



NOTICE OF GENERAL MEETING

June 27, 2018

Cadboro Commons

11:45 am to 1:15 pm

Minutes of May 23, 2018 GM

1. **Roll Call** (CJ)
2. **Reading of the Equality Statement** (KM), **Recognizing the Territory** (TG)
3. **Attendance Report and Welcome** - 20 members attended. (Quorum is 25.)
4. **Announcements** – Calendar update – The CUPE 951 office is open June 4-8. The President and Chief Steward will be away but the Executive Assistant will be in the office the entire week.
Bargaining Survey – postcards mailed and email reminders sent inviting completion. Tomorrow is last day to complete.
Scholarships – there are a number of scholarships available. Please check our website for more information.
Collection for the June BBQ coming up - We're focusing on collecting items for Welcome Kits for the Women's Transition House at the June BBQ.
The drafted General Meeting minutes go up on the website about a week after the meeting. They remain in Draft form until we have quorum at a General Meeting and can vote on their approval.
5. **Approval of the Agenda** – *No quorum for motion to approve.*
6. **Approval of the Minutes** – *No quorum for motion to approve.*
7. **Matters Arising from the Minutes** – none
8. **Executive Board Report** (KM) – The Executive met on May 2nd.

Business Arising: Agreement Study committee update – Kara - survey complete. It's ready to go. Postcards – doing final approval before being sent out. Will be sent to printing this afternoon – likely not received until Friday. Survey ends May 24th
Costshare update – Kara – tee shirts in. If you're helping or volunteering at event you'll be wearing a tee shirt. Hoping to get it out for Labour Day. Will have tables at orientations for new students, undergrads, mature students, grad students.

New Business: Campus Update session - Kara reported on the Update session provided by Gayle Gorrill, VP Finance and Operations, on Friday, April 27th. It's available for viewing online. The CUPE presidents and David Scott, National Rep, met this morning with Kane Kilbey and Gayle and went through the presentation and any questions we had.

The Executive met on May 9th:

Business Arising: Agreement Study update: Bargaining survey is out and 155 responses have been received.

Swag: Kara informed us that bargaining is approaching and we have very few CUPE 951 umbrellas left. Discussion on what new materials should be ordered. Pat suggested vinyl logos to go over the camera setting on personal computers.

Cost share update: Janet Szliske from CUPE National would like to come to UVic and take picture of members on May 24th.

New Business: Draft CUPE 951 Bylaws:

Ted put a motion through that we hold a special general meeting for the purpose of presenting the amended Bylaws on July 31st.

Donation: Ted informed us that CUPE 3903 at York University is on strike. They are looking for financial support. **Motion:** To donate \$100 to CUPE 3903 for strike support. Carried.

No quorum for motion to approve this report.

9. **President's Report** (KW) – Thank you for coming. Today's meeting moved up a week to avoid conflict with the Bike to Work Week sponsor lunch held on May 30th.

Campus update – was held on April 27th by Gayle Gorrill. The hour long presentation is available on UVic's website. Increase in fees for international students and tuition. The 1.95% employer health tax was mentioned in the speech. Has to do with the provincial government and MSP changes as of January 1 2019. Most of budget focused on 20% increase international tuition fees. Fee increases to be grandparented in so not a shock to current students. Let Union office know if you have problems in your office because of tuition increase.

LTD (Long Term Disability) plan – had a meeting this morning. The staff plan includes CUPE 951, 917 and one component from CUPE 4163. Premiums are assessed every year. Our plan is set up so employer pays those and a cap of 3.08% is set. Last year we were at the cap. This year we were notified we're beyond the cap. We have a contingency fund that could be used to bridge the difference in the cap but would only last 12 months to maintain benefits.

Bargaining – The Agreement Study committee has been meeting with some meetings to review contract language to be held over the Summer. Bargaining survey postcards distributed with reminders sent by email if you're on our email list. We've only

received responses in the low 200s at this point. Please go back to your offices and share it that you have today and tomorrow to complete. This is your chance to tell us what you'd like to be focused on for bargaining.

Cost-shares – our current "Working for Students" campaign ends mid-September this year. Join us for a photo opportunity tomorrow (May 24th) at 12 noon at Petch fountain. Look for the pink CUPE National flag and our flag with the CUPE 951 logo. Photos to be used in the Fall and when we go into bargaining.

Termination account workshop – this has stalled since I'll be away all of June and won't be able to finish reviewing slides with the employer before then. It will be tested with stewards and RTW officers first. Then rolled out via Human Resources offerings in the Fall.

Let's Talk Pensions – Tuesday, May 29th from 12:00-1:00 in Clearihue C108. We'll go through the 2017 staff plan report to members to make sure it's clear language. In late June you'll be mailed your member statements. We'll review how statements have changed. Amy Errington (new CUPE 951 committee member) will be there. June GM/BBQ will be hosted by the stewards and held at Cadboro Commons outside Village Greens.

No quorum for motion to approve this report.

10. **Treasurer's Report** (KW) – Statement of income and expenses for the period of April 1, 2018 to April 30, 2018 available as handout. Typo on year noted. Details are for 2018. Year typo on the printed report.

No quorum for motion to approve this report.

11. **Trustee's Report** (AW) - a meeting in July has been scheduled for review of the books.

No quorum for motion to approve this report.

12. **Chief Steward's Report** - No grievances resolved, or new grievances filed since the

last meeting. Two layoffs currently in process. If you have been in a temporary position for two years, you now have full rights and benefits including the provisions of Article 17: Layoff and Recall of Regular Employees.

Four stewards registered for training at VIU June 6-9.

The RSVP for the June BBQ will be going out shortly. Hosted by your stewards, come enjoy lunch and meet your stewards and return to work officers.

Please use chiefstewardcupe951@uvic.ca for this position.

No quorum for motion to approve this report.

13. Education Chair's Report – Kara reported we're still looking for a chair for this committee. If interested, we would welcome you with open arms. Let's Talk Pensions scheduled for Tuesday, May 29th from 12:00-1:00 in Clearihue C108.

No quorum for motion to approve this report.

14. Communication Chair's Report (PD) – Page will be stepping down as Communication chair at end of August. Lots of time now for training. Lots of overlap. Now would be a good time to do that. Yesterday's reminder of this meeting showed up in her spam folder. If you're expecting the emails – add the email to your Address Book and that should bump it into your Inbox.

No quorum for motion to approve this report.

15. Reports of Committees, Delegates –

Ad Hoc Bylaws Review committee – Kirk Mercer reported the committee has been meeting for the last two years. A special general meeting will be held on July 31st for one hour. Hopefully everyone will take time to review the proposed bylaw changes prior to that and attend to vote. The proposed bylaw changes will be posted to the website soon along with an annotated section that

gives explanations for changes. This should provide lots of time for people to review in advance.

We'd like people to arrive to the July 31st presentation well informed and we can vote at that time.

Victoria Labour Council (VLC) – Ted reported the VLC is sponsoring a team of ten to participate in the 1st Annual Walk/Run for Mental Health, September 22 at Banfield Park in Victoria. Victoria.DefeatDepression.ca If our local gets enough people to sign up we could have a CUPE 951 team. If interested contact Ted or Kirk Mercer.

The Municipal Committee is sending questionnaires to candidates for the municipal and school board elections this fall. The NDP has banned corporate and union donations but the council and union locals can still endorse candidates and communicate the same to their members.

CUPE BC convention – Laurie Whyte gave a delegate's report. Two years ago the local submitted an emergency resolution to stop the privatization of blood donations where companies wanted to pay to have blood donated. That emergency resolution passed. This year CUPE BC executive put through a similar resolution which passed. "On May 17, the *Voluntary Blood Donations Act* passed in British Columbia with unanimous support from all parties. The legislation prohibits private companies from paying individuals for their blood and plasma province-wide. CUPE applauds the NDP government for acting to safeguard our national public blood and plasma collection system." Excerpt from *Voluntary Blood Donations Act* receives unanimous support in B.C. article posted on CUPE website on May 22, 2018.

Job Evaluation committee report – Page DeWolfe reported there are lots of changes going on to the committee. HR has appointed a new co-chair but we've not had a chance to meet. She and Kirk Mercer will be training a new member at large in the next month. After 8 years on the committee, Page will be handing the co-chair reigns to Kirk and will step back to member at large until a replacement can be found. Kirk asked members to send anyone their way who has gone through the JE appeals committee in recent years since their experience would be very useful on the committee.

Without quorum the Committee and Delegate reports could not be moved for approval.

16. **Elections** – Kara asked members to contact us if you are interested in the different Executive positions available. We're looking for members on committees, too.

17. **Unfinished Business** - none

18. **New Business** – none

Prize draws – two draws for One Card gift cards (Andrea Roszmann and Jeta Rugova-Plakolli) and a draw for a S'well water bottle (Michael Gaudet).

Adjournment - 12:44 pm

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

Handouts -

- Calendar – May 2018. (pink)
- Statement of income and expenses for the period of April 1, 2018 to April 30, 2018. (green)
- Cards for the Victoria 1st Annual Walk/Run for Mental Health (Victoria.DefeatDepression.ca)