



# **NOTICE OF GENERAL MEETING**

**October 25, 2017**

**David Strong building C108**

**11:45 am to 1:15 pm**

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## **Minutes of September 27, 2017 GM**

- 1. Roll Call** (CTJ)
- 2. Reading of the Equality Statement** (KM)  
**Recognizing the Territory** (TG)
- 3. Attendance Report and Welcome** -  
25 members had signed in midway through the meeting.
- 4. Announcements** – New Calendar update for Sept 2017, UVic Peleton Ride to Conquer Cancer presentation on Oct 12 at Welcome Centre from 12-1. Learn about this year's ride. They're looking for members; any affiliation with UVic can join. Kathy Mercer spoke about Wanted poster which advertises a winter clothing drive for Our Place. She extended invitation to join Needleworks group which meets every Tuesday from 12-1 in McPherson Library room 216. Interested? Drop by or contact [kmerc@uvic.ca](mailto:kmerc@uvic.ca). GV CUPE Scholarship Award applications for 2017 must be submitted by this Friday, September 29<sup>th</sup>. The Benefits office has scheduled a staff orientation session by Morneau Shepell, our EFAP provider, on October 26<sup>th</sup> from 12-1. They'll provide an overview of what they have to offer.
- 5. Approval of the Agenda** -  
M(KW)/S(KM)/Carried
- 6. Approval of the Minutes** – Minutes of the May 31, 2017 general meeting and August 1, 2017 special meeting were approved.  
M(KW)/S(KM)/Carried
- 7. Matters Arising from the Minutes** - none
- 8. Executive Board Report** (KM) – Kirk presented his reports on July, August and September executive meetings.

## **July 5, 2017 meeting: Business Arising:**

**Key Inventory:** we're creating an inventory of who has keys assigned to CUPE 951.

**New Business:** Discussion re Teresa staying on as Steward in Child Care: Teresa consulted her Child Care colleagues and they felt it more important for her to have a vote than remain a steward. Therefore, she decided to resign as a steward to allow her to remain a Member at Large on the Executive.

**Committee list:** Kara provided draft list of the Committees with chairs, members and exec liaisons.

**Updates on EI changes:** Kara provide update on Maternity Leave and Parental Leave which related to supplementary fund for leaves. Employer is not taking any money away but changes how it is divided.

Extending from a year to 18 months not passed yet in government that would mean lower amount paid each week, which may impact the top up.

**Budget:** Kara made available 'CUPE 951 Budget Year Review (July 1, 2016-June 23, 2017)' and the 'CUPE Local 951 Budget 2017-18 Proposal for the September general meeting'

**Reports:** Chief Steward's report – Ted is in the process of moving into the office and becoming acquainted with the computer as well as current, active investigations and issues.

Victoria Labour Council – Cheryl will step down from the Executive before September.

## **August 9th, 2017 meeting: Business Arising:**

**Education committee:** Maddy spoke to the following motions.

**Motion:** That we send up to three (3) members to the CUPE BC Intro to Stewarding workshop in Courtenay, September 21-22, 2017. Carried.

**Motion:** That we send up to four (4) members to the BC Federation of Labour Occupational Health & Safety workshops in Victoria, November 7-9, 14-17, 2017. Carried.

Note: Four members in total will be sent to workshops.

Workshop on Termination Account – Kara met with Steve Gorham and they substantially reworked draft. Intent is to provide a combined basic workshop for CUPE 951 and 917 members. The workshop will cover what the Termination Account is and how to get started. It will be tested with a group of stewards, RTWA officers, HRCs and Payroll.

Cost Share Update – Kara reported the current campaign “Working for students at UVic” concludes this year with purchase of a tent and banners.

Executive Assistant bargaining update – Kara reported we were asked by Local 467 to go into bargaining which they initiated. Kara gave overview of the handout outlining what was agreed upon.

Accommodation process changes – Kara indicated this is a clarification to the process. Duty to accommodate changes explained in President’s report.

December Holiday Social – Kara booked same room in Cadboro Commons and proposed same Degrees Catering details as last year. Child Care event included in the budget.

**Motion:** To spend up to 4200.00 on the Holiday Social in December of 2017. Carried.

Donation request from CUPE BC -

**Motion:** To donate \$100 to the BC Wildfire account to help CUPE members in hardship as a result of the many wildfires across BC. Carried.

Key Inventory – Cathrine prepared an inventory of Local’s keys and thanked those who responded.

Disposition of old Mac computers – **Motion**, for disposal that they be given (or sold) to Laurie and Kira. This motion remains tabled for review by Trustees.

**Reports:** Treasurer – Kara discussed proposed budget to go to Sept. GM

Education Committee Chair’s report – Maddy’s full report available on request. Date/location change for Winning Grievances and Arbitrations training Ted is registered for. To be held Aug. 16-18 in Vancouver.

Victoria Labour Council –The VLC welcomes assistance with the Labour Day picnic which will run 11:00-2:00.

**September 6, 2017 meeting: Business Arising:**

Review of Committees: Kara provide lists again to Exec to review and forward for voting at Sept. GM.

Budget motion. This proposed budget was previously made available.

**Motion** To present the CUPE Local 951 Budget 2017-18 Proposal to the September general meeting. Carried.

Documentary discussion – Former long term CUPE 951 member requested donation towards her

documentary project on BC volunteers involved in Spanish civil war. We acknowledged this doesn’t fall within our donation policy.

Education committee: Kara presented motions, in Maddy’s absence, being considered against the Defence Fund. Pre-Conference workshop titled: Recognizing and Accommodating Employees with Mental Health Disabilities.

**Motion:** That we send up to two (2) members to the Lancaster Pre-Conference Workshop on Nov. 21, 2017 in Vancouver, BC. Carried.

**Motion:** That we send up to two (2) members to the Lancaster 2017 Labour Arbitration and Policy Conference workshops between Nov. 22-24, 2017 in Vancouver, BC. Carried.

**New Business:** PBC/MSP update Kara attended a Benefits meeting this morning. Please contact Suzanne Helston if you hear about anyone who is having a problem with their claims. MSP changes on website have been taken down awaiting from instruction from new provincial government as to new process starting Jan.1, 2018.

**September 13, 2017 meeting: Business Arising:**

Documentary donation: KW – further to Sept 6<sup>th</sup> meeting discussion. Kirk emailed the letter received from former CUPE 951 member. The website does not include a promo video mentioned in the letter. Given there is no project plan it was decided we would donate in-kind through promotion, not by monetary donation. Kara will let originator of request know our decision. If she’d like to contact us in 6-12 months with a concrete project proposal we could revisit donation possibility.

Pacific Blue Cross – Cheryl reported they’ve settled, signed and ratified the contract. Delays in processing anticipated until backlog dealt with.

**New Business: Members at Large:** For the record, both Members at Large (Laurie Whyte and Teresa Dixon) resigned as stewards to remain on the Executive in these positions.

Motion: a donation to buy a plant/ceramic pot for childcare – In Teresa’s absence Kirk provided an explanation of the circumstances behind the motion.

**Motion:** That we spend up to \$50. Carried.

We had not reached quorum so report could not be approved.

**9. President’s Report (KW) –**

The new email for this position is:

[presidentcupe951@uvic.ca](mailto:presidentcupe951@uvic.ca) With our change in executive at the beginning of summer and then a change in National reps, note our new rep David Scott started mid Sept., our labour meetings

have been delayed. The casual review meetings have been postponed but not forgotten. We hope to meet again in October.

Part of these meeting is working on a new workshop on Termination Accounts. We're hoping for a January release being jointly presented with HR.

Changes to Return to work, traditionally if an accommodation is required outside current position, then HR holds for review vacant positions at same payband or lower. Now, if a member sees a position posted that they feel they meet the minimum requirements in CUPE 951 at any payband, then they are asked to contact their case HR consultant to ask about that specific position as a potential placement. They then would be given an opportunity for a suitability meeting rather than an open competition on that position. Unfortunately, the Union cannot request this but the member can. But good to let your union representative know so that we are aware since this process has yet to be tested.

The changes with EI and the wait period changes for maternity and parental leave. The change was from 2 weeks to 1 week. Past for maternity was UVic pays 95% first 2 weeks then drops to 40% where EI picks up 55% from week 3-18. Now, week 1 is the same, week 2 is 40% UVic, EI 55%, weeks 3-18 same but now at the end where EI is 0% UVic is now 55% for that final last week. No loss but just a change in which week gets what pay. Parental leave is a little different but same idea.

The Agreement Study committee and the Negotiating committee are not a focus point for the union. Note that there are elections for positions on both. Start thinking about if you would like to take part. The Agreement Study committee will strike up soon and the Negotiating committee will be a year out from bargaining. Our contract goes until end of March 2019 which is only just around the corner.

Holiday Social – Mark your calendars! Dec. 13 we will be hosting the holiday social. Hoping to have sound system this year to save my voice and also to hear from others!

We had not reached quorum so report could not be approved.

10. **Treasurer's Report** (KW) – Kara provided details of the 12 month review and indicated how the 2017-18 proposed budget was created. Kara made note of a member's question re Contributions/Donations line and will take question back to Treasurer.

**Motion** (KW)/S(MF) To approve the CUPE Local 951 Budget 2017-18 Proposal – September 2017. Carried

11. **Trustee's Report** (AW) – The trustees are trying to schedule meetings to review the materials.

12. **Appointments/Elections of Committees** – This document, updated for September 2017, was available for review. Kara contacted committee chairs during the Summer to confirm their willingness to stand. Pat Shade indicated he is Exec Liaison for the Good and Welfare committee. If you'd like to join a committee please let Kara know. We're looking for an alternate for the Staff Pensions committee.

**Motion** (KW)/S(KM) To appoint all those named on the committee list for September 2017. Carried.

13. **Chief Steward's Report** – The new email for this position is:

[chiefstewardcupe951@uvic.ca](mailto:chiefstewardcupe951@uvic.ca)

Ted provided details on his written report. Grievances: two at Stage I, one at Stage II, one settled, two in abeyance. Stewards are working on these issues: education accommodation, formal investigations, modified work week, casuals, RTWA, letters of agreement, training, appointment.

14. **Education Chair's Report** (MS) – no report

15. **Communication Chair's Report** (CDW) – no report

Quorum was lost so reports could not be approved.

16. **Reports of Committees, Delegates - Health & Safety committee** – Sara Kissinger gave a report: New CUPE 951 member needed for Turpin/Cornett Building Local Safety Committee. New joint committee member training – Employer waiting on the Employer Advisory

Office and Worksafe BC to make 8 hours of new training available. Training will be offered first to new members, then all existing members. BC Federation of Labour is offering health and safety training in Victoria in November. Local Safety Committee members are encouraged to request that their department send them to the Victoria area trainings. These trainings are recognized by WorkSafe BC and are the best trainings available in the Victoria area.

Human Rights & Equity committee – Sara Kissinger read Jeta Rugova-Plakolli's report. Orange Shirt Day began in Williams Lake, BC in 2013 at the St. Joseph Mission (SJM) residential school commemoration event and has since spread across the country. The name Orange Shirt Day honours survivor [Phyllis Webstad's story](#) of having her shiny new orange shirt taken away from her on her first day of school at the Mission.

(<http://www.uvic.ca/info/orangeshirtday/index.php>).

UVic is encouraging staff, faculty and students to wear an orange shirt on Thursday, September 28. We encourage CUPE members to wear orange on Thursday or any other day this week. [Kara played YouTube video of Phyllis Webstad's Orange Shirt Day Presentation:

<https://www.youtube.com/watch?v=E3vUqr01kAk>]

Quorum was lost so reports could not be approved.

17. **Elections** - none

18. **Unfinished Business** - none

19. **New Business** – none

Prize draws were held throughout the meeting with two mugs, and playing cards (both with native designs) and a CUPE BC apron as prizes. At the end of the meeting The last CUPE 951 lunch bag was offered at the end of the meeting with a member taking it.

**Adjournment** – 1:03 pm

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

**Handouts** - Calendar – Sept 2017, Appointments/Elections of Committees – September 2017, CUPE Local 951 Budget 2017-18 Proposal Sept GM, CUPE 951 Budget year Review (July 1, 2016-June 30, 2017), Chief Steward's confidential report to GM – September 2017, Wanted poster seeking donations of clothing, etc. for Upper Room, Greater Victoria CUPE Scholarship Award Application Form for 2017, Orange Shirt Day flyer, Welcome to CUPE 951 email sign up details.