



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 October 31, 2012, 11:30 a.m. – 1 p.m.
MacLaurin Building Room D116

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

been prepared. They are being tabled to the October meeting.

ELECTIONS

--- Communications Chair
--- Trustee

--- BC Federation of Labour Convention, 2 delegates

5. Executive Report –

No formal report. The Executive discussed and approved the interim budget with a 6-month review. They also passed a motion to reduce the number of delegates to the October UCBC meeting as a cost-saving measure.

6. Treasurer's Report –

Adopted

The Treasurer's report to the end of August was circulated. We are in a healthy position and the Defense Fund balance is over \$400,000. We will provide a rolling financial report at each general meeting.

The proposed 2012-2013 budget was also circulated. We are anticipating a 4% revenue reduction and have made adjustments in allocations to education and delegates. The budget will be reviewed after 6 months due to current uncertainties. Once we know what wage increases have been won, we may be able to review reductions.

1. Roll Call – Called to order by Doug Sprenger.

Wholehearted recognition and appreciation were extended to our retiring Executive Assistant, Eileen Gormley, for all of her contributions to the local over recent years. Eileen expressed her appreciation to the local and in particular to Doug and Laurie.

2. Attendance Report and Welcome – 107 members attended.

3. Approval of Agenda -- Adopted

4. Minutes of June , 2012 --

Due to unavoidable circumstances, the minutes from the June general meeting have not yet

MOTION To approve the interim 2012-2013 budget. Adopted

7. Bargaining Report –

Adopted

Doug gave an update on progress in contract negotiations, from the unsuccessful mediation efforts in June and negotiations over essential services over the summer, to being in a legal strike position in September and embarking on job actions to put pressure on our employer. As a result, as bargaining resumed on September 18, the University displayed a new attitude. They agreed to abandon package bargaining, took all of their concessionary demands off the table, and signed off on many items. Doug presented details of the issues in which agreement has been reached.

Our major unresolved issues are job security, retraining, improved severance payments or early retirement incentives, benefits improvements, fixing the LTD, and wage increase which recognizes

inflation and our need to catch up for the years of zero wage increases.

We continue to negotiate, with the understanding that further job action may be necessary if no progress is made.

Adjournment at 12:55.

NEXT MEETING

Our next general meeting will be held on November 21 in MacLaurin Building Room D116.

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

Please Deliver To:



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 Nov 21, 2012, 11:30 a.m. – 1 p.m.

MacLaurin Building Room D116

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

AGENDA

**Revised Budget
Elections - Member at Large**

MINUTES of October 31, 2012

1. Roll Call – Called to order by Doug Sprenger.
2. Reading of the Equity Statement
3. Attendance Report and Welcome – 96 members attended.
4. Announcements
 - a) A poster was distributed for Over Mined, Under Ruled: Justice Activism for Corporate Regulation.
 - b) Pat Shade reminded us that a national campaign called "A Solidarity of Abilities" will be rolled out on Dec 3, 2012 as part of National Persons with a Disability day.
5. Approval of Agenda Adopted
6. Approval of minutes for: June, 2012 Adopted
Sept, 2012 Adopted
7. Executive Reports

Report for September 26 2012

New Business: Review and discussion concerning the 2013/14 Budget.

MOTION: Submit and interim budget for 6 months with a 4% reduction, to be reviewed after 1st quarter PASSED

BCFED Convention (Nov 2012) we carry 6 credential and we are sending 4. Pat and Laurie exercise their right to attend and we are to elect 2

more. Discussion surrounding the fact that we are trying to elect a CUPE member into Secretary/Treasurer position, so this is very important election with political importance.

Workshops (Union Education): We hold 5-8 classes per season on average here at UVic. There are only 3 scheduled for this fall and 2 in the spring. We want to continue to run a strong program of courses here at UVic for our members and other locals.

Bargaining Update

2 UCBC meetings coming up in October located in Vancouver (1st and 29). We cannot sustain sending the whole Committee.

MOTION: For upcoming October 2012 UCBC meetings in Vancouver, we will be sending only 3 delegates, Doug Sprenger, Laurie Whyte and Kirk Mercer PASSED

Executive Report for Oct 31

New Business: BC Fed Convention, previous motion was to send 4 delegates. We are entitled to 6 credentials and 917 is going to be using 1 of them, Pat Shade and Laurie Whyte are using their option and we have agreed to elect 2. CUPE BC is wanting all leadership to attend as this is an election year.

MOTION: On an exception basis we use all 3 options and have Doug Sprenger attend PASSED

UCBC meeting on Saturday Oct 20, previous Motion was to have only 3 members attend due to fiscal restraint. Allow complete Committee to attend Saturday meeting covering per diem and travel only

MOTION: Complete Negotiating Committee be permitted to attend **PASSED**

Lancaster Arbitration and Labour Law Conference Dec 4 & 5 2012.

MOTION: send Chief Steward Laurie Whyte, seeking endorsement for another term as a CUPE BC Trustee. **PASSED**

MOTION: Endorsement of Laurie Whyte for re-election as a CUPE BC Trustee for April 2013 elections **PASSED**

8. Matters Arising from Executive Report

Motion to elect 2 members to go to the BC Federation of Unions Convention.

- This year there will be elections for a new BCFED president and secretary treasurer.
- Kirk Mercer and Liana Kennedy were elected to attend by acclamation.

9. President's Report

Doug reported that an agreement regarding job security has been reached outside of the collective agreement. It includes enhanced severance in the event of the need to disestablish positions in a department and funds for training staff who are placed into lower pay bands to apply for posted positions outside of their current skill set.

The intention of this agreement is to reduce the amount of bumping in the event of a layoff. This agreement will be published after the new collective agreement is signed, take effect Nov 1, 2012 and expire Mar.31, 2015. It can be renewed by the parties at that time.

Adopted

10. Elections

Communications Chair - Sara Pawson was nominated and elected

Trustee - Al Wiebe was nominated and elected The Member-At-Large. The position previously filled by Al will be up for election at the November GM

12. Bargaining Report

The Bargaining committee was recognized and applauded for their hard work. The BCGEU agreeing to 0-0-2-2 % has set the pattern and the government will not permit any inflation protection in collective agreements. Our agreement, if ratified, will be 2% retroactive to April 2012 and 2% in April 2013.

Discussion around the 4% cuts: the employer is not interested in establishing a "pool" of people that are willing to be laid off but you can let your department know if you are willing in the event of layoffs in that department. The PEA also signed a 2-2% agreement. They get an additional 3%

increment each year that was negotiated long ago. There was a question from the floor regarding job security for temp employees. There is some new language for temps over 2 years in the same position receiving the same benefits as regulars. Prior to the 2 year mark temp employees earn a payment in lieu of dental and pension benefits. Any increase of the use or creation of temp positions in departments should be monitored closely. Adopted

13. Health and Safety Committee Report

Kathy Mercer announced that on October 22nd the employer was found in compliance of WCB's order to rectify the air quality issues in Sedgewick Building. Testing of the air has revealed safe levels of particulates.

It was also reported that there was a new compliance order issued to the employer on October 18th that requires them to get on top of the local safety committees and the joint safety committee meetings and procedures.

A health and safety handout was provided.

14. Installation of New Executive Members and Stewards

Janice Closson (Steward), Sara Pawson (Communications Chair) and Al Wiebe (Trustee) were sworn into office.

15. Other Business

Chief Steward Laurie Whyte encouraged all members to make sure they are registered to vote in the upcoming provincial election in May.

Adjournment at 12:45.

Our next general meeting will be held on Nov 21st, 2012 in MacLaurin building, rm D 116



Michelle Favarger of the Bargaining Committee is ready to sign a new collective agreement with her "crayon head".



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



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
TUESDAY, DECEMBER 11, 11:30 a.m. – 1 p.m.
Cadboro Commons, Arbutus/Queenswood Rooms

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

AGENDA

Revised Budget
Elections - Member at Large

MINUTES of Nov 21, 2012

1. Roll Call – Called to order by Doug Sprenger.

2. Reading of the Equity Statement

3. Attendance Report and Welcome – 19 members attended (did not have quorum therefore there were no elections, motions or adoptions)

4. Announcements

- a) Sharon Warren was welcomed as Member-at-Large (appointed until by-election)
- b) Yesterday was Transgender Remembrance Day, giving us a moment to reflect on the challenges face by members that identify as such
- c) The national campaign poster and videos for “A Solidarity of Abilities” will be rolled out on Dec 3, 2012 as part of National Persons with a Disability day. There will be a listserve announcement.
- d) The Executive committee have moved their meetings to the first and second Tuesdays of the month.

5. Approval of Agenda

6. Approval of minutes for: Oct 31, 2012

tabled

7. Executive Report for November 21

An informal report was given outlining the upcoming National Bargaining Conference in February and The Share Pension Forum in March.

8. President's Report

Doug reported that the 2% increase will be effective on November 30th pay cheques and that the retro pay would be coming on or before December 15th. Members were encouraged to support the picket lines at Camosun College and that signs could be made up by Kira at the office if needed. The bargaining and communications listserve will be amalgamated to make sure the most members are getting information. There was some discussion around doing job evaluations at this time. Members are encouraged to talk to a steward if faced with a lay off situation before making any agreement with management.

9. Treasurer's Report

Diana Foreland provided two financial handouts. The September report had a corrected error. There were requests for a more detailed report so that members can see the effects of potential layoffs as well as more detail on bargaining and defense expenditures. We are, as a union, in good financial shape.

10. Chief Steward's Report

Laurie Whyte reported that the focus has now turned to settling outstanding grievances. Laurie outlined the current cases and reiterated the need to talk to a steward in the event of a layoff notice. A listserve notice will go out to emphasize this. The seniority list can be asked for but the financial aspects must remain private. Michael Ryan from Finnerty's café is a new steward and will be looking at the use of casuals in the bookstore. An introduction to stewarding will be taking place in the spring, taking the course does not obligate you to serve as a steward.

11. Education Chair's Report

It was announced at the Executive meeting that Angela Thurston will be leaving her employment at UVic in December. Her time serving the union was gratefully acknowledged. This position will be up for election at the January General meeting.

12. Communication Chair's Report

Sara Pawson spoke to getting the newsletter going again as a priority. She is seeking ideas for topics such as promoting our resources, community and other locals' profiles, member profiles and events. The newsletter will be available online and there will be some print copies. Please email your ideas to sarapawson@gmail.com. Sara will also be attending a social media conference in the spring.

13. Delegates Report

Anti-Privatization Conference - Jane Stewart, Kirk Mercer and Doug Sprenger attended. Kirk spoke to how municipalities are performing core reviews that don't include community input (Prince George was given as an example). The campaigns to keep BC Hydro and the liquor stores public were successful and we are on track with our own messaging and campaign.

BC Federation of Labour - Rob Park (president of 917) will be filling in for Kirk Mercer as a delegate at cupe 917's expense.

14. Elections tabled

15. Adjournment: 12:50pm

Copies of written reports can be requested from the recording secretary



Please join us for a:

Holiday Social & General Meeting

Cadboro Commons
Arbutus & Queenswood Rooms

Dec 11th, 2012
11:30-1:00

Snacks, Tea & Coffee
50/50 Draw
Door Prizes



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

GENERAL MEETING
WEDNESDAY JANUARY 30, 11:30 a.m. – 1 p.m.
Senate Chambers, University Centre

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

AGENDA

Elections - Sick Bank Committee (2 vacancies)
- CUPE Annual Convention
(5 delegate positions)
- Education Chair

MINUTES of December 11, 2012

1. Roll Call – Called to order by Doug Sprenger.

2. Reading of the Equity Statement

3. Attendance Report and Welcome – 71 members attended

4. Announcements

a) Pat Shade is featured in the national ad campaign “A Solidarity of Abilities” put together by CUPE National and the Disabilities Working Group. Video spots funded by CUPE BC will be coming soon.

b) A member was notified through Trans-Union that an account may have been illegally opened eliciting concern about last January's security breach. A list-serve message will be sent out with more information. It is important to notify police immediately if you feel any of your information has been compromised.

c) The Health and Safety Committee provided a handout at the door on the use of wrist braces and other information.

d) The 2012 Greater Victoria CUPE Scholarship Awards were announced with five \$265 awards were given to children of 951 members.

e) Recognition of members leaving the University and 951 was given.

- Angela Thurston served on the executive and bargaining committee

- Francine Landmesser, 33 years of service

- Karen Carter, 34 years of service

-Lillian Morgan, 37 years of service and former president of 951

f) CUPE BC President, Barry O'Neill, has announced his retirement. An election will occur at the convention this April if the position is challenged

5. Approval of Agenda adopted

6. Approval of minutes for:

Oct 31, 2012

adopted

Nov 21, 2012

adopted

7. Executive Report

The report, given by Doug Sprenger, relayed that the executive had had discussions about the layoffs, the revitalization of a political action committee and the November BC Federation of Labour Convention. A motion was passed to purchase new accounting software for the office.

NOTICE OF MOTION: the position of Education Chair on the Executive will be up for election as well as two vacancies on the sick bank committee at the January general meeting. adopted

8. Treasurer's Report

A revised budget handout was made available reflecting a 2% reduction in revenues and some adjustments to expenditures in the delegates budget line, equipment renewal and Executive Assistant sick & vacation pay. The cuts were not as deep as anticipated. The defense line also reflects a 2% reduction. We will know by mid January if there will be any more lay-offs.

MOTION: to adopt the revised budget adopted

9. Chief Steward's Report

Laurie Whyte reported that letters of expectation can now be requested to be removed. Contact a steward if you would like to view any letter in your permanent file. There was a meeting to review all grievances last Monday and some of them are going to arbitration. 5 Lay-offs have been issued and 4 are taking the LAA severance. If you receive a lay-off notice you will have the help of a steward. The seniority list can be viewed by request. In a bumping situation the least senior person gets bumped. Janice Closson, Michael Ryan and Jada Tasker were welcomed as new stewards. There will be an information session on January 23rd over lunch to learn about stewarding and a workshop on stewarding on February 25th-26th. The Labour Law Review Conference on December 4th & 5th yielded a useful binder with cases and information that can be used for citation in future grievances. Please talk to a steward if you are contemplating utilizing the LAA severance agreement. Smaller meetings will be organized to address workload issues as jobs are lost.

Questions from the floor:

Q. Where are the lay-offs are occurring? In the sciences and HSD so far.

Q. Will there be more at the fiscal year end?

There will be a number of positions lost to attrition this year.

Q. How are layoffs affecting 917 and PEA? PEA has lost over 25 positions that we know of. 917 has not given any official word but we know the janitorial staff have had their hours reduced. Please don't do this work yourself, put in a FAMIS request to help get hours reinstated.

MOTION: to adopt the Chief Steward's Report. adopted

11. Delegate's Report

Pat Shade reported that the BC Federation of Labour Convention was not very well organized and that the lack of transportation for those who could not march up to the Art Gallery for the rally was an embarrassment. Rob Park, president of 917, attended the convention with the 951 delegation.

12. Elections

Arden Little nominated Sharon Warren for the position of Member at Large. Sharon accepted and was sworn in.

13. New Business

MOTION: for CUPE 951 to match the funds raised in the 50/50 draw for the Women's Transition House. carried

14. Adjournment: 12:49pm

NEXT MEETING

Our next general meeting will be held on Feb 20th, 2013 in the Senate Chambers

Copies of written reports can be requested from the recording secretary





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 February 20, 2013, 11:30 a.m. – 1 p.m.
Senate Chambers, University Centre

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

AGENDA

Elections - Sick Bank Committee (1 vacancy)
- Education Chair
- Sergeant at Arms

Motion

-Motion to send 4 delegates to the
**CUPE National Convention in Quebec City, Oct
20-25, 2013.**

MINUTES of January 30, 2013

1. Roll Call – Called to order by Doug Sprenger.

2. Reading of the Equity Statement

3. Attendance Report and Welcome – 30
members attended

4. Health & Safety Report (given early until
quorum is reached)

Kathy Mercer reported that past assertions that
our building safety committees have been acting
as joint committees operating under the university
safety committee have been validated by a recent
WCB order that came out of the Sedgewick
investigation. Because of this order the University
is now rebuilding the committees that will be
meeting monthly. CUPE 951 members will be
elected or appointed to these committees and will

receive 1 day of training in March provided by
CUPE National. If you are on one of these
committees please let the local know so that you
can receive this training. The January Health &
Safety Bulletin was made available.

5. Elections

CUPE BC Convention (Apr 10-13):

Doug Sprenger and Pat Shade exercised their
options to go. There were 5 remaining credentials
available. This year's delegates, by acclamation,
are:

Kirk Mercer
Laurie Whyte
Liana Kennedy
Karen Dykes
Dale Whitford

Sick Benefit Bank

Helen Rezanowich explained that the committee
meets whenever an application comes in (usually
once every 2 months)

Eko Joshua Goldberg was nominated and elected
to the sick bank committee

Education Chair

Doug explained the duties of the Chair including
signing authority, keeping on top of upcoming

conferences, conventions and workshops and has voice and vote on the executive. A call for nominations will go out at the February GM.

6. Approval of Agenda adopted

7. Approval of minutes for:
Dec 11, 2012 adopted

8. Executive Report

Pat Shade reported we are waiting for HR to print the new collective agreement and are investigating why some members who retired or resigned did not receive retro pay. UCBC meetings are now being reduced to quarterly and are attended by the president and the chief steward. A motion was approved to provide \$150 for food and prizes for the childcare workers who could not come to the Holiday social. A Motion to send the full delegation (7) to CUPE BC Convention was approved. A motion was approved to endorse Doug Sprenger in his campaign to seek re-election as Regional Vice President for the VIDC. A motion was approved to send the President or designate to the Lancaster Human Rights Conference in Vancouver. We also need an elections committee for the local's upcoming elections. A motion was approved to send Michael Gaudet to the Share Pension conference in Vancouver. adopted

8. Chief Steward's Report

Laurie Whyte reported that there have been 6 more lay-offs since our last meeting and that we're hoping that that will be all until the end of March. The letter of expectation removal from HR's central files can be requested. Seek the help of a Steward if you think you have one of these letters in your file. There was a Steward Recruitment lunch held on January 23rd and there will be a training work shop held February 25-26. Melissa Maloney won the draw for coming to the January lunch. adopted

9. Job Evaluation Committee Report

Cheryl Dewolfe reported on the backlog of memos from HR. The committee is meeting regularly and encourages members to send in their JE's now. Please do not do work you are not being paid to do, it's not your problem if the employer does not have the funds to get all the work done. If you have a JE in the system, keep fighting to get it heard. We are six months into the new CA and the new JE tool needs to be created. Workload problems can be tied directly to the lay-offs. There

is a new HR JEQ system online that will likely track the speed of applications.

10. Delegate's Report

Pat Shade reported on the CUPE National facilitator's training workshop at Harrison Winter School. It was very intensive with several hours homework after each session.

Dale Whitford reported on Idle No More events. He spoke to issues of land leases, environmental protection and the missing women. Dale reported that Paul Faoro spoke at a recent Vancouver event and that these events are open to everyone.

Kirk Mercer sits on the skilled trades working group for CUPE BC that met on January 28th and wishes to continue to represent us.

Laurie Whyte reported on the UCBC meetings. She said some locals are not stepping down their bargaining committees and that the committee has submitted some resolutions for the upcoming convention. They are working on coordinated effort with other locals in our sector.

Doug Sprenger reported that he and Dale Whitford are on the BC Childcare working group which is engaging parents with a proposal and presentation for a program similar to Quebec's \$7 per day childcare.

11. Adjournment: 12:41pm

NEXT MEETING

Our next general meeting will be held on
Mar 27th, 2013 in MacLaurin D110

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

Please Deliver To:



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 March 27, 2013, 11:30 a.m. – 1 p.m.
MacLaurin D110, University Centre

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

AGENDA

Elections - Sergeant at Arms
- 2 delegates for the CUPE
National Convention in
Quebec City, Oct 20-25,
2013

MINUTES of February 20, 2013

1. Roll Call – Called to order by Doug Sprenger.

2. Reading of the Equity Statement

3. Attendance Report and Welcome –
20 members attended – quorum not
achieved

4. Announcements

Handouts made available were:

-Imperial Canada Inc: Mining, Justice
and Censorship – this event is on Feb
26, 2013

-Health & Safety Joint Committee Course
– this course is for members who sit on
Local Building Safety Committees and is
on Mar 19th or 20th.

A thank you was extended to Sharon
Jarmy for her service as our Sergeant at
Arms

5. Approval of the Agenda

tabled

6. Approval of the Minutes: January
30, 2013

tabled

7. Matters Arising from the Minutes

Laurie Whyte reported on the evening
event for Childcare workers that she
attended. Laurie had a chance to speak
to these members and mentioned that it
was good to see them all as they cannot
make most meetings because of the
important work they do.

8. Executive Report

Pat Shade reported on the single
executive meeting in February.

Motions were passed to:

1. grant Laurie Whyte leave without pay
to facilitate the February 25 & 26
workshops at UVic

2. send Jane Stewart and Jada Tasker to
the Labour Law Online Progressive

Discipline for Supervisors and Stewards in Vancouver on March 7

3. send Pat Shade and Laurie Whyte to the Accommodation Law Conference May 28 & 29 with costs coming out of the defense fund

4. send 4 delegates to CUPE National Convention on Oct 20-25 in Quebec City

It was also reported that CUPE BC Convention delegates met to discuss endorsements of candidates. The endorsement recommendations were approved by the executive. Delegates will not be endorsing off-island candidates until convention.

9. Treasurer's Report

A report to the end of December 2012 was handed out. The defense fund is back to gaining income as the last of the strike pay cheques are cashed. The 2nd quarter budget report showed that revenues are ahead of the projections but the recent job losses are yet to have their effect.

10. Chief Steward's Report

Grievances:

Laurie Whyte reported that 4 more grievances have been resolved but there are 2 more likely to go to arbitration and 1 to the (Sullivan) Expedited Dispute Resolution Process. The privacy breach grievance for all three locals will be discussed at a joint meeting with HR next week. Grievances around Tech & Org changes and Exempt position creation are still ongoing.

Lay offs:

In 2012 there were 13 and in 2013 there have been 8 and another 4 coming up in March. 5 members have accepted enhanced severance and 3 lay offs were rescinded when a coworker took enhanced severance. There has only

been 1 bump so far in the last several years.

Letters of Expectation

The process of removing these from HR central files seems to be working. Please copy Laurie if you are requesting to have one of these letters removed from your file.

Tech & Org Change

If you are experiencing tech and org changes in your department because of the lay offs, please contact Laurie. We don't want to lose CUPE work other employee groups.

Union Representation

If you are invited to a meeting and you believe it may affect the terms and conditions of your employment, you have the right to be accompanied by a Union Steward or Officer.

11. Adjournment: 12:52pm

NEXT MEETING

Our next general meeting will be held on Apr 24th, 2013 in the Senate Chambers

Copies of written reports can be requested from the recording secretary



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 Apr 24, 11:30 a.m. – 1 p.m.
Senate Chambers, University Centre

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

AGENDA

Elections - Secretary

Motion: amendment to delegate policy

**Door Prizes – tickets to win a handcrafted
mandolin**

MINUTES of March 27, 2013

1. Roll Call – Called to order by Doug Sprenger.

2. Reading of the Equity Statement

3. Attendance Report and Welcome – 36
members attended

4. Announcements –Jeta Rugova-Plakolli and
Melissa Maloney were welcomed as new
stewards.

5. Approval of the Agenda

-Education Chair was added to the list of elections
adopted

6. Approval of the Minutes:

January 30, 2013 tabled

February 20,2013 adopted

7. Matters Arising from the Minutes -none

8. Executive Report

Pat Shade gave reports on both March 3rd & 12th
executive meetings.

March 3rd (Sherry Harmsworth-chair)

1. Stephan Grbavec appointed chair of Elections
Committee for June elections

2. Motion passed to send 2 members of the OHS
Committee to the BCFED Occupational Hygiene
course in Vancouver

3. Motion passed to send Laurie Whyte to the
Lancaster course "Preventing Workplace Bullying
and Intervening in Conflict" in Victoria

4. Sharon Warren was appointed to the Personnel
Benefits Committee

March 12th (Pat Shade-chair)

1. The termination account cash out issue is still
being worked on

2. Declarations of positions being run for in the
June election by current executive members.
adopted

16. Elections

1. Sargeant at Arms – Greg Lanning
elected

2. Education Chair – Liana Kennedy
elected

3. CUPE National Convention delegates (2
positions) – secret ballot was held

Laurie Whyte – elected

Karen Dykes – elected

Kirk Mercer – 1st alternate

Arden Little – 2nd alternate

Jane Stewart – 3rd alternate

10. Treasurer's Report

A financial statement to the end of January 2013 was handed out. Diana Foreland reported that the 2012 year end report is being worked on for the trustees. The outstanding cheques total is made up of some outstanding strike pay cheques and registration costs for upcoming conferences.

adopted

11. Trustee's Report

A report was handed out with their recommendations. Doug reported that the executive will accept changes to be made except where policy is changed. Those changes will be debated and brought to the membership to vote on.

12. Chief Steward's Report

Grievances

Laurie Whyte reported that the joint meeting regarding the Breach of Privacy grievance did not resolve this issue. A new jurisdiction grievance was filed over work that had been CUPE's and was reassigned to PEA. Grievances around Tech & Org changes and Exempt position creation are still ongoing.

Lay offs

Since our last general meeting there have been 8 more layoffs and there are still ongoing issues with the language interpretation of Article 17.

Tech & Org Change

If you are experiencing tech and org changes in your department, please contact Laurie. There are a host of steps the University must comply to including providing adequate notice, meetings with Union and retraining.

Union Representation

If you are invited to a meeting and you believe it may affect the terms and conditions of your employment, you have the right to be accompanied by a Union Steward or Officer.

adopted

Question: How do you tell your manager during a meeting you would like a steward present?

Answer: Respectfully ask to stop the meeting until a union steward is there. If they won't stop the meeting, you can't leave but you can say "I can't answer any questions until I have a union steward

here". If the meeting is a disciplinary one then the employer needs to give 24 hours notice.

13. Education

A handout with upcoming education opportunities was provided. Please note that the Cuba trip in April is not being paid for the local.

15. Delegate's Report

1. Jada Tasker and Jane Stewart reported on the Progressive Discipline for Supervisors and Stewards workshop.

2. Jada Tasker and Barb Gordon reported on the CUPE Stewarding Course that was co-facilitated by Laurie Whyte.

3. Michael Gaudet reported on the Share Pension Forum.

17. Unfinished Business

A door prize draw was held with prizes being raffle tickets for a mandolin. This raffle is a fundraiser for the Cowichan Folk Guild.

MOTION: to destroy the ballots for the CUPE National Convention delegate election.

adopted

Equity and Human Rights have a questionnaire that can be accessed from your "my page" on the subject of violence against women.

Pat Shade will be reporting to President Strong on the state of equity on campus.

The new collective agreement will be printed very soon.

11. Adjournment: 12:56pm

NEXT MEETING

Our next general meeting will be held on Apr 24th, 2013 in the Senate Chambers

Copies of written reports can be requested from the recording secretary



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 May 22, 11:30 a.m. – 1 p.m.
MacLaurin Building Room D114

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

AGENDA

Elections - Secretary

MINUTES of April 24, 2013

1. Roll Call – Called to order by Doug Sprenger.

2. Reading of the Equity Statement

3. Attendance Report and Welcome –
26 members attended

4. Announcements

1. Handouts – National Day of Mourning, Draft Policies & Procedures (Section A: Delegates), Treasurer's Report, Your Right to Union Representation (contact list), Report of Activities, Bylaws re: Elections of Executive Board and Trustees, Nomination Form

2. The Victoria Day of Mourning event will take place on Sunday, April 28th at 10am at Centennial Square.

3. Our local has the CUPE phone banks booked on April 30th to phone our members and encourage them to vote.

4. Our local is supporting the May Day event in solidarity with the Committee to End Homelessness and CUPE 50. The CUPE BC trailer will be serving food in Centennial Square at 5pm.

5. Approval of the Agenda

adopted

6. Approval of the Minutes:

March 27, 2013

adopted

7. Matters Arising from the Minutes -none

15. Reports of Committees, Delegates

The OHS Committee provided a handout for the Day of Mourning. Black arm bands are available that feature the Year of the Young Worker. Awareness of issues of worker's health and safety, here and internationally, were discussed in light of the recent factory collapse in Dhaka, Bangladesh.

Jada Tasker reported on here attendance at the Progressive Discipline Conference. Handouts were brought back for all the stewards.

8. Executive Board

Motion: to amend the CUPE 951 Policies to re: delegate expenses.

carried

10. Treasurer's Report

Diana presented the handout and reported on the finances to the end of February. There were

questions answered about the outstanding cheques, and the defence account.

carried

12. Chief Steward's Report

Laurie Whyte reported that, to date, there have been 39 layoffs (including reductions in FTEs). The first bump we've experienced in 4 or 5 years will be coming soon. Human Resources have been working cooperatively to find good fits where applicable for those laid off. There are still some letter of expectation issues to be resolved. There are some changes in the HR department.

None of the other Universities are facing the layoffs that UVic is experiencing. We will continue to put pressure on our local politicians to address this.

carried

13. Education Report

The Skilled Trades Conference in Victoria is coming up in June 18-21. Kirk Mercer is talking to the trades workers in our local about attending.

A list of upcoming dates and activities was made available as a handout.

16. Nominations, Elections or Installations

A call went out for nominations for the position of secretary. No names were put forth.

15. Reports of Committees, Delegates (con't)

Scholarship Committee reported that there are 8 locals involved on the committee and that external scholarships will be posted in June. These awards are for the children of members' up to the age of 25 for their post-secondary education.

CUPE BC Convention was attended by 7 members of the local. Mark Hancock was acclaimed as president for the next 3 years. There were a surprising number of resolutions passed (40-50) despite an election year that took up quite a bit of the focus. A special thank you was given to Dale Whitford for his work as Diversity Vice President and congratulations given to Doug Sprenger for his renewed position as Regional Vice President.

9. President's Report

Doug talked his trip to Havana, Cuba with the International Solidarity Committee and will give a full report at the next general meeting.

19. Adjournment: 12:55 pm

NEXT MEETING

Our next general meeting will be held on
June 26th, 2013 in Room D 114
MacLaurin Building
ELECTIONS OF EXECUTIVE BOARD AND
NEGOTIATING COMMITTEE

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

Please Deliver To:



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

**NOTICE OF UNION GENERAL MEETING
EXECUTIVE AND NEGOTIATING COMMITTEE ELECTIONS
ALL CUPE 951 MEMBERS ENCOURAGED TO ATTEND!**

NEW DATE

**WEDNESDAY JUNE 19th, 11:30 a.m. – 1 p.m.
MacLaurin Building Room D116**

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

AGENDA

- Elections**
- All Executive positions
 - Trustee (1 position)
 - Negotiating Committee (3 positions)

MINUTES of May 22, 2013

- 1. Roll Call** – Called to order by Doug Sprenger.
- 2. Reading of the Equity Statement**
- 3. Attendance Report and Welcome** –
16 members attended (quorum not reached)
- 4. Announcements**
 1. Handouts –Your Right to Union Representation (contact list), Report of Activities, Bylaws re: Elections of Executive Board and

Trustees, Nomination Form, Luggage tags from CUPE National.

2. Elections are being held at the next meeting and the nomination forms are coming in
3. May 24 is UCBC meeting, K-12 and SFU have still not settled
4. Our Collective Agreement expires in March 2014 but not the LAA agreement, which has been helpful so far.

5. Approval of the Agenda

tabled

6. Approval of the Minutes:

April 24, 2013

tabled

7. Matters Arising from the Minutes -none

8. Executive Board

No formal report except to mention that an additional delegate Tamaya Moreton has been added to the Labour Law 2013 Accommodation Conference in Vancouver on May 28.

12. Chief Steward's Report

There were 2 more layoffs in March, bring the total to 41 since 2010. There is now some continuity in the way Article 17 language is being interpreted. There is also a major reorganization of two departments, the employer served notice and have met with Union twice on this issue.

If you are called to a meeting to discuss concerns about your performance (especially if there is the possibility that a Letter Of Expectation or discipline might be the result) or if you believe the discussion may affect the terms and conditions of your employment, you have the right to be accompanied by a Union Steward or Officer.

951 stewards will be participating in an educational retreat on May 31 with CUPE 917 stewards to review the latest changes to Human Rights and Accommodation law.

15. Reports of Committees, Delegates

Pat Shade reported on his last meeting with the CUPE National Disabilities Working Group. They met to update the current "Solidarity of Abilities" campaign. CUPE BC has entered the educational short created last year by the committee for a film award and the film will be shown at the CUPE National Convention in the fall.

9. President's Report

Doug reported on the CUPE BC / CoDev trip to Cuba where he carried our CUPE 951 flag in the May Day celebrations. Visits to union offices and workplaces kept the delegation busy as they learned how Cuba is coping with moving away from a socialist economy to a hybrid of socialism and capitalism. Doug also reported that union meetings in Cuba achieve 85% minimum attendance.

16. Elections

tabled

19. Adjournment: 12:10 pm

NEXT MEETING

Our next general meeting will be held
on
Wednesday, September 25th
11:30-1:00
Location to be determined

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



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 25th, 11:30 a.m. – 1 p.m.

Senate Chambers, University Centre A 180

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

AGENDA

Motions

Policy changes to per diem & telephone
Budget 2013-14

Elections

Education Committee Chair
Communications Committee Chair
Negotiating Committee (1 member)
Health & Safety Committee (4 members)
Personnel Benefits Committee (3 members)
Sick Benefit Bank Committee (3 members)

MINUTES of June 19, 2013

Handouts:

-nominations for executive office
-calendar of upcoming events
-contact list of stewards

1. Roll Call – Called to order by Doug Sprenger.

2. Reading of the Equity Statement

3. Attendance Report and Welcome –

45 members attended
there were no new members

4. Announcements

1. Pride Parade is July 7th starting at Centennial Square.

MOTION: to participate as a group at the parade, contribute \$25 and send out a local-wide announcement. carried

2. Cowichan Valley Island Folk Festival is July 19-21. CUPE BC is sponsoring the event. Info to go out on listserve.

3. Friday (June 21st) is National Aboriginal Day and activities are planned around the First Peoples' House

5. Approval of the Agenda:

MOTION: to amend the agenda and move the elections to 12pm. carried

6. Approval of the Minutes:

May 22, 2013 carried

7. Matters Arising from the Minutes -none

8. Executive Board Report

At the June meetings the executive approved the purchase of new CUPE 951 pins and computer equipment. There was discussion on the Executive

Assistant classification review and the full time officer's blackberry contracts. A motion was passed to send up to 3 members of the Negotiating Committee to the Lancaster Public Sector Bargaining and Arbitration Conference. The funding proposal from the employer for the full time officer positions was also discussed.

9. President's Report

Doug Sprenger complimented the stewards and thanked the membership for electing him over the years. Important things are going on federally. Harper's bill C377 makes major changes in the collection of union dues and reporting. It's being debated now. Doug spoke to the Union gains made at UVic over the years with seniority rules, family support and pay equity for women. The future challenges will be education our own members now that younger ones are stepping forward to participate in our union.

16. Elections (Lori Wilcox in Chair)

Executive

-positions by acclamation:

President - Doug Sprenger
1st Vice-President - Pat Shade
2nd Vice-President – Sherry Harmsworth
Chief Steward – Laurie Whyte
Secretary – Diana Foreland
Treasurer – Kara White
Education Committee Chair – Liana Kennedy
Communications Committee Chair – vacant
Trustee – Michelle Favarger

-positions by ballot:

Members at Large - Arden Little and Paul Totzke

The new Executive was sworn in.

Negotiating Committee

-elected: Arden Little, Pat Shade and Karen Dykes

MOTION: to destroy the ballots.

carried

11. Trustees Report

The audit has taken 4 days so far but there is a new system in place for the future. New laws require a more detailed report than in the past. The audit will be finished later today.

12. Chief Steward's Report

Laurie Whyte reported that the relationship with HR is improving. The Steward's Retreat was attended by a majority of 951's stewards as well as some from 917. There are many concerns around the hiring of temporary employees and the abuse of work terms with casual workers.

19. Adjournment: 1:00 pm

NEXT MEETING

Our next general meeting will be held
on
Wednesday, October 30th
11:30-1:00
David Strong Room C 112

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