



NOTICE OF GENERAL MEETING

DECEMBER 13, 2017

Upper Commons, Cadboro

Commons building

11:45 am to 1:15 pm

Minutes of November 22, 2017 GM

1. **Roll Call** (CJ)

2. **Reading of the Equality Statement** (KM),
Recognizing the Territory (JR-P)

3. **Attendance Report and Welcome** -
24 members attended. (Quorum is 25.)

4. **Announcements** –

Winter warm clothing drive – reminder from Kathy Mercer this drive will culminate at the December general meeting/social. Feminine products and personal hygiene items can also be donated. They'll deliver donations right after Dec GM. Contact the CUPE 951 office if you'd like your donations picked up. Kirk – a donation drive for feminine products will be coordinated through the United Way with all unions in Victoria invited to participate.

Kara – Calendar – update available.

Benefits office – Morneau Shepell – resource kit on stress and the workplace.

Free, just login and send Kara an email and she'll send you a link. Will bring to Dec meeting in case anyone is interested.

Cathrine Jansen reported receiving funding support for hearing aids through a needs based program coordinated through the Island for Deaf and Hard of Hearing Centre in Victoria. Email Kara if interested and she'll forward to Cathrine for response.

5. **Approval of the Agenda** -

No quorum for motion at time this came up.

6. **Approval of the Minutes** – Drafted minutes of the September 27, 2017 and October 25, 2017 general meetings are available on the website. They'll remain as Drafts until we have quorum and can present a motion for approval.

7. **Matters Arising from the Minutes** - none

8. **Executive Board Report** (KM) – The Executive met on November 1st

Business Arising: VIDC, Christmas social
Saturday December 2 following the meeting (KM) Kirk noted that so far only three members had indicated the need for a hotel (KM, LW, TG) and that unless anyone else stepped forward, the motion would be amended to reflect that number before the next executive meeting.

Agreement Study committee / Negotiating committee – discussion on appointed positions (KW) – Kara wanted to ensure that the appropriate areas of our Local were represented on each of the committees and asked for input. Past practice was discussed in addition to how best to balance for gender and other diversity needs.

Holiday Social update and discussion (KW) – discussion focused on what format we should try for the agenda. There was overall consensus that last year's format largely worked, but would benefit from a reorientation of the room (wider rather than longer) and the addition of a sound system (already booked).

New Business: Ad Hoc Committee for Techs (KW) – Recent discussions with members who are techs have begun to bring out some of the group's frustrations with the local and how they

feel unrepresented. KW suggested that an Ad Hoc Committee might be able to allow techs to come together and open a discussion about how the local can better serve them and how they can get involved.

Policy issues with HR and OHS (KW) – KW has been addressing several issues around incident investigations, sick bank use, and members being asked to volunteer time and their own vehicles.

Incident investigations are not being properly signed off by CUPE representatives leaving the union out of the loop.

Adjourned at 1:27 pm.

The Executive met on November 8th:

Business Arising: VIDC, Christmas social Saturday December 2 following the meeting – Kirk said four confirmed they'd like to stay over. Room estimates are \$137-\$157 plus taxes.

Motion carried: That the local 951 cover the cost of up to four hotel rooms for Dec 2, 2017 VIDC Christmas social.

By-laws status update – Cheryl distributed the draft prior to the meeting. Next step is she'll identify the changes as: housekeeping, to align with policy/current practice, mandated by CUPE National, normalized with other locals or more substantive. Discussion and suggestions re some items. She'll circulate prior to the December executive.

Update of executive positions - There have been some changes to executive position changes starting in December and they will be announced at the December GM.

New Business: Education motions – Maddy provided an overview before each motion was opened for discussion and voting.

Motion carried: That we send the President to the BC Labour Law Review in Vancouver on December 6-7, 2017.

Motion carried: To send the Chief Steward and up to two other stewards to the BC Labour Law: Progressive Discipline Seminar for Supervisors and Stewards in Vancouver in June 2018. Date unknown at this time.

Motion carried: To send one member to the BC Pension Boot Camp in Vancouver on February 21, 2018 and that same member plus one other

member to the BC Pension Forum in Vancouver on February 22, 2018.

Adjourned: 12:54 p.m.

No quorum for report.

9. President's Report (KW) – Very busy month. Changes to Exec and other changes happening on campus. Dec Holiday social will focus more on committees and we'll change the agenda to accommodate that. Treasurer has given notice effective Dec 1; he's taken a PEA position. Let her know if you have anyone who is interested. He sits on Pensions Advisory committee, Benefits advisory committee and Pensions investment committee. A member has agreed to join the first to committees. The Trustee whose term ends in June 2018 gave notice to step down effective Jan 1 2018. We're seeking trustee for six months and then up for election. Let her know. The trustees are committed to finishing the audit before she leaves her position. New trustee would attend Exec meetings and oversee new expenditures. Job Evaluation committee vacancy – perhaps someone who recently went through as it would help with familiarity of process.

Education chair has resigned effective Jan 1 2018. Some time commitment on that with emails. Motions, seeking interest, etc. Co-chair of joint H & S committee will take mat leave for a year. Need to find a member to join committee. An existing member will step up as co-chair. Alex Adrock will join as member. 917 changes – elections held Nov 15th with 150 members attending. Kara elected to run 917 elections. Craig Marykuca elected President. Next All Presidents meeting is November 27th. Will meet him and Donal Burrows, new president of RRU's CUPE local. Will bring report to GM, likely not until January.

EI maternity benefits changes effective December 3rd. Option to extend to 18 months from 12 months. Same pay but spread over 18 months. Our top up will remain the same. On November 8th the BC Minister of Finance announced an Economic Stability Dividend of .4% effective February 2018. This will be in addition to the 1% wage increase we bargained.

Reviewing casual hours – Kara continues to work with HR on obtaining lists of casual employees from departments who use them.

Incident investigations – some not happening through union. Discrepancy re who attends what and delays which could affect WorkSafe claim.

Attended BC Fed of Labour Health and Safety course on accommodating mental health issues. The course was approved by WorkSafe.

Recommends the Power of Forgiveness in Workplace course she attended which was offered by HR with an external facilitator. How to work through your feelings of frustration, etc. instead of passing to supervisor. Ask your employer if you'd like to attend.

Holiday Closure Guidelines – let her know if you're unable to take that time. She receives list from HR of those who will work during closure but has been surprised to hear after the fact that our people have been requested to come to work.

Holiday Social – will have motion to change agenda so committees can display what they've done over the last year. Menu changed from last year, room will be oriented differently, and sound system ordered. If you have music offerings please contact Pat Shade or Kirk Mercer.

No quorum for report.

10. Treasurer's Report (SG) –

Kara provided an overview of the double-sided statements of income and expenses for the period of September 1, 2017 through September 30, 2017 and October 1, 2017 to October 30, 2017.

No quorum for motion.

11. Trustee's Report (AW) – no report.

Firming up last half day of audit. Scheduling that and we'll finish the audit. Report possibly at December GM.

12. Chief Steward's Report (TG) – Barbara Gordon, Deputy Chief Steward, gave the report. Meetings scheduled on current, active grievances this month but no movement to report. "Article 9" meetings held re punitive use of "investigations", failure to provide effective

advice and guidance and unequal treatment of members in a work unit.

Let the stewards know if you've been summoned to a meeting in Human Resources with your manager or director for a minor matter that could have been dealt with by your supervisor.

This week Ted Godwin and Bo Love are attending the Lancaster House Labour Arbitration conference.

Please use chiefstewardcupe951@uvic.ca for this position.

No quorum for report.

13. Education Chair's Report (MS) –

No report.

14. Communication Chair's Report (CDW) –

No report. Please use this email for the position: cupelocal951@gmail.com

15. Reports of Committees, Delegates –

Laurie Whyte – reminders in December – International Human Rights day, Persons with Disabilities day, National Day of Remembrance and Action on Violence Against Women. Laurie will provide date for this last event to Communications Chair. She attended the CUPE BC Women's committee meeting. Next meeting February 21. Attended VIDC meeting – they are planning a conference next year for all activists. Date not set yet.

Pat Shade – December 3rd is International Day of the Disabled. This year's focus is to report employers on access issues. If you see anything in your office or workplace feel free to email HR. He'll report at the February GM on the February meeting of the CUPE BC Persons with Disabilities committee.

Kirk Mercer – attended October 28, 2017 meeting of the CUPE BC Skilled Trades committee. His report read: We talked about safety loopholes: Boilers tickets – gas vs oil and how the Field Safety Rep are used in the work place or the lack of.

On K-12 Apprenticeships these discussion's highlighted that we need to be more involved with programs like Trades weeks, Discovery Trades, Dual Credit Program/CDC.

Our recommendations to CUPE BC executive asked for support in working with the BC FED, BC Tradeswomen Society and the Canadian Apprenticeship Forum and to Co Host the Western Municipal Conference in 2019. And as always to promote Trades across CUPE.

Upon review of the resolutions.

121, We need to lobby Government on practical assessments.

138, Promote ourselves as tradespeople to raise our profile across CUPE to everyone in BC. i.e.: at UBCM, BCSTA, NDP Convention, Faculty Associations, BOGS.

140, Apprentice rations – this come from BC Fed i.e. 25% ratio for not only those building public projects but those maintaining the public assets. And last but on going is trades & apprentice numbers survey so we can monitor the loss of job from year to year so that one day we can effect change to see an increase.

Equity and Human Rights Committee - Jeta

Rugova-Plakolli gave this report: The Transgender Day of Remembrance was set aside to memorialize those who were killed due to anti-transgender hatred or prejudice. The event is held in November to honor Rita Hester, whose murder on November 28th, 1998 kicked off the “Remembering Our Dead” web project and a San Francisco candlelight vigil in 1999. Rita Hester’s murder – like most anti-transgender murder cases – has yet to be solved.

Although not every person represented during the Day of Remembrance self-identified as transgender – that is, as a transsexual, crossdresser, or otherwise gender-variant – each was a victim of violence based on bias against transgender people.

We live in times more sensitive than ever to hatred based violence, especially since the events of September 11th. Yet even now, the deaths of those based on anti-transgender hatred or prejudice are largely ignored. Over the last decade, more than one person per month has died due to transgender-based hate or prejudice, regardless of any other factors in their lives. This trend shows no sign of abating.

The Transgender Day of Remembrance serves several purposes. It raises public awareness of hate crimes against transgender people, an action that current media doesn’t perform. Day of Remembrance publicly mourns and honors the lives of our brothers and sisters who might otherwise be forgotten. Through the vigil, we express love and respect for our people in the face of national indifference and hatred. Day of Remembrance reminds non-transgender people that we are their sons, daughters, parents, friends and lovers. Day of Remembrance gives our allies a chance to step forward with us and stand in vigil, memorializing those of us who’ve died by anti-transgender violence.

Benefits committee – Kara’s written report read:

Travel Plans – Out of Country/Province Coverage –

While travelling or on vacation outside B.C. benefits re payable for the following expenses incurred IN AN EMERGENCY ONLY and when ordered by the attending Physician (emergency means a sudden unexpected injury or an acute episode of disease that requires **immediate** treatment or surgery. If further treatment or surgery is required, the severity of the condition must be such that it would not allow the patient to be returned to B.C. for treatment). Non-emergency continuing care, testing, treatment, and surgery, and amounts covered by any government plan and/or any other provider of health coverage are not eligible.

Emergency Travel Assistance – In emergencies which occur while you (and your eligible dependents) are travelling, Medi-Assist will coordinate the following services: (1) Locate the nearest appropriate medical care. (2) Obtain consultative and advisory services and supervision of medical care by qualified licensed Physicians. (3) Investigate, arrange and coordinate medical evacuations and related transportation needs. (4) Arrange and coordinate the repatriation of remains. (5) Replace lost or stolen passports, locate qualified legal assistance and local interpreters, and other incidental aid you and/or your dependent may require when in distress.

Call the nearest Medi-Assist emergency access number listed on your card. If necessary, call collect or contact the local telephone operator for help in placing your call to Medi-Assist. Have your Extended Health number (begins “E0”) and your BC Care Card number ready for personal identification.

Michèle Favarger and other members attended the day-long Retirement Planning seminar offered by HR on Saturday, November 19th. HR Rep could have been better prepared to respond to staff questions. Facilitator from AON was good. She also attended the Trauma-informed Campus presentation by Tim Black on November 17. It's a couple of hours long and worthwhile if you have opportunity to attend. Tim is trying to make sure that the entire campus community is informed on what trauma is and how to deal with individuals (or yourself) who have experienced trauma.

Let's Talk for Pensions session – Kara would like to offer this again but may not be possible until about April.

Without quorum committee and delegate reports could not be moved.

16. **Elections/Nominations** – Kara opened nominations for Agreement Study Committee and outlined importance of this committee that does advance work with the Bargaining committee. Nominations will remain open until elections. Seeking a group representing various positions. Some members will be appointed to ensure a diverse group. Nominations received and accepted by those nominated: Teresa Dixon, Pat Shade, Laurie Whyte.

17. **Unfinished Business** - none

18. **New Business** – none

General Meeting minutes will stay as "Draft" on website until we get quorum at these meetings and can move them.

Prize draws – draw for S'well water bottle (Greg from Printing) and enamel mug featuring art of Maynard Johnny Jr. *Salish, Kwakwaka'wakw* (Marylyn from Library).

Adjournment – 12:55 pm

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

Handouts -

- Calendar – November 2017. (pink)
 - Statement of income and expenses for the period of September 1, 2017 to September 30, 2017 and October 1, 2017 to October 31, 2017. (green)
 - Benefits Report to GM. (lavender)
 - Chief Steward's report – November 2017. (confidential)
-