



# NOTICE OF GENERAL MEETING

May 23, 2018

Clearihue C110

11:45 am to 1:15 pm

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## Minutes of April 25, 2018 GM

1. **Roll Call** (CJ)
2. **Reading of the Equality Statement** (TG)  
**Recognizing the Territory** (MR)
3. **Attendance Report and Welcome** - 28 members attended. (Quorum is 25.)
4. **Announcements** – Calendar update for April 2018. Changes and additions noted. Mark your calendars for the June 25<sup>th</sup> BBQ/general meeting.
5. **Approval of the Agenda** - *Motion (M-Kara White, S-Kirk Mercer) That the agenda be approved. Carried*
6. **Approval of the Minutes** – Minutes of the March 28, 2018 minutes approved. *Motion (M-Kara White, S-Michael Rheault) That the minutes of the March 8, 2018 meeting be approved. Carried*
7. **Matters Arising from the Minutes** - none
8. **President's Report** (KW) – Welcome. Busy with CUPE BC convention held last week. **Bargaining** - Started talking about bargaining. Agreement Study committee has been meeting and met yesterday and finalized bargaining survey. You'll receive postcard in mail with link to survey. You'll get an email, too, but since we don't have all of them we're sending a postcard. Your time to tell us what your priorities are for bargaining. May 2-24 for survey completion. It's your time to give us direction. What parts of the collective agreement can we help you with, for example, in terms of

making life more affordable – how to do that (transit pass, etc.). Please provide suggestions of what you'd like to see. University CUPE presidents have been talking pretty regularly since January and met at convention partly because of BCGEU. They've gone to the table 11 months early. As of yesterday the government has put an announcement out – from PSEC – three tables are going to table early. Master agreement BCGEU (social services and health). Province released statement that they are looking forward to employers and unions to meet freely negotiated agreements that meet the province's core priorities (Kara read those). **Return to Work/Joint Return to Work committee** - Arden Little has been co-chair of joint return to work committee for a number of years. We'll be celebrating his impending retirement today. Trying to bring back the joint RTW. Successful to have a meeting on April 10<sup>th</sup> to revise that. Will be a bit different. Always had mediator or third party running committee - don't have that now. Another meeting has been scheduled where we'll set more of an agenda and try to meet on a regular basis. Need to talk about processes about accommodation. **Termination account workshop** – had some dates for this week but haven't seen the slides from HR yet. Delayed but hope to start

on May 11<sup>th</sup>. Joint presentations with HR. May need to revamp with goal to offer more in the Fall. Coming out through HR. Thank you for coming out. We do need quorum.

*Motion (M-Kara White, S-Kirk Mercer) That the President's Report be approved. Carried*

9. **Executive Board Report** (PS) – Pat Shade reported the Executive met on April 4<sup>th</sup> and 11<sup>th</sup>. We didn't have quorum on 4<sup>th</sup> so motions were dealt with at second meeting. Minutes from previous executive meetings were approved then. Motion passed to purchase shredder for CUPE 951 office. Motion passed to send up to four stewards/union officers to the CUPE Vancouver Island District Council Leadership conference in Nanaimo on June 6-9, 2018. Motion passed for a bouquet for 33<sup>rd</sup> Miner's Memorial in Cumberland on June 23, 2018. This is an ongoing donation that we make. Let us know if you plan to attend so we can arrange for it to be laid at the gravesite ceremony.

Discussion re feedback survey at general meetings. Page brought draft.

E-vote procedures for items that come up between Exec board meetings so it can go out to Exec board members to vote on emergency items. Process approved for this. Motion passed to send up to six members to 5<sup>th</sup> Annual Conference on Brain Injury being held on campus June 30, 2018. The conference is coordinated by The Cridge Centre for the Family. Costs will be wages only given the campus location and lunch and refreshments at breaks included in free registration.

Kirk thanked Pat for handling the Executive meetings during his absence as well as making today's report.

*Motion (M-Pat Shade, S-Kirk Mercer) That the Executive Board report be approved. Carried*

10. **Treasurer's Report** (KW) – Kara gave an overview of the Statement of Income and Expenses for the period of March 1, 2018 to March 31, 2018 document which was available at the meeting. We're still looking for a treasurer. We're down one signing authority so with convention it made it awkward.

Explanation re budget for education.

Covered from Defence Fund, transferred to General, because Education comes from there and is reported out that way.

*Motion (M-Kara White, S-Ted Godwin) That the Treasurer's Report be approved. Carried*

11. **Trustee's Report** (AW) – none. Kara reported books are up to date and will be balanced within ten days which is when final bank statement is expected.

12. **Chief Steward's Report** (TG) – Ted gave a verbal report regarding items he's been dealing with recently. If you're interested in stewarding now is great time to get involved. Educational opportunities coming up and, if interested or curious, please speak to Ted or Barbara, Mike, Andrea or Bo.

Please use [chiefstewardcupe951@uvic.ca](mailto:chiefstewardcupe951@uvic.ca) for this position.

*Motion (M-Ted Godwin, S-Michael Rheault) That the Chief Steward's report be approved. Carried.*

13. **Education Chair's Report** (KW) – Kara reported items going through the Executive board. Lots reported out in Exec board report by Pat. Still seeking someone for this position.

14. **Communication Chair's Report** (PD) – In lieu of door prize tickets Page distributed slips of paper with link to super brief survey about GM. The survey is feedback for the general meetings and while we are restricted somewhat by the agenda, we'd like your feedback on what you'd like to see us doing. At the end, there is an opportunity to add email address and be entered in draw for door prize. Because we ran out of slips,

Page will be emailing the meeting attendees to make sure everyone has the opportunity to give feedback.

If anyone interested in stepping into Communication Chair's position she'd be willing to step into one of the other vacancies. It's difficult to make quorum without all key executive members. If interested, please let her know. She's happy to train you up.

Please use [cupelocal951@gmail.com](mailto:cupelocal951@gmail.com) to reach the Communications Chair.

*Motion (M-Page DeWolfe, S-Kirk Mercer) That the Communication Chair's report be approved. Carried*

**15. Reports of Committees, Delegates - CUPE BC Convention** – Kirk Mercer provided a document compiling announcements from the convention. It's available upon request and may be posted on the website.

Kara would like to switch up the agenda as follows:

The annual Day of Mourning is Saturday, April 28<sup>th</sup>. 198 workers died in British Columbia in 2017 as a result of workplace accidents. This year the Victoria Labour Council is putting on a Day of Mourning session on Friday, April 27 at 10:30 at Camosun: "Violence and harassment: Not part of the job" in this year's theme. Take a moment to acknowledge that this happens, need to be aware of this. We have lost people, some have been touched. Please be aware of that.  
[www.dayofmourning.ca](http://www.dayofmourning.ca)

Recognizing a retiring member – Arden Little (Bookstore). Arden is a long time union activist who has been at UVic for almost 25 years. On Career Development committee, Health & Safety committee, bargaining committee, a picket captain, steward and

return to work officer for us. To say you'll be missed is an understatement. One of those rare people who instantly became a friend and an activist! No words to reflect how much you'll be missed on campus but this is your time for retirement. Kara presented Arden with a card and recognition from the Local.

Arden related a story re working at Canada Post and wanting to work at UVic.

Apparently Kathy Mercer told him to be careful for what he wished for. He started at UVic and found himself in a difficult situation and met with the chief steward who was Kathy Mercer. Her response was, "I told you so." 😊

Arden reflected it has still been better than the post office and has been happy to be here all this time. The union has been the thing that has kept his brain active. A combination of frustration (bargaining) and satisfaction (helping people).

16. **Elections** - none

17. **Unfinished Business** - none

18. **New Business** - none

**Adjournment** – 12:36 pm. The meeting adjourned early so members could enjoy cake and coffee and spend time with Arden.

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

**Handouts** -

Calendar (April 2018), Statement of Income and Expenses for period of March 1, 2018 to March 31, 2018.