



CUPE951

**Canadian Union of Public Employees
Office, Technical & Childcare
University of Victoria, B.C.**

tel: 250-853-3658 fax: 250-721-8742 email: cupe951@uvic.ca

GENERAL MEETING

**Wednesday September 21, 2011, 11:30 a.m. – 1 p.m.
University Centre Room A180 (Senate Chambers)**

*Copies of the Standard Agenda
Will Be Available at the Meeting*

to be approved at the September general meeting.

MOTION

To approve the 2011-2012 budget.

3. Minutes of May 25, 2011 –

4. Executive Report –

The Executive met on June 1. Discussion items: 1) Bargaining and Dispute resolution process updates. 2) Approval to send Kathy Mercer and Michele Favarger to the Cumberland Miners' Memorial event, where a wreath will be laid. 3) Approval to send Laurie Whyte and Marylyn Roddick to the Progressive Discipline for Supervisors and Stewards being put on the Labour Law Online on June 29. 4) We have submitted our request to CUPE for our Fall 2011 Workshops. We will get the list out to our members once it is approved.

ELECTIONS (all positions to March 2012)

- Treasurer
- 1 Trustee
- Communications Chair
- Member at Large.

5. President's Report – Bargaining Update:

The most recent bargaining session with the employer was held on June 21. Negotiations are now adjourned for the summer. One thorny problem is concern about how to deal with rising LTD costs employer cuts to LTD benefits reducing payments from 75% to 64%. In the background of our negotiations, we are aware that the provincial government is watching the employer very closely. Currently there is a mandate for 0%-0% wage increases for 2009-2011. The university, college, and K-12 sectors are discussing ways to ameliorate this, perhaps related to cost-of-living. If, as rumoured, there is a provincial election in the fall, political attitudes toward some increases in compensation might emerge. UCBC (Universities

MINUTES of June 22, 2011

1. **Roll Call** – Called to order by Doug Sprenger. While we were waiting for quorum, Doug gave a mini-report on discussions regarding pension plan disagreements and the future of the joint trust that was negotiated in 2006. A resolution to all grievances and complaints has been achieved which re-establishes the employer as the trustee of the plan, but which sets up a clear and consistent method where CUPE will be able to apply 50% of surplus for temporary benefits improvements for all plan members. A full report will be distributed once the agreement is finalized.
2. **Attendance Report & Welcome** – 29 members attended. Quorum was only briefly achieved. Reports were presented but will need

Co-ordinated Bargaining Committee) is also pushing for bulk buying of worker benefits for efficiency and cost saving. UCBC meetings will resume in August and continue through the fall to develop strategies to conclude negotiations successfully.

Over the summer we will ramp up communication on outstanding issues by issuing negotiating bulletins to our members.

Dispute Resolution Process Update:

We are awaiting the arbitrator's decisions on the 11 cases heard in March/April. We have had meetings with other campus locals and HR to discuss policy issues aimed at solving systemic problems around sick leave and accommodation.

6. Treasurer's Report –

The March, April, and May monthly reports, along with the 3rd quarter report and the 11-month budget report (submitted in writing) were presented.

Michele Favarger is stepping down as Treasurer. In the meantime, Diana Foreland has offered to step into the position. The Executive will presumably appoint her as Treasurer temporarily. A formal election will be held at the September general meeting.

7. Chief Steward's Report –

We are awaiting the Sullivan decisions, as mentioned in the President's report. Pension grievances and complaints have been resolved.

We are scheduling meetings for a final effort to resolve all outstanding grievances. Our CUPE rep, Suze Kilgour, is retiring at the end of June. We are being assigned an interim rep before CUPE appoints someone to the position on a permanent basis. We want the new person to be able to focus on grievances for which we cannot reach a resolve and which may need to be considered for arbitration.

Currently we are dealing with a new grievance relating to Tech and Org change. We are working with HR to deal with a micro-managing supervisor. We are hopeful that we can resolve, without a grievance, a situation in which discipline should be mitigated by medical conditions. HR corrected a job posting and requested our agreement for temporary job postings for positions of more than a year's duration. Citing Article 34.01, we are working with HR to fix a problem with Student Employment programs. We are trying to get agreement that Letters of Expectation will only be filed within departments unless there are unusual circumstances.

We welcome Barbara Gordon as a new Steward. She will be ratified at an upcoming meeting.

Adjournment at 12:35.

NEXT MEETING

The next general meeting will be held on Oct. 19, 2011, MacLaurin Building Room D101

(Reports that were received in writing may be requested from the Recording Secretary.)

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GENERAL MEETING

**Wednesday October 19, 2011, 11:30 a.m. – 1 p.m.
MacLaurin Building Room D101**

*Copies of the Standard Agenda
Will Be Available at the Meeting*

NOTICE OF MOTION

To amend Bylaw 13 to change the number required for quorum at Executive meetings from six to five voting members.

(We will vote on this motion at the November general meeting.)

ELECTION (to March 2012)

- Communications Chair

(Information: We will be seeking a new member of the Joint Job Evaluation Committee for January 2012. Please consider serving on this important committee).

MINUTES of September 21, 2011

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report and Welcome** – 36 members attended. One new member was welcomed.
3. **Approval of Agenda --** Adopted
4. **Minutes, May 25, June 22, 2011 –** Adopted

5. Executive Report –

Adopted

The Executive met monthly over the summer. There was ongoing preparation of our new budget and the year-end reports from the previous fiscal year as well as discussion of bargaining and dispute resolution issues. Other business: **July:** Executive vacancies and interim appointment of Diana Foreland as Treasurer; CUPE BC clerical workers survey; Committee struck to discuss policy on responding to requests from other CUPE locals caught in labour disputes; Approval to send up to 2 delegates to the Lancaster Bargaining and Arbitration conferences; Approval of 3 resolutions to be presented to the CUPE National convention; Executive Assistant's contract rolled over with no cost changes. **August:** Solution found to the cell phones required by the Deputy Chief Stewards which will give us immediate savings; Approval for Angela Thurston to facilitate at a 2-day Young Members Workshop (cost covered by CUPE National); Staffing and stocking of CUPE table at the Students' Day of Welcome, Sept. 6; Special meeting scheduled for August 17 to review the Sullivan decision. **September:** Cheryl DeWolfe appointed as CUPE 951 co-chair of the Joint Job Evaluation Committee. Marg Varga has served since the inception of the process and will stay on as a member for the time being; Discussion about reviewing quorum requirements at executive meetings, particularly in the light of the current level of Executive vacancies; Arbitrator Sullivan has agreed to come to the university on Sept. 22 to speak with the union about his rulings in the Dispute Resolution Process.

6. President's Report--

Adopted

Dispute Resolution Process Update: Eleven cases in the expedited arbitration process for grievances arising from return-to-work, sick leave, and duty to accommodate cases that were heard in March/April. The arbitrator's decisions were delivered at the end of July. Arbitrator Kevin Sullivan's rulings were in our favour. All disciplinary notes have been removed from the grievors' files and in most cases lost days' wages will be returned. No punitive damages were awarded. In two cases, Sullivan stated that the University and our local need to collaborate to determine what accommodations are reasonable. We are very satisfied with the results of the arbitration. A meeting with Mr. Sullivan and union representatives to discuss implementation and ramifications of the decisions will be held on Sept. 22. Access to the use of this expedited process is in place until March 2012. Meetings with HR indicate that the University accepts the decision, which will lead to significant changes to the manner in which HR handles these situations. The financial cost of this arbitration was significant, but much less than if we had gone to full-blown arbitration.

Bargaining Update: Negotiations will resume this month. In spite of the wage freeze we are working to find ways to put dollars in members' pockets. We hope that the new provincial political situation will create some possibilities.

7. Treasurer's Report -- After the June resignation our Treasurer, Michele Favarger, Doug took on the position in an acting role. Diana Foreland has stepped forward and has been appointed on a temporary basis. Both shared in the presentation of the reports and budget for 2011-2012 (printed copies distributed at meeting).

Approval of June 2011 report and 2010-2011 Year-End report -- Adopted

Approval of July 2011 report -- Adopted

Approval of 2011-2012 budget -- Adopted

8. Elections --

Position of Treasurer -- Nominated and elected, Diana Foreland.

Position of Trustee (to March 2012) -- Nominated and elected, Diane Rennie

Position of Communications Chair -- not filled

Position of Member-at-Large -- Nominated and elected, Sara Pawson.

9. Chief Steward's Report --

Adopted

We are still working to resolve all outstanding grievances and are awaiting responses to our proposals. We are trying to pool all Tech & Org change grievances to deal with them as a group. We seem to be getting more than usual co-operation from HR, particularly from their newer staff members. One positive development is that it appears that letters of expectation will be kept in departmental files and not in the central HR file.

Remember that if you are called into a meeting with management and it starts to go sideways (for example, statements are made about performance issues), you have the right to respectfully halt the meeting and state that you require union representation.

Adjournment at 12:55.

NEXT MEETING

The next general meeting will be held on Nov. 30, 2011, University Centre A180 (Senate Chambers)

(Reports that were received in writing may be requested from the Recording Secretary.)

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GENERAL MEETING

Wednesday November 30, 2011, 11:30 a.m. – 1 p.m.

University Centre Room A180 (Senate Chambers)

**PLEASE ATTEND TO HEAR CURRENT INFORMATION ON BARGAINING,
INCLUDING BARGAINING SURVEY RESULTS**

Please Deliver To:

*Copies of the Standard Agenda
Will Be Available at the Meeting*

MOTION

To amend Bylaw 13 to change the number required for quorum at Executive meetings from six to five voting members.

ELECTION (to March 2012)

- Communications Chair

(Information: We will be seeking a new member of the Joint Job Evaluation Committee for January 2012. Please consider serving!)

MINUTES of October 19, 2011

1. **Roll Call** – Called to order by Doug Sprenger. Minutes were recorded by Cathrine Jansen and Michael Gaudet.
2. **Attendance Report and Welcome** – 49 members attended. Door prizes were drawn during the meeting. It was announced that Oct. 20 is Wear Purple Day in support of LGBT youth and that several events were scheduled on campus, organized by the Positive Space Network.

3. Approval of Agenda --

MOTION To omit the President's report and shift committee reports to that position on the agenda. Adopted

4. Minutes, Sept. 21, 2011 – Adopted

(Name correction ("Kevin" to "Chris" Sullivan) noted on p. 2)

5. Executive Report – Adopted

The Executive met Oct. 5 and 12. There was discussion of bargaining and dispute resolution issues. Discussion items included: 1) Member feedback on reporting of outstanding expenses. The problem has been resolved and will not recur. Current policy on submitting expenses is adequate. The job of monitoring outstanding expenses falls to the treasurer and not the trustees. 2) Because of vacancies on the Executive board, we have several times had problems reaching quorum. We recommend amending Bylaw 13 to change the number required for quorum at Executive meetings from six to five voting members. 3) As she is approaching retirement, Marg Varga will soon be stepping down from the Joint Job Evaluation Committee and we need to find a replacement. Marg was thanked for her outstanding contribution to JE. 4) We plan to assign executive liaisons with committees to get feedback on issues and needs. 5) Approval of leave without pay on Oct. 25-28 for Laurie Whyte, who will be representing BC

on the resolutions committee at the national convention. Her wages will be covered by CUPE National. 6) The cost savings and efficacy of holding CUPE workshops at UVic was discussed. We are emphasizing local education over registration at week-long schools when possible. 7) The president discussed having the executive assistant handle some of the basic bookkeeping and data entry chores without signing authority to reduce the workload on the treasurer while allowing her to keep oversight of the books. The current executive assistant is monitoring the amount of extra work required to ensure that it doesn't become onerous. 8) Executive board elections are scheduled for March 2012. Sheilaigh Allan and Cathrine Jansen have indicated that they would not seek re-election as Vice President and Education chair. 9) Approval to send members to the upcoming Public Sector Health & Safety Conference and the Anti-Privatization conference being held in Vancouver. 10) United Way fundraising was discussed. 11) There will be a meeting with Chris Sullivan and the employer on Oct. 21.

6. Treasurer's Report – No reports. She is currently learning QuickBooks and will report at the November meeting.

7. Chief Steward's Report – Adopted

8. Education Report – Cathrine Jansen had to withdraw as a delegate to the CUPE national convention. Angela Thurston will serve as her alternate. Two members will attend the Anti-Privatization conference and we are awaiting information on the upcoming Bargaining conference. Adopted

9. Negotiating Committee Report – Adopted

The members of our Negotiating committee were introduced. They have just spent two days at UCBC strategy sessions with their counterparts, who represent ten CUPE locals at six BC post-secondary institutions. Doug outlined the timeline of our negotiations process since March 2010. We tabled our proposals with the employer in October 2010 and progress has been extremely slow, in part because negotiations are also tied to external political considerations. Recent UCBC sessions have included consultation with CUPE college and K-12 groups. It would be ideal to co-ordinate

bargaining across the education sector, but this raises challenges and may not be achievable at present. We are still aiming for resolve on monetary and non-monetary issues. Indications of recent political developments at the provincial level are making strategizing for bargaining a very dynamic process. In-depth reports on developments in contract negotiations will be given at upcoming general meetings. Please attend to get the fullest and most up-to-date information.

10. Health and Safety Committee Report –

The University Safety Committee, which is the university's joint committee on health and safety, is concerned that our members are not getting sufficient training on health and safety issues and their rights. As a worker it is your responsibility under law to report anything that is unsafe. Supervisors have particular responsibility for anyone under their supervision and must meet the standard of due diligence. Please look at WorkSafe.BC.com for information. Refuse unsafe work and know the hazards associated with your job.

11. Additional Committee Reports

Pat Shade reported on the CUPE BC Committee for Persons with a Disability, which he co-chairs. This committee is a member of CARD (Committee Against Racism and Discrimination) which was recently restructured to provide for equal representation of all member groups.

Michele Favarger reported that she plans to re-activate our Environmental Committee with a goal of fighting bottled water on campus. Please contact her if interested in participating, and watch for further information on our website.

Barbara Gordon and Diana Foreland were sworn in as Steward and Treasurer, respectively.

Adjournment at 12:55.

NEXT MEETING (Holiday Social!)

The next general meeting will be held on Dec. 14, Arbutus/Queenswood Room, Commons.

(Reports that were received in writing may be requested from the Recording Secretary.



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Please Deliver To:

GENERAL MEETING

Wednesday December 14, 2011, 11:30 a.m. – 1 p.m.
Arbutus/Queenswood Room, Cadboro Commons
(watch for signage)

Featuring our ANNUAL HOLIDAY SOCIAL!!

Refreshments, Great Door Prizes, 50/50 Transition House Draw!

*Copies of the Standard Agenda
Will Be Available at the Meeting*

MINUTES of November 30, 2011

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report and Welcome** – 33 members attended, including one new member. Door prizes were drawn during the meeting. We will be holding a 50/50 draw for Transition House at the holiday social. IN addition, there will be containers to receive donations of your spare metal cutlery in aid of the Victoria Rainbow Kitchen, which provides meals and support for the disadvantaged, with a special focus on women and children,. This will help the Kitchen to reduce the need to purchase disposable supplies.
3. **Approval of Agenda** --

MOTION To shift committee reports ahead of the President's report. Adopted
4. **Minutes, Oct. 19, 2011** – Adopted
5. **Executive Report** – Adopted

The Executive met Oct. 26 and Nov. 16, with the participation of our new CUPE rep, Loree Wilcox, and members of the Negotiating Committee. The evolving framework of contract negotiations at the provincial and local levels was discussed. We also reviewed the results from our bargaining survey of the local. There was approval to send up to 2 members to the Human Rights Toolkit conference in Vancouver, Jan. 24, 2012. Treasurer's monthly reports for August through October and the 1st quarter report were approved. Our new Treasurer is getting up to speed quickly, in part with assistance from our Executive Assistant. The budget for food and door prizes for our December general meeting was approved. There was discussion about rescheduling the Executive Board elections from March to January 2012 with the goal of not disrupting bargaining while following our by-laws regarding length of executive terms.

MOTION That we hold the next Executive Board elections on Jan. 25, 2012 for a term to expire in June 2013. Adopted

The incoming Executive may discuss moving regular election dates to June of alternate

years, which would bring elections in sync with our fiscal year.

As a result of passage of the previous motion, an Election Committee was appointed with Sheilaigh Allan as chair.

MOTION That Cathrine Jansen and Michele Favarger be appointed to the Elections Committee. Adopted

6. Bylaw Amendment MOTION – To amend Bylaw 13 to change the number required for quorum at Executive meetings from six to five voting members. Adopted

7. Delegates' Reports – Angela Thurston, Laurie Whyte, and Cheryl DeWolfe reported on their participation and engagement at the recent national CUPE convention. Angela spoke at the convention in support of one of the two motions that were successfully submitted by our local. Laurie co-chaired the National Resolutions Committee, which was a rewarding and challenging experience. Cheryl identified as one of the major achievements of the convention the passage of a clear language version of the CUPE national constitution, which has eliminated legalese and jargon to become a powerful document. She also reported discussions regarding a strategic plan for CUPE and communication issues, and her attendance at library and sectoral meetings.

8. Negotiating Committee Report – Adopted

Doug spoke briefly about bargaining co-ordination discussions at the provincial level and the benefits to our membership of our participation at UCBC (B.C. Universities Coordinated Bargaining Committee) meetings. He also reported on the responses to our recent bargaining survey from 363 members. Members have indicated support for co-ordinated bargaining but less so for wage increases for targeted groups in the case where increases were a possibility. In the area of benefits, a direct payment Pharmacard and restoration of long-term disability benefits were priorities. Members feel threatened by the possibility of layoffs and want protection. The ability to continue taking annual payouts from members' termination accounts is also important to many members.

We continue to meet regularly with the employer.

9. Treasurer's Report (attached)
August and September reports presented. Adopted

10. Chief Steward's Report –

We are experiencing more layoffs than ever before. If you are called into informal discussions in your department, remember that you have the right to request a steward and don't agree to anything without consultation. While we get layoffs, the university continues to hire more managers. We are very close to resolve on 3 grievances and are working to try to resolve all Tech & Org grievances as well. There is still some resistance from the university to implementing the Sullivan decisions. On the positive side, the newest hires in HR since the arrival of Kane Kilbey seem to be experienced, know their stuff, and willing to work openly and honestly with the union.

11. Health and Safety Committee Report –

All departments should have accident record books; please check to see that there is one in your area. Copies are available on the University's Health and Safety website (<http://ohs.uvic.ca/worksafe.php>).

12. Additional Committee Reports

Job Evaluation: A new member of HR has joined the committee and is making a real contribution. The committee is largely up to date. We urgently need a union member to join the committee. Tip: Try to build up detailed, step-by-step examples of your job duties when writing your applications.

Non-smoking policy: A joint meeting to review the implementation of the university's new non-smoking policy will be held next week. It is acknowledged that this is a largely toothless policy and that enforcement has been minimal. However, it has been stated that enforcement will be stepped up.

Adjournment at 12:55.

NEXT MEETING

Jan. 25, 2012 in University Centre Room A180
EXECUTIVE BOARD ELECTIONS

(Reports that were received in writing may be requested from the Recording Secretary)



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GENERAL MEETING

Wednesday January 25, 11:30 a.m. – 1 p.m.

University Centre Room A180 (Senate Chambers)

EXECUTIVE BOARD ELECTIONS

PLEASE SHOW YOUR SUPPORT BY PARTICIPATING!

*Copies of the Standard Agenda
Will Be Available at the Meeting*

MOTION

To Send 5 delegates to the CUPE B.C. Convention to be held in Victoria, April 25-28, 2012.

MINUTES of December 14, 2011

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report and Welcome** – 88 members attended. Door prizes of wine, chocolates, and poinsettias were drawn during the meeting. A 50/50 draw was held to benefit Transition House.

Details were given about a "Tea Talk" event being held on Dec. 18 to discuss the future of the Canadian pension plan.

The Greater Victoria CUPE Scholarship winners were announced recently and nine children of members of our local were awarded \$300 scholarships. They are: Michael Chambers (Susan Chambers), Stephanie Korolyk (Denise Korolyk), Tayja Lum (Beverly Aspin), Maria Carere (Rose Carere), Dana Robinson (Cheryl Robinson), Jessie Toynbee (Christina Marshall), Jonathan

Menold (Mike Wegerif), Stephen Murphy (Patricia Ormond), and Miranda Noyes (Catherine Greenwood). The Scholarship Fund committee is exploring the possibility of revising selection criteria so that factors beyond grade point average could be considered.

Doug thanked the staff at Printing Services for producing the beautiful 2012 University calendar.

3. **Approval of Agenda --** Adopted
4. **Minutes, Nov. 30, 2011 –** Adopted
5. **President's Report –** Adopted

Doug reminded the members that the election of our new Executive board (to June 2013) will be held at our January general meeting. The Communications and Education positions have not yet received nominations, so please consider who might be willing to let their names stand.

Negotiations update – The employer presented us with an initial settlement package in late November and we gave them our counterproposal on Dec. 13. We are trying to find ways to put money into our members' pockets even within a 0-0 environment, and we want enhanced job security language. In the case of layoffs, we are suggesting ways to circumvent bumping by maintaining the wage rates of members even if they are placed in positions at

lower pay bands. Settlement before Christmas is possible but unlikely, and we will probably be reporting on ongoing negotiations in January.

6. Chief Steward's Report – Adopted

7. Delegates' Reports –

Dale Whitford reported on his activities arising from his role as a committee member on the Aboriginal Working Group of CUPE B.C.'s Diversity Committee. He recently participated at an Aboriginal Veterans' Day event held on Dec. 8. The committee has taken a position against oil pipelines in the North. CUPE BC provides the funding for Dale to attend committee-related events. He mentioned that a CUPE aboriginal gathering is planned for 2012.

Michele Favarger reported as a delegate to CUPE's Vancouver Island District Council (VIDC), for whom she serves as a trustee. She noted that Laurie Whyte chairs its Women's Committee. The VIDC meets quarterly and represents locals from across Vancouver Island. Among its activities it raises funds for such community groups as transition houses and street kids.

Adjournment at 12:50.

NEXT MEETING

The next general meeting will be held on Feb. 22, University Centre A180.

(Reports that were received in writing may be requested from the Recording Secretary.)

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GENERAL MEETING

Wednesday February 22, 2012, 11:30 a.m. – 1 p.m.

University Centre Room A180 (Senate Chambers)

Comprehensive Report on Breakdown in Bargaining and Potential Job Action

*Copies of the Standard Agenda
Will Be Available at the Meeting*

ELECTIONS

- Communications Chair
- Member at Large
- Trustee (3-year term)
- 5 delegates to the CUPE BC Convention,
Victoria, April 25-28, 2012

MINUTES of January 25, 2012

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report and Welcome** – 77 members attended. One new member was welcomed. A brochure listing upcoming stewards' education sessions at UVic was distributed. Please considering registering if you have any interest or might benefit from the topics being taught. No commitment to becoming a steward is required.
3. **Approval of Agenda** --

As circulated, with priority given to the bargaining report and elections.. Adopted

4. **Minutes, Dec. 14, 2012** – Adopted

(Matters arising to committee reports).

5. **Executive Report** – Adopted

The Executive met Dec. 4, 2011 and Jan. 4 and 11, 2012. There was ongoing discussion of bargaining issues and upcoming executive board elections. Other discussion items included: **Dec. 7**— Passage of three education motions (to send Laurie Whyte, Doug Sprenger, and Kirk Mercer to the CUPE BC Regional Provincial Bargaining Strategies Conference, Jan. 31-Feb. 3; to send three members to the Bottom Line 2012 conference, "Steps to Building a Psychologically Safe Workplace", Feb. 29; to send 3 members to the SHARE 2012 BC Pension Forum, March 2, 2012. We also approved a leave without pay motion to allow Angela Thurston to co-facilitate two CUPE educational modules to be given on campus, March 2012. **Jan. 4 and 11** --- Approval to extend the Bottom Line Conference registration to include the workshops on March 1, 2012. The executive also passed a motion to continue funding of the paid executive positions through the end of the fiscal year (June 2012) should the university cease its contributions. This could be done with the moneys currently budgeted. There was also a full discussion of

the breach of confidential information that occurred at the University.

At the conclusion of the Executive report, Doug made a presentation to outgoing Executive members Sheilaigh Allan and Cathrine Jansen. He also honoured Marg Varga, who is retiring from UVic and has been active in the Union over the years, in part as a long-serving member of the Joint Job Evaluation Committee. Our new CUPE staff representative, Loree Wilcox, who was attended in order to conduct the Executive board elections, was introduced.

6. Treasurer's Report – Adopted

The November and December reports as well as the 2nd quarter report were presented. Diana noted that over the second half of our fiscal year we will have to be conservative with our conventions and conferences expenditures as we are experiencing a small decline in revenue.

7. President's Report – Adopted

Doug reported on developments in contract bargaining. He has been working to keep members informed by paying workplace visits and holding a town hall meeting.

Our negotiation committee was in mediation with the employer on Jan. 24. The mediator reported that progress was stalled as the employer is becoming even more entrenched in their positions. One unresolved question is the question of what it would take to extend an agreement beyond two years. It is clear that wage increases are not possible within the two year framework, but we have hope that there could be increases in the 3rd and 4th years of a four-year contract.

Our priority issues continue to be job security and retention of experienced employees, joint job evaluation revision, continuation of the expedited dispute resolution process, benefits improvements through a provincial benefits trust, and restoration of annual cash-out of accumulated sick year. Cost

items include inflation protection and wage increases, extended health benefits improvements, and restoration of the LTD plan to 2006 levels. The employer's response has been that we must bear all costs of any improvements. Another session with the mediator is scheduled in two weeks. If we don't have a deal by the February general meeting, we will have to consult members about what kind of stand our local needs to take. We also need to remember that the other UVic CUPE locals are also in bargaining and our progress is in some ways tied to theirs.

8. Executive Board Elections –

The elections were conducted by Loree Wilcox. Nominations were sought for all Executive positions:

President: Doug Sprenger (acclaimed)
1st Vice-President: Sherry Harmsworth (acclaimed)
2nd Vice-President: Nominated: Pat Shade and Angela Thurston. Pat Shade elected.
Chief Steward: Laurie Whyte (acclaimed)
Secretary: Michael Gaudet (acclaimed)
Treasurer: Diana Foreland (acclaimed)
Education Chair: Angela Thurston (acclaimed)
Communications Chair: unfilled
Members-at-Large: Al Wiebe (acclaimed)
2nd position unfilled
Trustee (3-year term): unfilled.

A motion was passed to destroy the ballots of the election for 1st Vice-President. Following the elections, the new Executive Board was sworn in.

Adjournment at 12:55.

NEXT MEETING

Our next general meeting will be held on
Thursday, March 22 in University Centre A180
(Senate Chambers).

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GENERAL MEETING

**Thursday March 22, 2012, 11:30 a.m. – 1 p.m.
University Centre Room A180 (Senate Chambers)**

*Copies of the Standard Agenda
Will Be Available at the Meeting*

ELECTIONS

- Communications Chair
- Secretary
- Trustee (3-year term)

MINUTES of February 22, 2012

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report and Welcome** – 87 members attended. One new member was welcomed. In honour of International Women's Day on March 8, several laminated copies of a CUPE BC poster commemorating the day were distributed. Please contact Laurie Whyte if you'd like one as well. In addition, a commemorative statement from our National President was distributed.
3. **Approval of Agenda** -- Adopted
4. **Minutes, Jan. 25, 2012** – Adopted

(Matters arising to committee reports).
5. **Executive Report** – Adopted

The Executive met Feb. 15 and 16, 2012. There was ongoing discussion of bargaining. Summary of other discussion items: 1) Election of 3 delegates and 2 alternates to the CUPE BC convention to take place at general

meeting, as well as elections for vacant executive positions. Irene Statham was confirmed as a new member of the Joint Job Evaluation Committee. 2) UVic security breach and ongoing liability of University. We are consulting with the legal dept. of CUPE National to confirm their level of responsibility and will ensure that all new information is put on our website. 3) In view of fiscal restraint it was decided not to hold our traditional dinner for incoming and outgoing Executive. 4) In response to a member's concern, it was confirmed that the full Negotiating Committee travels to UCBC meetings in Vancouver, but only one per year to meetings in Kamloops and Vancouver. This is a travel expense which occurs only during negotiations and attendance is important for continuity reasons. 5) A stewards' in-house workshop was held on Feb. 10 on the topic of layoffs. 6) Discussion about terms and election dates for Trustees. 7) Decision to reproduce CUPE BC International Women's Day posters on campus, at low cost, for distribution at general meeting. 8) It was stressed that care and discretion must be exercised when using social media to do union or other business. 9) Two education motions were passed. 10) Discussion and passage of selected resolutions for the CUPE BC convention. These will be brought forward for membership approval.

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Discussion following the Executive report included confirmation from CUPE Legal of the University's ongoing responsibility for negative effects arising from the security breach. Members described the great difficulties they've faced in trying to fulfill the University's instructions on security measures.

6. Resolutions for CUPE BC Convention

Resolutions submitted by CUPE BC's Skilled Trades Working Group and CARD (Committee Against Racism and Discrimination) (attached) were distributed for consideration.

MOTION that we endorse the constitutional resolution submitted by CARD. Adopted

MOTION that we endorse CARD resolutions 1-8. Adopted (Resolution 9 not brought forward because of confusing wording).

MOTION that we endorse the three skilled trades resolutions submitted by the Skilled Trades Working Group. Adopted

7. President's Report (Bargaining) Adopted

On Jan. 24 we met with the employer and the mediator assigned by the Labour Relations Board. Although the mediator felt that our package was achievable within a 2010-2012 agreement, no settlement was reached. There was agreement to extend the expedited dispute resolution process, which expires on March 31, until the contract is signed. We are in dispute about the university's continuing payment of a share of salary costs of the President and Chief Steward, and this continues to be a sticking point. The University wants the unlimited right to create exempt positions and also propose moving five nurses' positions to the PEA, suggesting that their wages could be increased within that employment group. Between the loss of salary support and the loss in dues resulting from removal of positions from our local, about \$80,000 would disappear from our revenue. Mediation has now been adjourned and the University is talking to the provincial government to see what is available for a longer term deal. Our priorities are inflation protection and job security and benefits improvements. We also want continuation of the mechanisms to minimize the need for arbitrations and revision of JE. The employer has told us that they won't have any indications from the provincial government before

the end of March. There will not be any job actions during this period, but we need to find ways to exert pressure that could lead to a settlement.

8. Elections –

At the January general meeting we approved sending 5 delegates to the CUPE BC convention. Doug Sprenger and Pat Shade are exercising their options to attend. Election for 3 delegates and 2 alternates:

Nominated: Dale Whitford, Kirk Mercer, Angela Thurston, Tara Da Silva, Laurie Whyte, Frederick Driver (declined), and Jane Stewart.

Elected: Kirk Mercer, Laurie Whyte. There was a tie between Dale Whitford and Tara da Silva. They will decide how to break the tie and one will become 1st alternate. Angela Thurston will be 2nd alternate.

A motion was approved to destroy the ballots. The Executive elections were deferred to March.

9. Chief Steward's Report

On Feb. 10 we held a stewards' in-house training on layoffs. In 2011 we experienced 14 layoffs and one was rescinded. So far this year we have had 4 with another pending. Eight members are on the placement list, with seniority ranging from 9 months to 19 years. Bumping is a necessary evil which we try to avoid, but we must keep people's wages, rights, and benefits whole. Remember not to participate in any meetings relating to layoff or reduction in hours without the presence of a steward. Limited free counseling is available through ppc-EFAP.

There has been a new grievance because of a lack of notice of tech/org change. We have requested a meeting re not following Article 30 and issues of who is performing duties of laid-off members and provision of suitable training.

Adjournment at 12:55.

NEXT GENERAL MEETING

Wednesday, April 25 University Centre A180
(Senate Chambers).

(Reports that were received in writing may be requested from the Recording Secretary.)



CUPE951

Canadian Union of Public Employees
Office, Technical & Childcare
University of Victoria, B.C.

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Please Deliver To:

GENERAL MEETING

Wednesday April 25, 2012, 11:30 a.m. – 1 p.m.

University Centre Room A180 (Senate Chambers)

Comprehensive Report on Bargaining and Potential Job Action

*Copies of the Standard Agenda
Will Be Available at the Meeting*

NOTICE OF MOTION (vote to be conducted at May general meeting)

To amend Bylaws 8 and 18 to change the normal date of the Executive Board elections from March to May and to rationalize dates of committee elections and appointments. (List of proposed changes will be circulated at the meeting).

ELECTIONS

- **Communications Chair**
- **Secretary**
- **Trustee (3-year term)**

MINUTES of March 22, 2012

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report and Welcome** – 30 members attended. A card of thanks from a recent retiree was read.
3. **Approval of Agenda** -- Adopted
4. **Minutes of Feb. 22, 2012** -- Adopted
(Matters arising to committee reports).
5. **Executive Report** -- Adopted

The Executive met March 7, 2012. Topics discussed: 1) Michael Gaudet (Secretary) announced his resignation effective June 2012 at the latest. 2) Bargaining issues were discussed. Negotiations will resume in April. Funding of full-time officers has been extended to August 2012 per Steve Gorham. The longer term picture is under negotiation. 3) Decision to pay delegate registration to the CUPE BC convention to the top two alternates. Wages and per diems will not be paid. 4) The UVSS is conducting a campaign against bottled water on campus, with a town hall meeting on March 16. 5) Discussion around the future of the Executive Assistant position and what it will look like after Eileen Gormley's retirement next September. 6) The CUPE 951 Administration Committee is formed by the two full-time officers and two Vice-Presidents. It meets regularly to discuss issues and concerns to bring forward to the Executive and General meetings. 7) Approval to send Laurie Whyte to the Lancaster Labour Conference in Calgary (from Defence Fund) and to send up to 3 RTWA Officers or Stewards to the Accommodation Law Conference in Vancouver (split between Operating and Defence Fund). 8) Trustees reported that an equipment inventory is almost completed, and that they are creating a database and tracking system to tighten up our inventory control. 9) The Chief Steward reported that she is still working with members who have been given layoff notices. 10) Approval to purchase 500 more "No one stands alone in CUPE" buttons.

MOTION that the Union pay per diems but not wages of two additional delegates to the CUPE BC convention.

Defeated

6. President's Report --

Adopted

No negotiations are scheduled in March. The employer has gone to the provincial government to see if they can offer wage increases within the context of a four-year contract. We may get some response to this in early April. UCBC is meeting next week.

7. Trustees' Report --

We are working on the books but have not yet completed our audit. It was noticed that union equipment has been insufficiently recorded. We are developing a database to record such information as location of equipment, expiry of contracts, maintenance scheduling, etc.

8. Education Report --

Pat Shade, Laurie Whyte, and Jane Stewart will be attending the Accommodation Law conference. By purchasing a block of registrations for the Lancaster Human Rights Conference in March and selling several of them to HR, we scored a price break. Today we met with representatives from 917 to discuss requirements for joint training on accommodation issues.

9. Environment Committee Report --

Michele Favarger reported on a recent water bottle free campaign which was held in co-ordination with other CUPE locals. This was followed by an open house at which surveys on the issue were completed. Michele described the Clean Bin project, in which two people reported on living for a year without buying anything but food and generating almost no non-recyclable waste. Many tips for achieving this goal were described, among them, composting, avoiding unnecessary packing and plastic bags, and buying 2nd hand.

On March 30 hearings into the Enbridge pipeline as well as a protest rally are scheduled in Comox. The Sustainability website at UVic is worth checking out. Important dates: March 31, 8:30-9:30, Earth Hour (shut off lights); April 22 Earth Day and World Water Day.

10. Delegate Reports --

Pat Shade, Arden Little, and Tara da Silva recently attended the Bottom Line Conference on mental health issues in the workplace. One point that was made clear is that employers have a responsibility to enquire about members who are experiencing difficulties.

As a member of the CUPE BC Aboriginal Working Group, Dale Whitford reported that CUPE BC has donated \$2500 to the Gitksan people in support of their fight against the Enbridge pipeline. There is emerging concern about a new plan to dramatically increase the use of the southern pipeline.

11. Elections -- No nominations were received for the positions of Communications Chair, Secretary, or Trustee. Arden Little, who had been appointed on an interim basis as a Member-at-Large, was formally elected and sworn in.

12. Teachers' Negotiations -- The future of the teacher's bargaining is uncertain. The BCTF is building its war chest through increased dues but plans for future actions are unknown. Any developments will be posted on the CUPE BC site.

13. Questions about Layoffs -- Layoffs continue on campus, with about 15 to date. We have also heard of many job cuts among the sessional lecturers in Local 4163. In our local, there are very few vacant positions available for placements and some members are opting for severance. Remember that bumping is an option, even though the University is putting up resistance to providing training to enter positions and are making the interview process a difficult experience for some members. One person described it as discouraging and disheartening.

In contract negotiations we are fighting for increased support for members going through the layoff/bumping experience, in part by seeking a doubling in severance payments to bring us in line with the PEA.

Adjournment at 12:45.

NEXT MEETING

Our next general meeting will be held on May 30 in MacLaurin Building Room D110.

(Reports that were received in writing may be requested from the Recording Secretary.)



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Please Deliver To:

GENERAL MEETING

Wednesday May 30, 2012, 11:30 a.m. – 1 p.m.

DAVID STRONG BUILDING Room C103

Featuring Updates on Contract Negotiations and Related Issues

*Copies of the Standard Agenda
Will Be Available at the Meeting*

MOTION

To amend Bylaws 8 and 18 to change the normal date of the Executive Board elections from March to May and to rationalize dates of committee elections and appointments. (List of proposed changes will be circulated at the meeting).

To approve policy changes re in-town per diems.

ELECTIONS

- Communications Chair
- Trustees (1 and 3-year terms)

MINUTES of April 25, 2012

1. **Roll Call** – Called to order by Doug Sprenger.
2. **Attendance Report and Welcome** – 118 members attended.

The CUPE BC convention is being held in Victoria over the coming days. Doug stressed that non-delegate members are allowed to attend many sessions and he highlighted several of the planned speakers.

Every April 28, we observe the Workers' Day of Mourning, which commemorates workers killed or injured on the job and advocates for the need for

workplace safety improvements. A commemorative event will be held in Victoria at Centennial Square at 9 a.m. on Saturday. This year's event is particularly timely in light of the fatal lumber mill fire in Prince George. Although we have not faced this level of loss at UVic, we are not completely immune. Recently the WCB brought 4 citations against the University relating to their long term failure to acknowledge and address an issue of bad indoor air quality in a wing of the Sedgwick Building. We wish to interview workers in the affected area, especially those who have experienced health problems. Please ensure that a union rep is present at any interviews regarding this situation.

Another safety issue on campus is insufficient training of university safety committee members as mandated by WCB regulations. We are now using the Freedom of Information process in order to gain access to documents relating to campus safety issues.

3. **Approval of Agenda** -- Adopted

(It was agreed to hold elections following the Executive report).

4. **Minutes of March 22, 2012** -- Adopted

5. **Executive Report** – Adopted

The Executive met April 4 and 11, 2012. Topics discussed: 1) Discussion re hiring a new Executive Assistant to replace retiring Eileen Gormley.

Approval to post, interview and hire a new Executive Assistant for 28 hours per week, starting Sept. 2012. Priority to be given to CUPE members, although a high skill set is essential. Discussion of sick leave provisions (no access to Sick Bank or LTD) of the position. Payout of accumulated vacation time of incumbent, and agreement to build potential sick time and vacation costs relating to the position into the 2012-2013 budget. 2) Dates of the Executive elections in 2013 and ongoing were discussed and it was proposed that they should be changed from March to May. Four recommendations for bylaws changes reflecting this change were approved and will be brought to the members for approval. 3) Approval to purchase 10 additional CUPE 951 flags and poles. Cost, reflecting a savings for purchasing 10, will be about \$100 each. 4). It was reported that funding for our two full time officers has been extended to the end of August. 5) Two new accommodations issues may be going forward from the Union to the expedited dispute resolution process. The University may also initiate the process in another situation. 6). Ongoing discussion of bargaining. Local 917 will be taking a strike vote on April 19. We plan to get information out to our members prior to the upcoming general meeting. 7). Discussion of per diems for delegates to in-town events. A motion eliminating breakfast subsidies for the CUPE BC convention only was passed. 8). UVic's budget rollbacks and possible effects, particularly layoffs, on our members was discussed. Some members have asked to consult the seniority list. Concern was expressed about potential privacy concerns. This will be investigated and brought back to the May Executive meeting for further discussion.

6. Elections – No nominations were received for the positions of Communications Chair or Trustee. Liana Kennedy was nominated and elected to the position of Secretary.

7. President's Report – Adopted

There is little progress to report since last month's meeting. However, the employer wants concessions in two major areas: 1) They demand the unlimited right to create union-exempt positions. The loss of the ten positions they originally identified would mean a loss of \$9000

dues revenue. They also want to remove our nurses to the PEA, which would mean \$10,000 loss of dues. 2) Since 2000, the university has reimbursed the home departments of the President and Chief Steward about 50% of salary, the remainder being paid by the union. The employer wishes to eliminate the transfer payment. Our response has been that the President and Chief Steward could return to their home departments and take time away from these positions to carry out their union roles, thus saving the local's share of staffing costs. It is clear that the employer would like to decimate us financially and bring us back to being a volunteer organization.

We are now looking at a four-year contract, with no real indication so far of any wage increase. Our local, and the CUPE BC universities sector, are fighting for inflation catch-up and improved job protection. Layoffs are a big issue. There have been about 20 so far this year, and with reports of 5% budget cuts in coming years, there may be many more. In layoff situations, we want the affected member to be kept at their pay rate until something at the correct payband can be found. We also want to bring severance payments to the PEA level. The employer has rejected our proposals.

Local 917's recent strike vote passed by 93%. If we were to hold a successful strike vote, this wouldn't necessarily mean picket lines, but might involve more focused and creative job actions. Surely during this 50th anniversary year it's in the University's interest to reach a settlement and treat their employees decently. Over the next few weeks we hope to hold small departmental staff meetings to discuss our negotiating positions and how to move forward.

There was extensive discussion after the presentation of the report.

Adjournment at 12:50.

NEXT MEETING

Our next general meeting will be held on June 27
David Strong Building Room C103.

(Reports that were received in writing may be requested from the Recording Secretary.)

Please Deliver To:



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**Canadian Union of Public Employees
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University of Victoria, B.C.**

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GENERAL MEETING

Wednesday June 27, 2012, 11:30 a.m. – 1 p.m.

DAVID STRONG BUILDING Room C103

*Copies of the Standard Agenda
Will Be Available at the Meeting*

AGENDA

Vote on addition to Travel Policy – Travel Insurance

It is recommended that the Union pay for single trip travel insurance from date of departure to return date for all members attending union business out of province. Reimbursement with receipt from any plan as long as it covers the following: 1. Single trip, 2. Emergency medical care, 3. Trip cancellation, 4. Accidental death & dismemberment, 5. Emergency return benefit.

ELECTIONS

- Communications Chair
- Trustees (1 and 3 year terms)

MINUTES OF MAY 30, 2010

1. Roll Call -Called to order by Doug Sprenger

2. Attendance Report and Welcome - 136 members attended

Announcement that the meeting would be joined by 917 and 4163 Union Presidents.

Kathy Mercer gave a health and safety report that included an update on the Sedgewick building issues. Testing continues and a survey to those working in the building will be sent out soon. There have been two other buildings identified as problematic: Fraser building and the Bookstore. Testing has begun in those areas affected. A reminder that the WCB process can be confusing and intimidating so please seek out the help of a Health and Safety representative and always have one present for meetings with employers or WCB representatives

3. Approval of the Agenda adopted

Amended to include discussion on job action.

4. Minutes of April 27, 2012 adopted

5. Executive Report adopted

The Executive met May 9 and 16

1) Liana Kennedy was sworn in as secretary, Karen Dykes was appointed as interim Trustee, Tara Da Silva has stepped down as Trustee and RWA. 2) Recommendation for a strike vote

was accepted, discussion around forming a strike committee after the vote. Motion was passed to reimburse 65% of lost pay for members participating in localized strike action. Passed. 3) Admin Committee to meet with the Union rep for the Executive Assistant position to discuss contract extension, a new contract and job description. 4) The employer filed with Arbitrator Sullivan directly for the first time wanting to write a submission for dispute resolution in a specific case. The Union has received a copy and is waiting to hear back. 5) A motion to amend in-town per diems to National Levels passed and will be brought to the membership as a policy change at May general meeting. 6) Motion to send three 951 members to the CUPE BC Library Conference in Vancouver was passed. An email was sent to Library workers asking for their names if they were interested. A motion to approve sending Karen Dykes was passed. 7) The privacy issue around the seniority list was tabled. 8) A new conference/convention calendar was developed and circulated and will be updated monthly. 9) Cost sharing for the Early Care & Learning Campaign was discussed. Locals 15 and 1936 have signed on and it is approved by National. 951's portion would be \$1000 and matched by National. Will be revisited at June exec meetings. 10) Out of Province medical insurance for members travelling on Union business was discussed. Will be revisited at June exec meetings. 11) Motion to send 1 representative from OHS ctte to the Miner's Memorial at km's and 1 day's per diem was passed. Motion to purchase \$100 wreath out of ctte budget was passed. 12) Treasurers report: the defense fund is healthy, the reconciliations of both accounts is still to happen and access to the term deposits was discussed.

6. Motions

1. To amend Bylaws 8 and 18 to change the normal date of the Executive Board elections from March to May and to rationalize dates of committee elections and appointments.

carried with over 67% of the vote

2. To approve policy changes re: in-town per diems.

carried

7. Bargaining and Job Action

Doug spoke to the threat of privatization and that job security language is of utmost importance. Upper management has enjoyed wage increases while the Union has taken five 0's since 2001. The scheduled May bargaining dates were cancelled and June dates will likely be cancelled as well. Job security, Inflation and improvements to Job Evaluation are our top priorities. Doug invited the two presidents of CUPE Locals 917 and 4163 to speak to the membership. Greg Melnychuk of 4163 representing the educational employees spoke about how the employer seemed inflexible on principle even when it came to language and their mediation process has been fruitless. Rob Park of 917 said that they have spent two years in a ludicrous bargaining process and their members are tired of it. Their strike vote passed with a 93% yes vote.

At 12 o'clock the membership took the meeting outside, unfurled the flags, picked up the bull horns and went for a "walk" down to the Administrative Services Building as a public display of solidarity. Photos can be viewed at the CUPE 951 website:

<http://cupe951.ca/image/tid>



Adjournment at 12:30.

Our next general meeting will be held on
Sept 26, 2012 in the Senate Chambers

Copies of written reports can be requested
from the recording secretary