of the fund from HR prior to depositing the funds in Accounting.
- Discussion around the current state of RTWA and potential ways to reach resolution.
- Discussion was initiated on our local's policy re patronizing unionized businesses.
- Communications Committee brought forward a proposal for a series of short videos highlighting the work of our members.
- Discussion of the date of the December holiday social/general meeting date and any potential concerns about H1N1 with regard to food service.
- The announcement that UVic was among the "Top 50 Employers" was discussed. It was noted that the reasons we placed so high (pension plan, quality child care on site, and accommodation for child care and elder care issues) were all gained in bargaining by our

local and are currently under attack by the University.

- CUPE National is embarking on a cross-Canada anti-privatization tour aimed promoting protecting and expanding public child care.
- Discussion on Full Time Officers' LOA.
- Discussion of legislated end to the ambulance drivers' strike and its possible impact on other public sector workers.
- Our Privacy Officer, Barbara Gordon, gave a report on the PIPA conference she attended recently.

#### **7. President's Report – Adopted**

Back-to-work legislation enacted against the Paramedics' strike early this month while negotiations were ongoing is of great concern. CUPE BC has gone into campaign mode to publicize the issue. A series of rallies across the province has already begun, with the primary focus on expressing objection to unilateral anti-labour legislation. A rally is being held in Nanaimo on Nov. 28. Watch for upcoming events in Victoria.

On the child care issue, signs that UVic is seeking to privatize aspects of child care or other parts of the operation are of major concern. In response to a demand from a broad coalition of child care advocates on campus for more child care, the University's initial strategy was to seek an off-campus big-box child care provider. A co-ordinated effort in opposition to this has led to the Board of Governors decision not to contract out "at this time". They have also indicated, with some internal objection from BOG members, that they will refer the issue of child care to the normal budgetary process, which may push the issue under the rug and be a way for the BOG to avoid being involved. Minimal consultation is anticipated. We are hoping that the campus coalition will come out with a public statement on the issue. We certainly want to avoid a divide and conquer approach from the University on the child care situation.

#### **8. Treasurer's Report. – Adopted**

The Treasurer's report for Oct. 2009 and the budget update for the July-Sept. quarter were distributed and explained.

#### **9. Chief Steward's Report (attached) -- Adopted**

Please remember that YOU HAVE RIGHTS under the Collective Agreement. You have the RIGHT to union representation if you THINK the content and/or resolve of a meeting you are invited to may affect the terms and conditions of your employment. You have the RIGHT to be accommodated in your workplace for medical or equity reasons. You have the RIGHT to receive direction, guidance and advice from your supervisor to help you achieve or maintain satisfactory work performance. You have the RIGHT to a fair and progressive disciplinary process. You have the RIGHT to be active in your union. You have the RIGHT to a workplace free from harassment. You have the RIGHT to a fair and consistent hiring process. All these RIGHTS and MORE are in your Collective Agreement – the little pink book – or it's also online. These RIGHTS were bargained and the Stewards work hard on your behalf to protect the integrity of these RIGHTS so that they will be there for you when you need them.

#### **10. Delegate's Report**

Dale Whitford reported on the Nov. 24 CUPE Anti-Privatization Campaign event in Vancouver which featured very effective speakers in support of public child care. UVic child care workers are very aware and appreciative of the support given to them in recent weeks. Big-box for-profit child care companies usually exclude supported needs children and cherry-pick clientele with money. They also experience high employee turnover because of poor pay and working conditions.

#### **Adjournment at 12:40.**

Reports that were received in writing may be requested from the Recording Secretary

#### **Next Meeting:**

**Wednesday, January 27, 2010**

**11:30 a.m. - 1:00 p.m.**

**Room A180, University Centre**



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

**GENERAL MEETING**  
**Wednesday, March 24, 2010**  
**11:30 a.m. - 1:00 p.m.**  
**University Centre Room A180 (Senate Chambers)**  
**Including**  
**EXECUTIVE BOARD ELECTIONS**

**Participate in electing your new Executive, including one new Trustee.**

**Questions? Nominations? Contact Donna Mollin, Returning Officer**

**Phone: 7802**

**email: [dmollin@uvic.ca](mailto:dmollin@uvic.ca)**

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*Copies of the Standard Agenda  
Will Be Available at the Meeting*

**MINUTES of 24 February, 2010**

- 1. Roll Call** – Called to order by Doug Sprenger.
- 2. Attendance Report & Welcome** – 27 members attended. Announcements: 1) A thank you card from Mary Finnegan was read. 2) CUPE stickers are available to mark March 8<sup>th</sup>, International Women’s Day. 3) Feb. 25<sup>th</sup> event to move the UVic childcare discussion forward.
- 3. Agenda** – Adopted
- 4. Minutes of January 27, 2010** – Some terminology was corrected in the announcement about the CNIB and public library services (noted on permanent minutes). Adopted
- 5. Business Arising from the Minutes** – Dealt with under committee reports.

**6. Executive Report** – Adopted

The Executive met February 2 and 3. In addition to various reports, issues discussed included: 1) Confirmation that the Career Development Fund is not in arrears but rather has a healthy balance. A motion was passed to rescind the LOA which reduced the maximum annual payout to \$475 and to top up payments to the \$500 maximum for those members whose claims were processed during the period of the LOA. 2) Approval to replace one of the filing cabinets in the President’s office. 3) Angela Thurston has agreed to organize a May Day event in response to a request from CUPE BC. 4) The Executive will be seeking someone to back-up the Executive Assistant during extended absences. 5) An in-depth discussion of our “hardship Assistance” was held, focusing on catastrophic medical expenses that are not covered by health plans. Any policy changes will be brought forward for the membership’s ratification. 6) Endorsement for Michele Favarger for Vice-President and Laurie Whyte for Member-at-Large at the May Vancouver Island District

Council elections. 7) Approval of a one-time transfer of a further \$10,000 from the chequing account to cover \$25,000 in Retirement Workshop costs. We had previously allocated \$15,000. 8) Appointment of Cheryl DeWolfe to the Executive Board as temporary Communications Chair for a period to March 24, 2010. 9) Announcement of Campus Privatization Watch and Rally to be held Feb. 10. 10) Discussion of Letter of Agreement re time off for union duties of President and Chief Steward. These salaries are split between UVic and CUPE 951; 951 tops up their UVic salaries to PB14 level and pays extra EI, CPP, etc.

**7. President's Report –** Adopted

At the recent CUPE BC Executive Board meeting, emphasis was placed on sponsorships and partnerships with BC locals in such areas as planned May Day events and involvement with Vancouver Folkfest, public water events, etc.

The three UVic locals and Royal Roads are meeting on Feb. 25 to discuss bargaining. The UCBC (Universities' Coordinated Bargaining Committee) met on Feb. 8 at UVic. The anti-privatization rally was a success and a learning opportunity. The most recent anti-privatization poster was very effective. The next UCBC meeting will be on March 8 at at Thompson Rivers University in Kamloops.

We are having difficulty with the employer's treatment of members on extended sick leave. Doug is the CUPE representative on the Mental Health Task Force, which is creating opportunities for coordinated efforts with mental health organizations and advocacy groups in the Victoria area.

**8. Treasurer's Report --** The Jan. and Feb. reports were available at the meeting but no motion to accept was made. Will be presented in March.

**9. Trustees' Report –** no report

**10. Chief Steward's Report** (attached) - Adopted

**11. Education Committee Report –** no report

**12. Executive Election Committee Report**

Nominations are sought for 951 Executive and other positions for the elections at the March general meeting. Nomination forms are on the 951 website. Donna Mollin and Arlene Tulloch are serving as the Returning Officers.

**13. Election, Health & Safety Committee –**

Kirk Mercer and Pat Shade were acclaimed as new members on the committee.

**14. Committee and Delegates' Reports –**

The CUPE Communications workshop was a great success. A Privatization workshop is scheduled for March 1-2. Please note that all 951 members are welcome to take workshops free of charge. You do not have to attend union meetings to qualify.

Health & Safety Committee: UVic's Office of Health & Safety will no longer conduct ergonomic assessments of work stations. Assessment is now self-serve, web-based or with free training. For work station accommodations (e.g., for disability), contact Work Life Consultants in Human Resources.

Pension update: There will be a bulletin soon. Disputes stem from the last round of bargaining.

VIDC report: Laurie Whyte is helping to organize a stewards' conference this year, likely in October.

A Canada Flag Day has been proposed for February 15<sup>th</sup> in a private member's bill before Parliament. Go to <http://flagholiday.com/> to express your support.

**Adjournment at 12:45.**

[Minutes recorded by Helen Rezanowich.]

**NEXT MEETING**

**Wednesday, April 28, 2010, 11:30-1  
University Centre A180 (Senate Chambers)**

(Reports that were received in writing may be requested from the Recording Secretary.)



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

## GENERAL MEETING

Wednesday, April 28, 2010

11:30 a.m. - 1:00 p.m.

University Centre Room A180 (Senate Chambers)

*Copies of the Standard Agenda  
Will Be Available at the Meeting*

### ELECTIONS

- 2 Trustees (one for three-year term, one for two-year term)

Please note that the 951 Stewards will be ratified and sworn in at this meeting. Come out and show your support!

### MINUTES of 24 March, 2010

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 108 members attended. A special welcome was extended to new members, many of whom introduced themselves. Our local CUPE rep, Suze, Kilgour, was introduced.
3. **Agenda** – The standard agenda was amended (Elections were moved to follow the Executive reports). Adopted
4. **Minutes of February 24, 2010** – One typo was corrected and a point of clarification was added to the Health and Safety Committee report (noted in the file copy of the Minutes). Adopted

5. **Business Arising from the Minutes** – Dealt with under committee reports.

### 6. Executive Report – Adopted

The Executive met March 2 and 3. Issues discussed included: 1) Announcement of Victoria Labour Council event commemorating International Women's Day and March 18 community forum on Corporatizing the University. 2) Update on PIPA complaint. We have received direction from the Privacy Commissioner and will be examining files to ensure that members' privacy is not compromised. It was also noted that some serious privacy issues are raised by USource. 3) Preparations continue for contract negotiations. A Negotiating listserv has been created. As well, a new member survey is being developed to help focus bargaining priorities. We are still seeking more members to participate on the Negotiating Steering Committee so that all employee groups are well represented. The Negotiation committees of the UVic and Royal Roads locals held a full day of discussion and planning on Feb. 25. The Universities Coordinated Bargaining Committee continues to meet monthly. By the end of March we will probably be serving notice to the University of our intention to begin negotiations. Although some bargaining may take place during the spring, it's likely that we will embark on full bargaining in September. 4) More nominations are needed for the Executive Board elections on March 24. Suze Kilgour will conduct the elections.

## **7. President's Report – Adopted**

A new bargaining bulletin was circulated to members yesterday. Please respond to the bargaining poll described in the bulletin.

Our Negotiating committee is in place and has been undergoing training over the last year. (Committee members were introduced). We are meeting monthly with UCBC, which is a committee of ten CUPE university locals from around BC, to discuss joint bargaining strategies. The health care unions have now settled with the provincial government, focusing on job security. Members of our local have identified a wage increase which keeps up with inflation as well as pension security as contract priorities. Many more issues need to be negotiated as well. Over the last four years, the employer has been picking away at the collective agreement that we negotiated jointly with them. We have been fighting back through grievances, but we also need to ensure that our contract is tight. The employer will likely be attacking our health and pension benefits, but we will resist concessions and seek improvements.

A joint website for UVic and Royal Roads CUPE locals, entitled "Working Together" will soon be launched. This site will feature video member profiles in which real members tell us how important our benefits are to them and their families. Lots more information will be forthcoming. Please keep your comments coming.

A discussion and questions followed presentation of the report.

## **8. Treasurer's Report (Dec. 2009 and January 2010 (attached)) -- Adopted**

**9. Trustees' Report –** The Trustees have reviewed the books and are awaiting final approval from CUPE National.

**10. Chief Steward's Report --** The last two years have been particularly challenging for the 951 Stewards. It has been increasingly difficult to resolve issues as HR is taking a hard line. The number of issues and grievances is escalating. We

are moving forward in seeking agreement on names of arbitrators for the nearly twenty grievances that have been forwarded or are in the process of being forwarded to arbitration.

## **11. Communications Committee Report –**

Thank you to members' assistance in resolving access problems to the listserv.

## **12. Executive Board Elections –**

Suze Kilgour presided over the elections. The following positions were filled through nominations received in writing and from the floor. All positions were filled by acclamation.

President – Doug Sprenger  
1<sup>st</sup> Vice-President – Sheilaigh Allan  
2<sup>nd</sup> Vice-President – Sherry Harmsworth  
Chief Steward – Laurie Whyte  
Secretary – Michael Gaudet  
Treasurer – Michele Favarger  
Education Chair – Cathrine Jansen  
Communications Chair – Helen Rezanowich  
Members at Large – Sean McCool, Al Wiebe (A motion to suspend eligibility requirements for Al Wiebe was m/s/carried)  
Trustee (3 year term) – no nominations accepted  
Trustee (2 year term) – no nominations accepted

Elections for the trustee positions will be held at the April general meeting.

The new Executive was sworn in by Suze Kilgour.

Before adjournment, a door prize draw was held for a \$25 Bookstore gift certificate.

**Adjournment at 12:55.**

## **NEXT MEETING**

**Wednesday, May 26, 2010, 11:30-1  
MacLaurin Building Room 210**

(Reports that were received in writing may be requested from the Recording Secretary.)



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

**GENERAL MEETING**  
**Wednesday, May 26, 2010**  
**11:30 a.m. - 1:00 p.m.**  
**Maclaurin Building Room D110**

*Copies of the Standard Agenda  
Will Be Available at the Meeting*

**ELECTIONS**

- 2 Trustees (one for three-year term, one for two-year term)

**MINUTES of 28 April, 2010**

1. **Roll Call** – Called to order by Sheilaigh Allan.
2. **Attendance Report & Welcome** – 25 members attended.

Kathy Mercer announced that April 28 is the National Day of Mourning, set aside to honour workers across Canada who have died or been injured or disabled on the job, or who suffer from occupational diseases. It is a day to remember the dead, injured and ill, as well as publicly renew the commitment of employees and employers to improve health and safety in the workplace. In BC, 121 workers lost their lives to workplace injury and disease in 2009. 11% of these deaths were suffered by young workers. A minute's silence was observed to commemorate this special day.

3. **Agenda** – Adopted

5. **Minutes of March 24, 2010** – Adopted

**6. Business Arising from the Minutes** – There was an update on the PIPA (Privacy Information Protection Act) complaint. The member asked for more information, which has been sent.

**7. Executive Report** – Adopted  
The focus of the April Executive was the welcome of the new executive elected at the March general meeting and farewell and thanks to outgoing members. Duties and responsibilities were reviewed.

**8. President's Report (attached)** – Adopted  
A report from the Bargaining Committee was presented. Expect a bargaining newsletter soon. Discussion on bargaining protocols and possible bargaining dates has begun.

**9. Treasurer's Report** – No report.

**10. Trustees' Report** – No report.

**11. Chief Steward's Report (attached)** -- Adopted

**12. Communications Committee** – No report

**13. Education Committee** – No report

**14. Health and Safety Committee** –

We are getting close to reaching agreement with the University to have them comply with the WORK-BC requirement that Joint Health and Safety Committee members be provided eight hours annually for training. We are still seeking new members for the CUPE 951 Safety Committee. Please consider participating. Call Sherry Harmsworth for more information.

## 15. Ratification of Stewards

Motion As Chief Steward for CUPE Local 951, I hereby submit to you, the members of CUPE 951, the following names of members in good standing who have volunteered to be Stewards for our local:

Teresa Dixon – Child Care Services  
Diana Foreland – Child Care Services  
Kirk Mercer – Printing Services  
Marylyn Roddick – Library  
Jane Stewart – Math & Statistics  
Angela Thurston – Advancement Services  
Dale Whitford -- Child Care Services

Adopted

(It was decided that the Stewards would be sworn in at the May general meeting).

## 16. Delegates' Reports

Laurie Whyte and Pat Shade reported on the CUPE BC Convention held in Vancouver, April 21-24. Laurie served on the Resolutions Committee representing the Vancouver Island District Council and our local. In her role as one of the Trustees for CUPE BC, she also attended the CUPE BC Executive meeting on April 20 for the presentation of the Treasurer's Financial Report and Budget. During the convention Laurie was re-elected through acclamation as a Trustee for CUPE BC for another three-year term.

It was a very busy and production Convention. The delegates voted on three Constitutional resolutions and sixty-one General resolutions. Only two general resolutions were voted non-concurrence – one which would have seen us add another day to Convention and one calling for changes to the terms of reference and mandate of the Public Sector Employers' Council (PSEC). The delegates thought the resolution didn't go far enough and later voted in favour of a resolution demanding that the provincial government dismantle PSEC.

General resolution #72 called upon CUPE BC to raise awareness of the eight hours of training employers are supposed to provide to Joint Health & Safety Committee members, an issue our local is currently dealing with. If anyone would like more information regarding the resolutions, or if you'd like to look at the Convention binder, please contact Laurie.

A "Year of the Steward" Education forum was held on the evening of April 20. At the 2009 National Convention, CUPE declared 2010 as the "Year of the Steward". At the forum, Stewards were recognized and acknowledged for their work they do as the backbone of our union. We heard about the new Steward Learning Series, which will be comprised of six core and thirteen elective modules.

The Committee against Racism and Discrimination (CARD) held an Equality event and the Young Workers Task Force (YWTF) sponsored a cruise for young workers. Pat Shade is a member of the disabilities working group of the CARD committee and reported that three resolutions submitted by the committee were passed.

Dale Whitford reported that a CARD event is being organized for June 21 during National Aboriginal Week. This will be held in the downtown East Side of Vancouver and will feature entertainment and food.

Cheryl DeWolfe thanked the local for its support which allowed her to attend a DRUPAL conference, April 18-21.

## 17. Elections

Nominations were called for the two Trustees positions, but none were submitted. We will keep working to fill these important positions.

**Adjournment at 12:25.**

## NEXT MEETING

**Wednesday, June 16, 2010, 11:30-1  
Maclaurin Building Room D110**

(Reports that were received in writing may be requested from the Recording Secretary.)



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

**GENERAL MEETING**  
**Wednesday, June 16, 2010**  
**11:30 a.m. - 1:00 p.m.**  
**Maclaurin Building Room D110**

**Last meeting before the summer break! Door prizes!**

**Please join us in extending best wishes to retiring member Terry Wiley, who will be in attendance at this meeting. Terry, over the last 30+ years, has given tremendous service to our local in many executive positions and as a Steward extraordinaire.**

*Copies of the Standard Agenda  
Will Be Available at the Meeting*

education program at the CLC's Canadian Labour College.

Since quorum was not reached at the May 26 meeting, we were unable to approve any motions or reports. We will resubmit them for approval at the June 16 meeting.

**3. Agenda –**

**4. Minutes of April 28, 2010 –**

**5. Business Arising from the Minutes – to committee reports.**

**6. Executive Report –**

**MINUTES of 26 May, 2010**

- 1. Roll Call** – Called to order by Sheilaigh Allan.
- 2. Attendance Report & Welcome** – 24 members attended.

VIPIRG is organizing lunchtime forums on centralization and corporatization at UVic. The first in the series is being held on May 27 by the Petch Fountain at noon.

Angela Thurston thanked for the local for supporting her in attending and completing her

The Executive met on May 12. Highlights included a negotiating update and the unveiling of our new flag. A motion was passed to extend our Executive Assistant's position through from Oct. 1, 2010 to June 30, 2011 to coincide with the budget year. The position will be reviewed annually.

The union received a letter from the University restricting the medical documentation it will accept from employees seeking a return to work or accommodation. The union will be responding with a

letter of disagreement. We received another letter from the University advising that the LTD benefits will have to be cut because of rising costs. Again, the union will be responding and investigating the possibility of grieving any losses that result from the loss of the pension disability plan in 2006.

Motions passed: to purchase Day of Mourning pins for the OHS Committee and Executive members; to send Doug Sprenger to the 2010 Accommodation Law conference; to endorse Michele Favarger as a candidate for president of the VIDC on May 15.

There was an update on the tech and org change involving the Computer Store. The University will be opening a Technology Solutions Centre at the Bookstore.

### **7. Negotiating Report**

Your CUPE 951 Negotiating Committee continues to meet regularly to prepare for bargaining. We don't have dates to exchange proposals and begin bargaining with the Employer. We are anticipating that all three locals at UVic will begin bargaining sometime in the early Fall. That would be consistent with the tentative plan for the entire University sector to begin bargaining at that time.

As was reported last month, the Employer wants to assign a specific day of the week to each bargaining unit so we'd each be bargaining one day a week. We don't have confirmation yet of which day of the week we will be bargaining. It will depend on the availability of our Negotiating Committee, the Employer's Negotiating Committee, our CUPE National Rep, and the other locals' Negotiating Committees.

Watch our CUPE 951 website for bargaining reports and information as it becomes available.

### **8. Treasurer's Report** (received in writing)

The Treasurer presented the monthly reports for Feb., March, and April 2010 as well as a budget update.

### **9. Trustees' Report**

The Trustees are very close to completing examination of three years of our books. We still need two new Trustees to come forward.

### **10. Chief Steward's Report** (received in writing)

Summary: We have been able to settle several grievances, some of which had been scheduled to go to Arbitration in late June, and are waiting for confirmation of resolve of another five grievances. The subjects of these grievances included selection and involuntary transfer, right to refuse unsafe work and bullying/psychological harassment, and refusal to accommodate a member's request under Article 18.10 to reduce hours of work for childcare reasons.

Failure to accommodate and unjust termination grievances will be going to Arbitration in June with likely additional dates in October. In addition, we still have a considerable number of outstanding arbitrations and grievances, some of which we anticipate either withdrawing without prejudice or resolving prior to arbitration.

### **11. Delegates' Reports**

Kirk Mercer and Pat Shade attended a Violence in the Workplace course, paid for by the employer as part of the training for Occupational Health and Safety Committee members. Funding of such training had previously been under dispute. On a related issue, the University Safety Committee gave its annual report on May 25. It suggested that one-on-one ergonomic consultations are once again possible, contradicting statements that this service was no longer available.

**Adjournment at 12:45.**

## **NEXT MEETING**

**Wednesday, Sept. 29, 2010, 11:30-1  
University Centre Room A180**

(Most reports that were received in writing may be requested from the Recording Secretary.)