



NOTICE OF GENERAL MEETING

MARCH 28, 2018

Clearihue A303

11:45 am to 1:15 pm

Minutes of February 28, 2018 GM

1. **Roll Call** (CJ)
2. **Reading of the Equality Statement** (PS)
Recognizing the Territory (TG)
3. **Attendance Report and Welcome** - 20 members attended. (Quorum is 25.)
4. **Announcements** – **International Women’s Day** on March 8th. Laurie Whyte gave an overview, said the union’s theme for the day is bread and roses, from the song by James Oppenheim. She suggested people could google it to see the lyrics. The song dates back to 1911 and became popular again in the late 1960s with the resurgence of the women’s movement and the interest in the role played by women in trade union history. Laurie suggested everyone show appreciation on March 8th for the special women in their lives.
The 10th **Pink Shirt Day** is on February 28th and this year’s theme is cyberbullying. Pat mentioned people go on social media (Facebook, Twitter) and post a positive comment with #pinkitforward. Nice needs no filter. The anti-bullying movement first started ten years ago when two teens decided to stick up for a fellow student who was being picked on for wearing a pink shirt. CUPE Vancouver Island District Council (VIDC) is hosting a **Leadership conference**, June 6-9 at Vancouver Island University in Nanaimo. The Nanaimo Pride Parade follows on 9th.

Tampon Tuesday (Feb 22-March 6) – Victoria Labour Council campaign for donation of feminine hygiene products to go to service women in Victoria UW. Two collection points on campus: at Finnerty’s (by counter with napkins, etc.) and at the SUB. More info at Tampontuesday.ca

Calendar – New items are underlined. Kara is attending Essential Tasks of Pension & Benefit Plan today.

Seeking three members to fill vacant Executive positions: The positions of Education Chair and Treasurer run until June 2019. Both have voice and vote on the Executive Board. The trustee position ends June 2018 with an election at that time.

Education Chair and Treasurer – see outline of responsibilities at end of minutes.

Trustee – seeking a member for this position through June 2018. With the audit completed there is no business for the trustees at this time. The position is up for election in July.

5. **Approval of the Agenda** - No quorum during meeting.

6. **Approval of the Minutes** – Drafted minutes of the January 31, 2018 meeting are available on the website. They’ll remain as Draft 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 February 7th:

Business Arising: Agreement Study Committee - Appointments (KW) – The committee is comprised of President, Chief Steward, four members to be elected and four members to be appointed. Kate Brooks (secretary), Sean Adams (technician), Laurie Whyte (library staff) and Pat Shade (clerk) were elected at the January 31, 2018 general meeting. Discussion regarding members to be appointed included covering types of positions as well as gender balance. Appoint: Teresa Dixon (Child Care), Michael Rheault (Law Library) and Kirk Mercer (Print shop, skilled trades). Two others were identified; Kirk and Kara will contact them and report back.

Resolutions – Kirk emailed proposed resolutions for CUPE BC convention in advance of the meeting: Ted’s resolution re web based electronic voting; three from the Skilled Trades committee and three from the Workers of Colour committee. Laurie received others from the International Solidarity committee. Laurie will email the ones she’s received this afternoon for consideration. Kirk will arrange for an e-vote to be sent to the Executive on all resolutions.

Office upgrade – Kara provided reasoning for motion. *Motion carried: To spend up to \$500 out of Operating budget for sit stand desk for executive assistant.*

New Business:

Personal cyber security – Kara met with Navi Bassi (Director, Academic and Administrative Systems, University Systems) and presidents of the CUPE locals and PEA. He provided information on drafted changes to NetLink ID policy. Changes may take effect in March. Nav has done a presentation on personal cyber security for campus groups including the PEA. The Executive expressed interest in scheduling a Let’s Talk lunch hour on this topic. Kara will contact him.

Adjourned: 1:08 pm

The Executive met on February 14th:

Business Arising:

Vancouver Island Library Staff Conference (KM) - Letter received and circulated from conference coordinators (Christine Walde and Jennifer Wells) requesting support, in same manner as last year. Sponsors will be acknowledged throughout the conference, displayed prominently and announced. *Motion carried: To donate \$500 to sponsor the Vancouver Island Library Staff Conference, Friday, April 27, 2018 at the University of Victoria.*

Operations Trackshoes (KM) - Letter circulated requesting sponsorship. We have history of supporting this.

Motion carried: To donate \$100 to sponsor Operation Trackshoes held at the University of Victoria, Friday, June 8 to Sunday, June 10, 2018.

Laurie suggested adding something to our website re volunteer opportunities.

Resolutions (KM) –The resolutions were brought forward for vote at the meeting. International Solidarity committee – majority voted to endorse the five resolutions from this committee.

Persons with a Disability committee – 1st resolution – majority voted to endorse. 2nd resolution – members noted issues with the wording. The resolution failed to receive endorsement.

Adjourned: 12:29 pm.

No quorum for report.

9. **President’s Report** (KW) – Bargaining – I met in early Feb with Sarah St. John, CUPE research representative, to start looking into bargaining surveys. She was looking at our past history to find out what sort of generalized questions could be asked. Also we wanted to start preparing for this next round of bargaining and determine what the bigger issues for our local were. I am hoping Sarah will report her findings soon and I’ll

forward those to the Agreement Study committee so we can start the big work on looking at our collective agreement. The first meeting date is still to be set.

The Agreement Study committee consists of: President, Chief Steward, Kate Brooks, Sean Adams, Laurie Whyte, Pat Shade, Kirk Mercer, Teresa Dixon, Michael Rheault, Rebecca Jamin.

Casual Hours review – The stats for 2014, 2015, 2016 and 2017 are completely done. We had a peak in 2015 with high usage of casuals all over campus but the trends are showing a slowing down with some areas decreasing dramatically. I'm looking at whether this is due to more hires in an area or just not bringing in casuals when people are off on vacation or sick leave. We monitor each area as well as have a breakdown of hours for each individual called in for casual work. These stats will help with the bargaining process as well as show patterns across campus.

Sick Benefit Bank – The numbers are in for the sick benefit bank. At the start of 2017 we had 592.75 days in the bank. At year end we were just 35.50 days over which is the lowest outcome since 2002. For the record, in 2016 we used a total of 1384.50 days.

Child Care meetings – Ted and I will attend our second meeting on Friday, March 2nd at the end of their work day. We're looking forward to their questions as well as building connections with them to the general membership.

Pensions – We attended the BC Pension Leadership Forum happened on Feb. 22 in Vancouver. Some of the topics were: Facing Challenges, finding solutions (ESG – environment, social and governance factors and implementing solutions to key challenges that we face such as inequality, climate change, leadership and infrastructure. Jose Meijer, Trustee for

Pension Fund ABP in the Netherlands, talked about investing challenges and trusting your gut but also ask the tough questions with input in NGOs. She is a trustee for a 400 billion Euro pension plan. The shift this year was really looking at the social value of investments and not just the environmental. Therefore there was mention of dialogue between management, unions and the community.

Today I am attending the Pacific Business and Law Institute on essential tasks of pension and benefit plan trustees. I am not a trustee but it is good to know the recent changes in the law as well as looking at costs to the plan (oversight). This afternoon is CPP reform update. I will update more at the next GM.

We're hoping to have a lunch and learn session on the Staff Pension Plan and a separate one on the CPP. Stay tuned for dates.

I was on vacation for part of February but your acting president, Kirk Mercer, covered during my time away. He will report out on the CUPE Universities Committee meeting held on Feb. 15th and the Universities Coordinated Bargaining Committee meeting held on Feb. 16th. I'd like to thank you for attending today. We need your input to go forward as a union so thanks again for coming out.

10. Treasurer's Report – none

11. Trustee's Report - none

12. Chief Steward's Report (TG) - No resolutions to outstanding grievances, and no new grievances since the last general meeting.

There was one layoff of a member with just over one-year seniority in a half-time position. They elected to exercise their bumping rights and have been placed. We are working with the employer to find a placement for the displaced member and it

looks like they will be placed without having to bump.

Myself and Jeta Rugova-Plakoli will be attending two days of Steward training later this month on a Friday & Saturday at VIU in Nanaimo.

13. **Education Chair's Report** - none

14. **Communication Chair's Report** – none

15. **Reports of Committees, Delegates** - **Universities Committee report** – In Kara's absence Kirk Mercer attended the February 15th meeting in Vancouver. He provided an overview of the report which is available from the recording secretary.

The Universities Coordinated Bargaining Committee (UCBC) met the next day. They will meet again during the CUPE BC convention.

Health and Safety committee – Kara reported the University safety committee met Feb. 27th. Bike thefts increasing on campus. All either had no lock or chain lock. Use a U-lock. Unsecured lockers in MacLaurin and CARSA have had items removed from them.

Vancouver Island District Council (VIDC) Resolution committee – Laurie Whyte (chair) reported a mix up in the deadline for resolutions to be submitted to CUPE BC. Result was the VIDC resolutions didn't get submitted on time (for the first time since Laurie has been Chair). The resolutions will be considered late resolutions. All other resolutions will have to be dealt with at convention before the late ones will be put forward. The two resolutions submitted by locals (one from 951 written by Ted Godwin) were submitted on time by the locals and all the other resolutions were submitted by CUPE BC Committees, all of the resolutions were submitted on time through other channels. It just means they won't have VIDC's signature on them.

Kirk Mercer remarked that lots of district councils and committees didn't get theirs in either. The convention is being held two weeks earlier this year.

Vancouver Island District Council (VIDC) Diversity committee – Laurie Whyte (chair) submitted an action plan for the year. Will try to get article on Black History on Vancouver Island to Cheryl so she can put it on the website. The VIDC meets four times a year and there will be a 'theme' for each meeting: in May – disability awareness. Hope to have key speaker and any material she gets will make available to our local, as well. In September - Every Child Matters – Orange Shirt Day – recognition of the impact residential schools has had and continues to have on Indigenous communities across the country. It is an opportunity for First Nations, local governments, schools and communities to come together in the spirit of reconciliation and hope for generations of children to come. In November and December - they want to focus on the many international days of awareness, remembrance and action. For example, the Transgendered Day Remembrance is November 20, 2018.

CUPE BC Women's committee – Laurie Whyte reported they met February 21st. She was unable to attend but will share minutes from the meeting when available.

Victoria Labour Council (VLC) – Delegate Ted Godwin reported he was elected as CUPE rep to the Council for the next year.

CUPE BC Persons with a Disability committee – Pat Shade reported they met in January. Guest speaker from Disability Alliance BC presented on different free programs available to those with developmental and intellectual disabilities. They are based in Vancouver but looking at opening an office in Victoria.

Pat suggested asking manager of grocery stores whether they have anyone with developmental or intellectual disabilities. If they do, thank them. If they don't, thank them. The point is to increase awareness and not harass them.

CUPE BC Skilled Trades Committee – Kirk Mercer read his report from the January 22nd meeting of the committee which included guest speaker Lisa Langevin from IBEW and Build TogetHER. The full report is available from the recording secretary.

16. **Elections** - none

17. **Unfinished Business** - none

18. **New Business** - none

Prize draws - two Eco Bag lunch bags [Eagle Vision (Allan Weir, Haida) and In Spirit (Corey W. Moraes, Tsimshian)], a S'well type water bottle and two business card holders.

Adjournment – 12:52 pm

Copies of written reports can be requested from the recording secretary (ctjansen @ uvic.ca)

Handout -

Calendar – February 2018. (pink)

Details regarding the Education Committee Chair and Treasurer positions.

We are looking for a member to step up to each of these important roles since you would have a vote and a vote at the executive level. Education is available. Please consider putting your name forward: email presidentcupe951@uvic.ca or cupe951@uvic.ca

The EDUCATION COMMITTEE CHAIR will:

- Coordinate the activities of the Union's Education Committee (includes Kara White and Kirk Mercer)
- Process registrations, travel and accommodation bookings, travel advances, and leave notices (with the help of the executive assistant)
- Identify training priorities, educational opportunities, conferences and conventions of importance to the Local and recommend actions to the Executive Board (most are on the calendar so just need to keep eye on)
- Give reports from the Education Committee to the Executive Board and General meetings;
- Co-sign cheques and ensure that the Local's funds are used only as authorized or directed by the CUPE Constitution, CUPE 951 By-Laws, or vote of the Executive Board or membership at a General meeting.

The TREASURER will:

- Work with the President and the Trustees to develop the Union's annual budget, and to monitor expenditures
- Regularly make a full financial report to meetings
- Provide an accurate monthly membership report including dues to all General meetings and to the National CUPE Office and to all affiliates who are entitled to per capita payments (with the help of the executive assistant)
- Audit the dues deductions made the Accounting Department on a monthly basis (part of the per capita calculations)

- Sign all cheques with the President, Vice-Presidents, Chief Steward or Education Committee Chair as co-signee
 - Record all transactions in a manner acceptable to the Executive Board and Trustees and in accordance with good accounting practices (Use Quickbooks)
 - Be a member of the Education Committee
 - Deliver the Local's books to the Trustees for audit annually
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