



NOTICE OF GENERAL MEETING

FEBRUARY 28, 2018

Clearihue A303

11:45 am to 1:15 pm

Minutes of January 31, 2018 GM

- 1. Roll Call (CJ)**
- 2. Reading of the Equality Statement (KM), Recognizing the Territory (TG)**
- 3. Attendance Report and Welcome -**
43 members signed in. (Quorum is 25.)
- 4. Announcements –** Laurie Whyte announced today is Bell Canada's "Let's Talk Mental Health" day. A sharing via texting or through social media Bell will donate 5 cents for each. Check their website. February is Black History month. Information for events in BC and Canada is available online.
Kara displayed the back page of the current Martlet newspaper on which CUPE 951 has an item. This is part of the cost share. May Day and Labour Day advertisements in The Times-Colonist are scheduled.
The Calendar report for January 2018 and other treasurer related handouts available at the sign in table. See list at end of minutes.
- 5. Approval of the Agenda -**
Motion carried (Kara White/Kirk Mercer) That the agenda be approved as changed.
Elections/Nominations was moved to follow the Executive Board report.
- 6. Approval of the Minutes –**
Motion carried (Kara White/Ted Godwin) That the minutes of the December 13, 2017 general meeting be approved.
Drafted minutes are on website and updated to final once approved at these meetings.
- 7. Matters Arising from the Minutes - none**
- 8. Executive Board Report (KM) –** The Executive met on January 3rd:

Business Arising: CUPE BC Convention (KW) - Holding rooms at Westin Bayshore. Waiting for credentials to learn if we have six or seven. Deadline for returning credentials is March 4th.
Motion carried: That we send up to seven delegates to the CUPE BC convention being held April 18-21 2018 in Vancouver.

Kara will exercise her option to attend; she hasn't talked to Kirk yet. Potentially five spots available. The notice of election will go on the notice of the January GM.

Agreement study committee (KW) - The President and Chief Steward are standing members on the committee. Others are elected or appointed. Kara received three names (Teresa Dixon, Pat Shade, Laurie Whyte) and is hoping to get confirmation from a tech who expressed interest. A call for members was done at November and December GMs and will be done at January GM for the four elected positions.

Mat Leave updates (KW) – Federal government changes to maternity/ paternity leave. Language in collective agreement for supplementary benefit. KW met with employer. The provincial government is determining how to roll out federal changes. This will be covered in the President's report.

President vacation requests (KW) – Requested Feb 14-21. Will be within email range. Prep done for arbitration. Requested June 4-30. Will be within email and cell range but different time zone. Pat also away May 30–June 30.

Arbitration update (KW) – Agreement on union side but not employer's. Phone consultation done with arbitrator Sullivan. To be scheduled

for evenings or weekends. Booked for January 22nd from 5:00 p.m. onward. Kara and Ted involved; they may not be available on 23rd if it runs late.

Annotated bylaws update (CDW) – Draft emailed this morning. Annotated where all changes were made. There was agreement that Executive meeting quorum should be changed to five. Proposing general meeting quorum to be 20. Discussion involved 4D, 5C, 5D and 7.

Adjourned: 12:59

The Executive met on January 10th:

Business Arising: Annotated bylaws update (CDW) - A copy was available which included changes made since the January 3rd executive meeting. Kara requested a copy be provided to the CUPE national rep (David Scott) for his review; he has some questions.

A step by step review of the remaining sections from 8C through 18D was done with discussion and notes taken by committee.

Update on Executive positions (KW) – We're still seeking individuals to fill the positions. Once identified, we could appoint them until an election is held at a general meeting. Options re how best to solicit interested individuals was discussed. Cheryl is working on a draft post on vacancies for the website as well as one re the election for CUPE BC convention delegates.

May 2017 General Meeting date (KW) – Our May 30th general meeting conflicts with the Bike To Work Week free lunch. Agreement that the meeting should be moved a week earlier (May 23rd). Kara will make arrangements.

New Business: Education motion (KW) – UVic not offering this course this year. Registration (\$115) plus wages plus per diem. The following motion was discussed but couldn't be voted upon without quorum. Kara will email Executive for vote.

Motion (Kara White/Cathrine Jansen) That we send the new member of the Joint Health and Safety committee to the BC Federation of Labour Health and Safety course on Incident Investigation in Victoria on May 24, 2018.

Adjourned: 1:25.

Motion carried (Kirk Mercer/Suzanne Lanthier) That the Executive Board report be approved.

9. Elections/Nominations –

Agreement Study committee – The following members were nominated, accepted their nomination and gave a brief introduction re why they'd like to be on the committee: Teresa Dixon, Laurie Whyte, Pat Shade, Michael Rheault, Chris Secord, Kate Brooks, Sean Adams. An election was held with members voting for four individuals.

ELECTED by majority count were Kate Brooks, Sean Adams, Laurie Whyte and Pat Shade. If you weren't elected you will be considered at the next Executive meeting. The Exec will review to determine a good fit as we'd like to have coverage right across the board. You'll be contacted afterwards.

Motion carried (Pat Shade/Suzanne Lanthier) That the ballots be destroyed.

CUPE BC Convention – We received seven credentials. With the President (Kara) and First Vice President (Kirk) exercising their option to attend we'll elect up to five others to attend. Nominated: Cheryl Page DeWolfe, Pat Shade, Laurie Whyte, Barbara Gordon, Michael Rheault, Ted Godwin and Jeta Rugova-Plakolli. Jeta declined to let her name stand.

ELECTED by majority count were: Laurie Whyte, Barbara Gordon, Michael Rheault, Pat Shade and Ted Godwin. Alternate: Cheryl Page DeWolfe.

Motion carried (Pat Shade/Marylyn Roddick).

That the ballots be destroyed.

CUPE BC Convention delegates - Please see Kara immediately following the meeting to fill out your Delegate Credential form since they need to be sent soon.

10. **President's Report** (KW) – We are heading down the road to issues with Accommodations again with Arbitrator Sullivan. The main issue is the Accommodation process is not working and so we are at a point that something may have to change.

We are also seeing more departments wanting black out periods for their staff to take vacation.

Please let us know if you are being affected. As to Bargaining, the Union is starting to gear up and over the next few months the local will be looking at language.

The CUPE locals on campus met in December to work on plans for the cost share. We have approval from National so now we are looking at the action items for the campaign "Working for Students at UVic". We have an ad in The Martlet that came out Jan. 25th. We are looking at putting an ad in the Times Colonist for May Day and one for Labour Day to say we are members that proudly support students and the UVic community.

The local has also started regular meetings with the Child Care workers. Due to ratio requirements, our child care workers are not able to attend general meetings. The first one was in December with another to follow in early March.

February is a month where I turn my attentions to Pensions so I will be attending the BC Pension Forum as well as the UVic offering from Pacific Business and Law Institute for Plan Advisors. I am looking forward to finding out more about the new legislation.

At this time of year retirements are on a lot of members minds. I congratulate all members that are taking that big step. Please reach out if you are thinking about retirement and have questions. There is also Morneau Shepell that offers help and advice for those thinking of retiring. But for those of us that are continuing on, please remember there are lots of interesting courses offered to staff through the HR website (Employee Learning Calendar). It is great to see so many out today and I appreciate your attendance to make our Union strong.

10. Treasurer's Report (KW) – Kara provided an overview of two handouts that were available: CUPE 951 Budget 6 month review (July 1, 2017-Dec 31, 2017) and Statement of income for the period of October 1, 2017 to December 31, 2017. We are on target with 50% in all categories. Lots of standard charges, not

seeing anything different. If interested in being Treasurer please let Kara know.

11. Trustee's Report (AW) – CUPE National has written back to indicate they received, reviewed and accepted our audit. No further follow up required.

If interested in being a Trustee please let Kara know. Position vacant ends June 30, 2018. Could be appointed to try it out and then elected at General Meeting. New term begins July 1st.

12. Chief Steward's Report (TG) – No new grievances or settled since last meeting. Kara reviewed arbitration. Lots of enquiries re members having meetings with bosses who try to get decisions re their future here without a union rep present. Please contact Ted or the office for representation when you've been invited to a meeting with the employer. Stewards present in the room today are: Michael Rheault, Andrea Roszmann, Barbara Gordon, Jeta Rugova-Plakolli. Please use this email: chiefstewardcupe951@uvic.ca

11. Education Chair's Report (KW) - We're seeking an Education Chair. Could start now and look at what we're offering in September and looking at budget. Please contact her if you'd like more information.

12. Communication Chair's Report (CDW) – None due to her absence. Please use this email for the position: cupelocal951@gmail.com

13. Reports of Committees, Delegates –

Benefits committee (KW) - HR website now has a brochure regarding changes to maternity and paternity benefits. We're not losing anything. Top ups that were part of the collective agreement aren't being affected. HR's Employee Learning Calendar is available with courses offered February through May. Register on HR site. A few of the courses are: Dealing with Difficulty Personalities (Feb 16), Creating Balance in Your Life (March 23), Healthy

Active Living (April 3), Care for the Aging (April 25), Understanding Depressive Illness (May 9).

*Motion carried (Kara White/Laurie Whyte)
That all reports be approved.*

14. **Unfinished Business** – none

15. **New Business** – none

Prize draws held during meeting – Vintage owl desk calendar, Canada 2018 desk calendar and Sacred Feminine – An Indigenous Art colouring book.

Adjournment – 1:06 pm

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

Handouts -

- Calendar – January 2018. (pink)
 - CUPE 951 Budget 6 month review (July 1, 2017-Dec 31, 2017). (green)
 - Statement of income for the period of October 1, 2017 to December 31, 2017. (green)
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