



NOTICE OF GENERAL MEETING

**Wednesday, September 24, 2014
11:45-1:15 - University Centre A180**

Bargaining: Presentation & Ratification of Bargaining Proposals
Election: Up to 4 delegates to attend the BC Federation of Labour Convention, November 24-28, in Vancouver

Minutes of June 25 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 25 members attended.

4. Announcements

Health and Safety (see handouts)

BC Childcare- Stroller Barrage

Calendar Update (Refer to pink handout)

5. Approval of the Agenda-M/S (KD)/C

6. Approval of the Minutes-M/S (KM)/C

7. Matters Arising from the minutes

8. Executive Board Report

Bargaining survey for 951 members- Good participation so far (90 in the first 30 minutes) and Cheryl will make adjustments so that checking the boxes will be easier.

UCBC update re cost shares, sector bargaining - we will be using \$2,000.00 from each local for advertising (All locals with exception of one will be participating) Next UCBC meeting late Aug. early Sept. most locals report no bargaining until the fall.

Unifor bargaining debrief re: Exec. Assistant position collective agreement, 2 year term, came in under budget, all issues addressed.

Budget review (9 month)- General revenue is up because of part-time employees/ operating budget has money allotted for buying office replacement equipment/ Good & Welfare and

affiliate meeting budget lines will be re-evaluated to take into account changes needed.

Proposed 2014 – 2015 Budget- Discussion on changes to budget i.e.: moving money from budget lines that are not being utilized to ones that are being over utilized.

CUPE National Sectorial Conference - Oct.6th to 9th in Toronto. How many do we send? Doug gave a quick review and more discussion will happen after everyone has a chance to read over the info.

50th Celebrations. Concerns raised about “Bear Mountain” as the location due to aboriginal problems with the developer. Now called the “Q Centre”, transportation, too far out of town.

Motion to adopt the Exec. Board Report-M/S (KW)/C

9. Presidents Report - None

10. Treasurers Report

Kara White spoke about March/April 2014 expenses as well as the opening and closing balances in the general and defence accounts.

Motion to adopt treasurer’s report-M/S (KD)/C
Nine month Review (KW)

Breakdown of the percentages expended/received on target so far, paper copy available.

Proposed Budget- 2014/15

A few minor changes made.

Motion to adopt the Budget -M/S (LW)/C

11. Trustee's report.

12. Chief Steward's Report.

13. Education Chair's Report

Karen Dykes spoke about sending three members to The Western Regional Summer Inst. (All first time attendees and one is a young worker).

14. Communication Chair's Report

Cheryl De Wolf thanked members for giving great feedback for the survey and the amazing response from of at least half of the members on campus. Encourage all members to participate in future surveys.

15. Report of Committee's & Delegates

Janice Closson spoke about how interesting she and Barbara Gordon found The Progressive Discipline Seminar - learning how arbitrations work and the importance of explaining/documenting your case.

Pension/ Benefits Report

Kara White discussed the Optum handout - what it offers to members and encouraged everyone to email any questions they had about Optum or their pension package to her at kmwhite@uvic.ca

Adjournment: 12:50 pm

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

Handouts:

CUPE LOCAL 951 Treasurers Report
Calendar Report of upcoming events Health and Safety Fact Sheet- Ventilation
Health and Safety Bulletin-Jan/2013
Work Safe BC- Ergonomics Commentary
Work Safe BC- This Could Happen to Your Child
BC Childcare- Stroller Barrage
Optum Employee Assistance Program



NOTICE OF GENERAL MEETING

**Wednesday, October 22, 2014
11:45-1:15 – MacLaurin D110**

Bargaining Report / Election: BC Federation of Labour Convention
1 additional delegate, plus 1 alternate. (Vancouver, Nov 24-28)

**ATTEND THE MEETING TO RECEIVE
A CUPE 951 50th ANNIVERSARY UMBRELLA OR LUNCH BAG**

Minutes of September 24 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 101 members attended.

4. Announcements

Reminder for new members or any members not receiving the listserv messages to send an email to cupe951@uvic.ca Stewards have been distributing CUPE 951 50th Anniversary water bottles to members across campus – send an email to cupe951@uvic.ca to request a steward to visit your department with a water bottle. Get a CUPE 951 50th anniversary umbrella or lunch bag by attending a General Meeting (while supplies last)

5. Approval of the Agenda - Motion: to amend agenda to prioritize the BC Fed election and Bargaining proposal discussion. M/S/C

6. Approval of the Minutes- M/S/C

7. Matters Arising from the minutes: None

8. Executive Board Report: Deferred

9. President Report –

Bargaining Proposal Discussion: Reminder of extended and problematic last round of bargaining. Overview of the other public sector contracts that have been settled – term and wages have been the same but other language has been added in each case. Bargaining survey results overview. Overview of main Bargaining

proposal themes including Wages and Benefits, Joint Job Evaluation, and Job Security.

Motion: to endorse the bargaining proposals for the Negotiating Committee to take the proposals to the table. M/S/C

10. Treasurer Report: None

11. Trustee report: None

12. Chief Steward Report -

Stewards report on how well received the water bottle handouts have been so far. If you are sick during your vacation and want to switch your vacation days to sick leave – tell your supervisor right away.

13. Education Chair Report: None

14. Communication Chair Report: None

15. Report of Committees & Delegates

16. Elections: BC Federation of Labour Convention delegates (Vancouver, Nov 24-28) are Doug Sprenger, Cheryl DeWolfe, Teresa Dixon, Karen Dykes, Sarah Warder, and the alternate is Dale Whitford.

Adjournment: 1:15 pm

Copies of written reports can be requested from the recording secretary

Handouts:

Calendar, Bargaining Proposal Themes



NOTICE OF GENERAL MEETING

**Tuesday, November 18, 2014
11:45-1:15 – MacLaurin D010
(Lower level)**

Minutes of October 22, 2014 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 55 members attended.

4. Announcements

Doug referred to pink handout to comment on the 15 members who will be attending the health and safety conference.

Kirk Mercer is pleased to inform the membership about an increase in print shop work due to the closing of the Queens printers and the need for the Union bug on their documents.

Pat Shade & Cathy Henderson are looking for volunteers to join a plasma car race in support of United Way.

5. Approval of the Agenda-M/S (CdW)/C

6. Approval of the Minutes-M/S (CH)/C

7. Matters Arising from the minutes: None

8. Executive Board Report

Summary of June /July & Augusts Executive Reports. (Print copies available) **M/S (PT)/C**

9. Presidents Report – Bargaining Proposal

Discussion: Doug provided more details concerning the bargaining proposal themes. Doug also discussed the employer's proposals.

M/S (KM)/C

10. Treasurers Report: None

11. Trustee report: None

12. Chief Steward Report.

Laurie reviewed what arbitrations/grievances are being worked on as well as holding the employer to follow the words of our CUPE Agreement. Such as job description, posting of job positions, interviewing internal candidates, notifying before restructuring, fair wages for students, retroactive payments, violations of the Labour Codes, dependent/emergency leave, layoffs due to budget restraints and bullying in the work place. Lastly, Laurie wanted to alert members to report threats of violence to Campus Security either through their supervisor or by themselves for documentation.

M/S (MR)/C

13. Education Chair Report: None

14. Communication Chair Report: None

15. Report of Committee's & Delegates

Political Action Committee

16. Election: Ted Godwin was elected to attend BC Fed Convention and the alternate is Jane Stewart.

Adjournment: 1:15 pm

Copies of written reports can be requested from the recording secretary

Handouts:

Standard Agenda, Your Right to Union Representation, Calendar, Bargaining Proposal Themes, Working Together To Keep University Jobs Public, CUPE Workshops at UVic.



NOTICE OF GENERAL MEETING

Wednesday, December 10, 2014

11:45-1:15 – Holiday Social

Cadboro Commons

Arbutus/Queenswood Room

**Elections: For 4 people & an alternate to the Health
& Safety Committee**

Lunch provided & door prizes of chocolate & wine

Minutes of November 18 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 27 members attended.

4. Announcements

Doug referred to pink handout to comment on adding bargaining days and GM meetings to the usual workshops and conferences listed on the calendar.

Cathy Mercer asked members, if they had anything to donate to the homeless on Vancouver Island, to please bring it to work and she would collect it. Cheryl De Wolfe will be putting a list of items needed for the homeless as well as other information about how to contribute on to the CUPE web site.

5. Approval of the Agenda-M/S (KD)/C

6. Approval of the Minutes- tabled to next GM

7. Matters Arising from the minutes: None

8. Executive Board Report: tabled to next GM

9. Presidents Report – *Bargaining Proposal*

Discussion: Doug conveyed concerns that have been noticed with a lack of job evaluations being done and the need to make a more easily used J.E. process for employees and employers. Doug also discussed the employer wanting proposals explained and examples given to why we wanted language changed. He spoke about issues with the hiring of externals over internal

applicants and discipline/letters of expectation being removed from a file after terms have been met.

M/S (AL)/C

10. Treasurers Report:

Review of 2013-14 year end budget, expensed for the year balanced with the projected budget. Kara also reported on the July statement which is the start of the fiscal year. It was noted that some money was transferred out of the defence account into a term deposit with Community Savings.

M/S (KD)/M

11. Trustee's report: None

12. Chief Steward's Report:

A grievance was filed when the employer failed to explore whether or not there were any mitigating medical conditions before they disciplined a member. Laurie spoke about the valuable information from the Labour Law Review conference she attended. Much of the information pertains to ongoing cases. Laurie also talked about some of the discussion at bargaining around the employer's ideas for cost containment in benefits and how the direct pay card is vital in implementing any of the proposed measures.

M/S (KM)/C

13. Education Chair's Report: Karen wanted to note that thanks to members attending

workshops more involvement in CUPE has been noticed.

14. Communication Chair`s Report:

Cheryl De Wolfe reviewed what she has been working on to get members voting and feels the web site is helping to reach members with information needed.

15. Report of Committee`s & Delegates

Political Action Committee: Ted Godwin spoke on committee doing well with support and wanting to know what members would like to see done by the Political Action Committee.

The Pensions/Personnel Benefits Committee:

Kara White noted will be meeting in Dec. Any concerns or questions, please forward to Kara White kmwhite@uvic.ca. She will report in the January meeting the results from the committee meetings.

16. Election: None

Motion: to send one delegate to the Human Rights conference Feb.5-8 in Winnipeg. M/ S (TG)/F

Adjournment: 1:05 pm

Copies of written reports can be requested from the recording secretary

Handouts:

Standard Agenda, Your Right to Union Representation, Calendar, Treasurer Report (2)





NOTICE OF GENERAL MEETING

**Wednesday, January 21, 2015
11:45-1:15 – University Centre A180**

**Bargaining Update - Where Do We Go From Here?
Elections: CUPE BC Convention (Vancouver) April 29-May 2
5 delegates & 2 alternates**

CUPE 951 umbrellas available for members attending meeting

Minutes of December 10, 2014 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 95 members attended.

4. Announcements- All members attending entitled to 50th Anniversary lunch kits & umbrellas & also 2015 calendars which printing services donated their time to make. There were tickets for door prizes of chocolate or wine. Donations to Women's Transition Houses in Victoria & Sooke encouraged. (Total donations were \$139.50 which was matched by CUPE 951.) Thanks to Kathy Mercer for collecting coats from members and donating them to the Homeless Shelter, Women's Transition House and Our Place Victoria. CUPE Scholarships Committee reported that 951 member Jayne Hawkins' son Luke Hawkins received a scholarship award.

5. Approval of the Agenda-M/S/C

6. Approval of the Minutes- M/S/C

7. Matters Arising from the minutes: none

8. November Executive Board Report – Pat Shade Business Arising:

Health and Safety Committee: Standing down the current committee and holding a by-election for 4 members committed to attending regular meetings.

Bargaining- Doug Sprenger spoke about the fall bargaining meetings which focused on Job Evaluation, Health & Safety, Job Security, Benefits, Casual employment & other topics. Cheryl De Wolfe also attended the session on Job Evaluation as Co-Chair of the JJEC and shared the discussion with the executive.

Canadian Labour Congress Together Fairness works (re-launch): we need to find ways of letting members know what we do/how their union works for them in order to have more involvement. One opportunity is to use CLC's project as a springboard for discussion.

Victoria Labour Council & Vancouver Island District Council Delegate Appointment/Report: We would like to see more members credentialed to be delegates; in November, we added Kara White and Cheryl DeWolfe for VLC and Kara White for VIDC. Members appointed will be expected to share what they learned at executive and general meetings.

CUPE Human Rights Conference:

Motion: that we delegate Dale Whitford to attend Feb 5-8 CUPE Human Rights Conference in Winnipeg by paying for his per-diem, registration & hotel costs as a cost share with CUPE. **M/S/C**

SHARE Pension Forum: Motion: to send one delegate to the SHARE Pension Forum. **M/S/C**

New Business:

BC Fed. Convention Report: Tabled to next exec.

CLC Winter School: Motion: to send Sarah Kissinger to the WCB training (level1) Jan.25-30 at the CLC Winter School **M/S/C**

Chief Steward Report: Laurie discussed wanting to offer retiring members a one year membership with BC Forum as a number of other union locals do this already- tabled to January meeting.

CUPE 951 Privacy Policy: draft will be put on web site by Cheryl –discussion tabled to December GM.

Jane Stewart Retirement: Executive thanked Jane for her contributions as a steward etc.

Motion: to purchase a 50th Anniversary Cake for the Jan. GM cost up to \$100. **M/S/C**

951 Executive Board 2015 election process:

Elections of new Exec at May GM and take office end of June in order to accommodate training and transfer of knowledge. Cheryl spoke about hosting an elections forum, coordinated by the Political Action Committee to allow members running for positions the opportunity to speak about themselves and answer members' questions.

Communication Report: Cheryl addressed the need for a privacy policy and circulated a draft for feedback. She would also like to see members who attend conferences to write a 100 word report about their experience and share it at a GM. Surveys and 50 Stories are being worked on and volunteers to help would be appreciated. She is finding it challenging collecting the minutes on line.

M/S (DS)/C

Treasurer's Report: Review of Aug. & Sept. 2014 monthly balance of expenses/income. **M/S/C**

Bargaining: discussion on what we would like the employer working on for us. Examples-Job security/ Job evaluations/Benefit changes are things being discussed. Doug would like the members to be involved in what is going to the bargaining table.

M/S/C

9. President's Report – Doug Sprenger expressed thanks to the union for providing the opportunity for him to be a part of a team that works hard to protect and promote their member's best interests. He realizes that without the dedication of members the union would not exist. **M/S/C**

10. Treasurer's Report: Kara White reviewed Aug. & Sept. 2014 monthly balance of expenses/income.

M/S/C

11. Trustee's Report: no report

12. Chief Steward's Report: Laurie Whyte spoke about RTWAs, expectations, probationary periods extended, medical appointments, bullying, layoffs, bumps, LOA agreement, provisional pay and recruitment. She reminded everyone that the Stewarding workshop is the second week of March and introduced Emily Rogers as a New Child care Steward. Jada Tasker is taking a leave from stewarding to do a temporary PEA position in January for 3 months. Jane Stewart will be retiring the end of January 2015. **M/S/C**

13. Education Chair's Report: no report

14. Communication Chair's Report: Cheryl addressed the need for a privacy policy and circulated a draft for feedback. She would also like to see members who attend conferences to write a 100 word report about their experience and share it at a GM. Surveys and 50 Stories are being worked on and volunteers to help would be appreciated. She is finding it challenging collecting the minutes on line. **M/S/C**

15. Reports of Committees, Delegates:

Political Action Committee: Ted Godwin spoke about being a delegate at the BC Federation of Labour convention and appreciated attending the meetings with a wide range of other workers including miners, librarians and hospital employees. He now understands that charity is giving of ourselves.

Pensions/Personnel Benefits Committee: update by Kara White.

16. Election: Health & Safety Committee: Pat Shade, Cathy Stacey, Kara White, Jessica Humphries elected with Kathy Mercer as alternate.

17. Unfinished Business: none

18. New Business: Motion: to contribute \$100 towards the golden tree monument. **M/S/C** Info at <http://www.goldentree.ca/The-Tree>

Adjournment: 1:15 pm

Copies of written reports can be requested from the recording secretary

Handouts:

Standard Agenda, Your Right to Union Representation, Calendar, Treasurer Report (2)



NOTICE OF GENERAL MEETING

**Wednesday, February 25, 2015
11:45-1:15 – Cornett A120**

“Stop Bullying Day”

**Help support by wearing a pink shirt
and having some pink cake.**

Minutes of January 21, 2015 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 52 members attended.

4. Announcements- 10 theatre tickets were drawn for ‘maladjusted’ and Doug reviewed the delegate & events calendar.

5. Approval of the Agenda-M/S/C

6. Approval of the Minutes- M/S/C

7. Matters Arising from the Minutes: none

8. Exec. Report Jan 7 & 14, 2015

Business Arising:

GM meeting Times: Discussion about whether the new time (11:45-1:15) was working and on how to structure the meeting to accomplish the main work between 12-1 or when quorum was met.

Motion: that we deal with reports from delegates in the first 15 mins. of the GM.

Giving retiring members a 1 yr. membership to BC Forum: We are going to give out pamphlets at the next GM about this membership and ask if we want to budget for this in the next fiscal year. The offer would be we pay for the first year for those retiree’s that are interested. 1 year subscription is \$20.00.

Termination Acct. Statistics: Many of the 951 members enjoy this benefit, Cheryl will include some specifics about the termination account as part of her work with the 50th Anniversary.

CUPE 951 50th Anniversary Promo Ideas. New Union cards and signage (hopefully getting discounts for members). Where and how to cater was also discussed.

Motion: to produce a 50th Aniv. Union card for members and a large sign for promotion display.
M/S (LW)/C

Motion: to spend 2,500.00 on 50th Anniversary celebration (food/door prizes).

Election Committee Appointment: Stephan Grbavec, Michael Gaudet and Shelia Wheaton
OH&S Committee. Appoint Kara White as chair of the Committee.

New Business:

Maladjusted- Laurie spoke on supporting by purchasing tickets to give away.

Motion: to purchase 10 tickets to Maladjusted to give away to members at the January GM.

Motion: to send our full complement of 7 delegates to CUPE BC Convention. Election of delegates at the January GM.

BC Public Post-secondary Collaborative services Report: Pat pass around UVic’s ASDT report. Example given “UVic gets all BC Universities printing while others will lose jobs”.

Treasurers Report: Oct. & Nov. 2014 break down of expenses/income and closing balances in our general/ defence account.

Education Budget 2014-15: (on bright pink sheet) breakdown on what was spent on conferences/ conventions/seminars/affiliate meeting & education. Projection made for this fiscal year.

Chief Stewards Report: Laurie discussed Jane Stewart’s retirement and tabled the rest of her report to the next meeting.

Motion: To spend up to \$200.00 to recognize Stewards - Jane Stewart retirement recognition:

will be electing someone to take her place.

Business Arising:

UVic Job postings: We need to stay on top of viewing all job postings. Send anything that seems questionable to Laurie & Pat for them to review.

Negotiating Committee & UCBC report: Doug spoke about the work the bargaining team has been doing towards job evaluations, Direct Pay card, name brand prescription drugs over generic drugs.

Executive Board & Trustee Elections: Draft copy hand out given to review. Wednesday, May 27, 2015. Kira will post positions on the web.

New Business:

BC Fed Convention report: Karen spoke about attending the BC Fed Convention and being disappointed with the conduct of members in the meeting, the attention to certain members given but most importantly the resolutions made were unattainable and would not be accountable for. Discussion- about writing a letter to BC Fed and asking Irene Lanzinger to talk to the members about her role/goals.

CLC. Election Preparation Conference

(Nanaimo): hand out given to read over. The letter conveys the disappointment over how their members are being treated. **Motion:** To send Political Action Committee Chair Ted Godwin to CLC Election Preparation Conference in Nanaimo March 6/7.

Reports: Chief Steward: Barbara Gordon spoke for Laurie about grievances and leaves being taken by members.

Meeting adjourned at 1:30

9. President's Report

Bargaining Report was about the priorities expressed by members including job security & benefit improvements. Much discussion about Direct Pay pharmaceutical card and concerns about employer demands for generic substitution. Job Evaluation process improvements involving an appeal process and review of the questionnaire. The bargaining team is also fighting for sick benefits remaining the same and Pension Rule of 80 to be in place.

M/S/C

10. Treasurer's Report: Kara White reviewed Aug. & Sept. 2014 monthly balance of expenses/income. **M/S/C**

11. Trustee's Report: no report

12. Chief Steward's Report: Laurie Whyte spoke about Article 30 Tech & Org Change, working on complex RTWAs & accommodation cases, layoffs, bumps, mail room supervisor posting, 2 discipline investigations, one breach of trust and termination of probationary after extension.

Motion: to ratify Emily Rogers as a New Child Care Steward. M/S/C Jada Tasker and Melissa Maloney are taking a leave from stewarding to do a temporary PEA position in January for 3 months. **M/S/C**

13. Education Chair's Report: (KD) went over what was coming up for workshops/conferences and conventions.

14. Communication Chair's Report: none

15. Reports of Committees, Delegates:

Political Action Committee: Ted Godwin invited members to PAC Talk on January 27 between 12-1 (bring your lunch) 1st speaker on Fighting for 15, \$15.00 minimum wage (why should we care?) 2nd on Divest UVic.

Pensions/Personnel Benefits Committee

(KW): Summary on the health of our pension. Doug encouraged members to read the Collective Agreement (Attachment B) Pension plan on pgs. 81-82.

16. Election for CUPE BC Convention: Laurie White, Kara White, Kirk Mercer, Karen Dykes, Ted Godwin elected with Dale Whitford as alternate.

17. Unfinished Business: none

18. New Business: none

Adjournment: 1:20 pm

Copies of written reports can be requested from the recording secretary

Handouts:

Standard Agenda, Your Right to Union, Representation, Calendar, Treasurer Report, Staff Pension, UVic. Bargaining, CAUS review



NOTICE OF GENERAL MEETING

Wednesday, March 25, 2015

11:45-1:15 – Cornett A120

Bargaining Report

**Mark Your Calendar & Join Us April 22nd
for our 50th Anniversary Celebration.
Lunch, cake and door prizes. Details soon.**

Minutes of February 25, 2015 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 25 members attended.

4. Announcements-International Woman's Day March 8th

5. Approval of the Agenda-M/S/C

6. Approval of the Minutes- M/S/C

7. Matters Arising from the Minutes: none

8. Executive Board Report – Feb.04/15

Announcements: Cheryl handed out an orientation guide for the exec to look through. Laurie is looking into what will be happening on March 8 for International Woman's Day

Business Arising:

Bargaining update: Doug spoke about the last meeting with the employer and the lack of business that was addressed. The employer seemed to be stalling on many of the issues that the bargaining team had put forth. The employer wants to change language in our agreement and move\lose jobs for members. Handout was distributed about CUPE 951 Joint Proposals w/Local 917 including the Direct Pay Card (Blue Net).

JJE Town Hall report: Pat shared how meeting was too detailed for most and not enough time was left for people to ask questions and there were plenty. A brief overview of JJE and more time for discussion would have been more appropriate. Approx. 49 people attended.

Vancouver Island Library Staff Conference: Motion:

\$500.00 sponsorship of Vancouver Island Library Staff Conference@ UVic on April 24/15 M/S (DS)/C

OH&S training dates (under Education):

Motion: send 2 members of Joint OH&S Committee to BC Fed Ergonomics workshop Feb.27th in Victoria. (DF). M/S (KW)/C

Motion: send 2 members of Joint OH&S Committee to BC Fed Incident Investigations workshop May 12 in Nanaimo. (DF). M/S (PT)/C

Motion: send 4 members of Joint OH&S Committee to attend the BC Fed OH& S workshop June 9th in Victoria. (DF). M/S (DS)/C

New Business:

Feb, 25th, Just Say No to Bullying Pink Shirt Day-
pink cake the Feb GM.

Marks CUPE BC - 10% discount coupons

Executive Board Report – Feb.11/15

Business Arising:

Bargaining Town Hall report. Plenty of feedback on the Town Hall, 82 people attended the 2 sessions and were generally pleased to hear about bargaining. Members grumbling about how the University is not doing enough to meet our needs. Questions were asked and answered with quite a few people observed taking notes.

CUPE BC Resolutions. Child Care Working Group submitted by Dale Whitford and Persons With Disabilities Working Group submitted by Pat Shade. Resolutions were read out and explained, the Executive unanimously endorsed all 3 resolutions.

951 Executive Board & Trustee elections.

President: Kara White and Pat Shade declared.

1st VP: Kirk Mercer nominated

2nd VP: Karen Dykes declared.

Secretary: Diana Foreland and Cathrine Jansen declared.

Members at Large: Paul and Arden still thinking

Trustee: Al Wiebe declared.

No nominations for other vacant positions.

CUPE 951 50th Anniversary update. Kara has booked the Michelle Pujol room in the SUB for the event and expects 150 people will attend.

Discussion on how to make the prizes gender neutral and non-couple related. Suggestions were possible gift certificates for MEC, Marks, Capitol Iron, Imax/BC Museum, movie passes-Costco / local union restaurant. Doug reminded that large sign for signatures and updating union cards will be part of the celebration.

New Business:

Post-Secondary Cost Share: discussion on who will be participating in campaign-will receive Band-Aids that are branded with "Stop the Cuts" and fliers.

Motion: to allocate \$1000.00 in the post-secondary cost share campaign w/ other colleges, provided 917 participates (DF). M/S (AL)/C

Lancaster Advanced Skills Training sessions:

Investigating and Responding to Bullying and Harassment, **Motion** to send 2 stewards M/S/C. With the proviso that they come back and facilitate a course briefing to the other stewards and RTWA officers.

Day of Mourning (April 27) - consider doing something on Campus i.e. UVic Flag at half-mast, OH&S committee members will look in to this at the committee level.

Operation Trackshoes June 12th to 14th

Motion: To donate \$100.00 to this worthy cause as it follows our principles. M/S/C

9. President's Report(DS)

Bargaining Report on a comprehensive review of Job Evaluation. Improvements to Extended Health Benefits Health and safety language not being changed. Pension, sick benefits and termination account discussion. M/S/C

10. Treasurer's Report: Kara White reviewed Dec. 2014 monthly balance of expenses/income. Budget 6 month review (July12014-Dec.31/2014) M/S/C

11. Trustee's Report: During the reporting period CUPE 951 was down 20 members with a total at year end (June 30, 2013) of 831 members.

Recommendations from the trustees:

1) Create and maintain a separate Book of Motions for each fiscal year. Specifically mark motions with financial implications and further note from which account (General or Defense) funds will be taken.
(2) Create and maintain a Book of Minutes. We suggest it match the fiscal year instead of calendar year. Minutes from both the Executive and General meetings should be filed. Trustees (Cathy Henderson, Cathrine Jansen, Al Wiebe)

12. Chief Steward's Report: Laurie Whyte spoke about two probation periods being unsuccessful due to not being a good fit. A couple of layoffs and student employment meeting being hard to have the employer present and involved. Paid time off for medical appointments vs. treatments. Jane Stewart retired and Janice Closson was appointed to Deputy Chief Steward. Protection of privacy, dependent care, and discussion on HR's interpretation of our agreements language. M/S/C

13. Education Chair's Report: none

14. Communication Chair's Report: none

15. Reports of Committees, Delegates:

Joint Job Evaluation Committee (CdW): employer agreeing to go forward on recommendations from the last round of bargaining. Working on a meeting with HR.

Joint Occupation Health and Safety Committee

(KW, PS): The committee has met twice with the employer, difficult because sometimes employer not showing up. Proposals have been well received and approved but quorum is just being met for meetings.

Political Action Committee (TG): none

Pensions/Personnel Benefits Committee (KW,PS):

Review of claims and how financially both dental and medical plans are doing. Review of LTD stats, and announced Optum's webinar dates.

16. Elections: none

17. Unfinished Business: none

18. New Business: none

Adjournment: 1:10 pm

Copies of written reports can be requested from the recording secretary

Handouts:

Your Right to Union Representation,
Calendar, Treasurer Reports
General Meeting Announcements.



NOTICE OF GENERAL MEETING

Wednesday, April 22nd, 2015

11:45-1:15 -

Student Union Bldg. Michele Pujol Room.

Lunch & Refreshments provided.

Lots of exciting prizes.

Did we mention there will be cake!

Minutes of March 25, 2015 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome - 31 members attended.

4. Announcements-none.

5. Approval of the Agenda-M/S/C

6. Approval of the Minutes- M/S/C

7. Matters Arising from the Minutes: none.

8. Executive Board Report (PS) -Mar.04/15

Bargaining Report: Quick look at handouts on Joint proposal and Comparison of Extended Health Benefit Plan @ Sept.30/2014. The members of the Negotiating Committee will report out again after meeting with 917 next week.

Ad hoc Committee on Policies and Procedures: (CdW) This committee has met for several months to make recommendations around updating language and removing sections that do not apply anymore. Discussion about how to change some of the language in the policies exposed many discrepancies and will be sent back to the Ad Hoc Committee for further review.

Progressive Discipline Seminar: We are sending 2 Childcare Stewards Teresa Dixon & Dale Whitford to the Labour Law Online Progressive Discipline Seminar on March 31 in Vancouver.

Pension and Benefits Law Course: We are sending Pat Shade & Kara White to the Vancouver & District Labour Council Spring 2015 Labour Education Anita Yan Memorial Law Series for

Pension & Benefit Law on Wed. April 8th in Vancouver.

Reconstituting the 951 Human Rights & Equality Issues Committee: to appoint Laurie Whyte, Pat Shade & Dale Whitford to the 951 Human Rights Committee.

Trustee: Discussion and thanks to the Trustee's, Treasurer Kara White and Executive Assistant Kira Bradley for all the hard work to complete the audit of the books and send off our reports to CUPE National.

Executive meeting Mar.11/15

Business Arising: CUPE 951 50th Anniversary Celebrations. To spend up to \$5000.00 on Anniversary Party due to increased cost of the Michele Pujol room & food plus the poster board and Union cards.

New Business: Addressed the issue of the print shop putting "Printed by CUPE 951" ladybug stickers on boxes shipped out of printing. Word came down from administration to cease and desist immediately. Idea put forth that we get the CUPE bug stickers made up that say "Proudly CUPE951" and put them on all intercampus mailings.

Treasurers Report: (KW) Kara gave her report, unable to move due to lack of quorum, she will present it at the next GM.

M/S/C

9. President's Report(DS)

Bargaining Report update about how the employer is responding to what the union is putting forward. Doug went over the areas in which we are willing to

compromise and reviewed the changes needed in job evaluation, improvements to extended health benefits. Health and safety language does not need to be changed. Pension, sick benefits and termination account are also being addressed.

M/S/C

10. Treasurer's Report: (KW) Kara gave her report for January 2015 and noted several discrepancies explained by FAST payments/bills that came in for the last 4 months. reviewed Jan. 2015 monthly balance of expenses/income. M/S/C

11. Trustee's Report: none.

12. Chief Steward's Report: (LW) Laurie spoke about one more layoff happening and student employment programs working on a joint process to review jobs. New employee orientation had a good attendance and many stayed to learn. Tech & Org. change issues coming up and casual hours exceeding the number allowed. Discipline grievance imposed on a member with mitigating medical close to resolving. Reoccurring temporary positions are being discussed for benefits and seniority issues. How will the layoff of two Food services managers affect our members? Just a reminder to encourage more member to become stewards and we will keep our union strong. M/S/C

13. Education Chair's Report: none.

14. Communication Chair's Report: none.

15. Reports of Committees, Delegates:

Political Action Committee (TG): Ted spoke on the importance of unions and reminded members of a horrible tragedy which took place on this date with workers dying in a fire due to an employer locking a door so they would not go to the bathroom. Ted also let members know about an upcoming PAC meeting on April 1/15 with guest speaker Dr. James Lawson.

16. Elections: none.

17. Unfinished Business: none.

18. New Business: none.

Adjournment: 12:45 pm

Copies of written reports can be requested from the recording secretary

Handouts:

Your Right to Union Representation,
Calendar, Treasurer Report
General Meeting Announcements.

Please Deliver To:
Patrick Shade
CSEC



NOTICE OF GENERAL MEETING

Wednesday, May 27th, 2015

11:45-1:15 -Hickman 105

**Please turn out for
Executive Board & Trustee Elections**

Minutes of April 22, 2015 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 166 members attended.

4. Announcements-calendar of upcoming conferences was reviewed and Doug encouraged members to get involved.

5. Approval of the Agenda-M/S/C

6. Approval of the Minutes- M/S/C

7. Matters Arising from the Minutes: none

8. Executive Board Report – April 1/15

Bargaining Report: (DS) Doug handed out the Union's proposals and the employer's counter proposals and went through the major sticking points in both. JE is very close but we are still far apart on Article 30 Technological & Organizational change. A meeting will be called for the Bargaining Committee, the Executive and the Stewards to determine the Union's next response.

Full time positions funding (DS) – The University has agreed to extend the Letter of Agreement for the President and Chief Steward funding for 4 years (2 terms of office).

CUPE 951 50th Anniversary Celebration- Draw tickets will be distributed to the Child Care workers who can't attend so they have equal chance at winning.

CUPE BC Convention- Delegates can participate in the double the CPP campaign carrying on Jack Layton's work wearing t-shirts with "Better Layton Than Never" on them. A convention preparation meeting will be held to bring new delegates up to speed on convention.

Joint OH&S Committee update. Committee disturbed that in the event of workplace violence no mention of the Union's involvement or handing out of Union business cards would be mentioned or allowed.

Bargaining after Elections/Retirement- A discussion with Exec and Bargaining team without Doug in the room needs to take place. There needs to be a contingency plan in place if we are still bargaining after June 30, 2015.
M/S/C

9. President's Report (DS)- Doug thanked the members for attending the luncheon and working together to keep our Local strong and positive.

10. Treasurer's Report (KW)-Kara is working on a nine month review for next GM.

11. Trustee's Report- none

12. Chief Steward's Report (LW) - Laurie spoke about a laid off PB10 member being placed this month in a PB10 job, without bumping or any loss of wages rights or benefits. Information about Student Employment Programs/New Employee Orientation/ Tech & Org Change/Casual hours/ Article 9 meetings and temporary employees was given. We are also looking into reoccurring temporary positions that should become regular part-time or sessional positions. We are exploring the effects on our members of the Food Services layoff of two top managers: Director and Manager, Office Administration and have requested a meeting with the Employer to discuss the effects. You are allowed up to two hours per day for a medical or dental appointment. If you are getting any pressure from your manager to re-schedule or limit your medical appointments

in any way, please contact a steward – you do not have to make up time or use sick leave or vacation if you use up to 2 hours or less. Remember, if you're interested in learning more about becoming a steward, give Laurie Whyte a shout and we'll talk. We'll train you and mentor you and appreciate you!

M/S/C

13. Education Chair's Report: none

14. Communication Chair's Report: none

15. Reports of Committees, Delegates:

Health and Safety-Kathy Mercer spoke on behalf of The Day of Mourning (April 28). Many people have been mistreated in their dangerous jobs and The Canadian Union of Public Employees is working to have safer conditions even now for people working in mines. Cathy Henderson reported to supervisors to be aware of SPOT-Hazard campaign.

16. Elections: Candidates for CUPE 951 Executive Board spoke about why they wanted to be elected for positions.

President: Pat Shade & Kara White

Vice President: Kirk Mercer

2nd Vice President: Karen Dykes

Chief Steward: Laurie Whyte

Secretary: Diana Foreland & Cathrine Jansen

17. Unfinished Business: none

18. New Business: none

Adjournment: 1:35 pm

Copies of written reports can be requested from the recording secretary

Handouts:

Your Right to Union Representation,
Calendar, General Meeting Announcements.



NOTICE OF GENERAL MEETING

Wednesday, June 24th, 2015

11:45-1:15 –David Turpin Building A110.

Come join us for cake to thank Doug Sprenger for all his years of hard work for CUPE 951.

Elect 2 delegates - CUPE National Convention

Nov. 1st to 6th in Vancouver.

Elect Treasurer, Trustee 2 & 3 year positions.

Draw for the National Aboriginal Day June 21.

Minutes of May 27, 2015 GM

1. Roll Call

2. Reading of the Equality Statement

3. Attendance Report and Welcome – 141 members attended.

4. Announcements-calendar of upcoming conferences was reviewed and Doug. Kara informed members about The Health & Safety newsletter provided by B.C. Fed. on courses available. She also spoke about the Pension Committee meeting next week and how our pensions will be reviewed there.

5. Approval of the Agenda-M/S/C

6. Approval of the Minutes- ?

7. Matters Arising from the Minutes: none

8. Executive Board Report – May 6th. 2015

Business Arising:

Doug gave a bargaining update and explained what the sticking points were. In mediation for Article 30 with Mediator John Hall. Cellphone contract. Discussion on whether to buy out or continue using Doug and Laurie's phones. E vote to take place once the numbers are in.

New Business:

Motion to elect a negotiating committee alternate. Tabled until June Exec.

CUPE BC Committee's and Working Groups.

The local endorsed the following.
Child Care Working Group & Environment Committee – Dale Whitford
Library Committee – Karen Dykes
Women's Committee – Laurie Whyte
Persons With a Disability Working Group – Pat Shade
Skilled Trades Working Group – Kirk Mercer

Sectoral Coordinator. Referred to new Executive.

Motion: To spend \$100.00 for a wreath to be laid at the Miners Memorial June 19th and 20th in Cumberland BC. **M/S/C**

CLC Carol Macgregor Award. The local endorsed nominating Pat Shade for the Award.

Motion: OH&S Committee. To purchase prizes for the "Spot The Hazard" campaign. **M/S/C**
Proposed alternate schedule for Doug Sprenger. Discussion about Doug working off his owed time as opposed to payout.
May 13th. 2015

Policies & Procedures (CdW): Minor changes have been made.

Motion: To bring changes to policies and procedures to the May G.M.

Cell phone Contracts (KW): Discussion on whether or not to keep the present cell phone contract until it is completed (11months more/no cancellation charge) or buy out phones at \$200 for each phone and start fresh. Tabled decision until the end of May and use an email vote to decide.

New Business:

New negotiating committee alternate (KW): Tabled to June Exec. Meeting.

CUPE BC Committee's and Working Groups

endorsement: discussion about looking into changing CUPE By-laws to state expectations of members reporting out once a month when working on a committee or group.

Motion: To endorse Michele Favarger for CUPE BC Environment Committee.

Proposed alternate schedule re: Doug and bargaining: Discussion on whether to have Doug stay on for one/two more months and use vacation time or just payout his leave time accumulated. Do we draw up a new agreement with Doug to assist bargaining team or do we make the contract stand as it is. Decision tabled until new exec. is in place. **Motion:** To table the discussion of Doug new contract until June 3/15.

M/S (KW)/C

OH&S Committee: Motion: to send four delegates to the National Convention in Vancouver/November 2-6/15. **M/S (CdW)/C**
M/S/C

9. President's Report (DS) - Doug went over what's happening in bargaining regarding Tech. and Org. Change (Article 30) being clear but the employer wanting to make it vague. Secondly, the employer not willing to agree that current members should be looked at first for jobs on campus. Core Services Review-results not known- clear document needed for shared services.

10. Treasurer's Report (KW)-Kara gave an overview of accounts for Feb. and March 2015 and a nine month report about percentages of accounts.

11. Trustee's Report-

12. Chief Steward's Report (LW)- Laurie spoke about Tech & Org Change, layoffs and reduction of hours. We are continuing to keep in touch with our members in the Food Services Office to monitor the effects of the ending of management employment. Meeting with Human Resources took place about jobs at the bookstore.

Continuing to work with RTWA Officers to ensure our members medical and contractual rights are respected. One members resigned because they were unaware of their right to be accommodated for medical/equity (childcare/elder care, etc.)

M/S/C

13. Education Chair's Report: none

14. Communication Chair's Report: none

15. Reports of Committees, Delegates:

Health and Safety- Ted Godwin spoke about PAC slowing down for the summer and the monthly meetings have been changed to the first Thursday of each month. Ted wanted to thank and say good bye to Doug for supporting the annual Pride March and all of his hard work with the union. Cathy Mercer spoke about collecting pots and pans and donating them from CUPE members.

Human Rights Committee- Laurie wanted to reactivate this committee with Pat and Dale involved and if anyone else was interested in joining to let her know. Laurie would also like members to bring in feminine hygiene products to support The Women Shelters.

Environment Committee- Michele Favarger wanted to tell members about an on line contest that they must enter by the end of September to win a trip to Harrison Hot Springs (CUPE951/ CUPE BC Website).

International Solidarity- Dale Whitford is excited about being involved and fighting to have a Universal Child Care made possible in the future.

Personal Benefits & Pensions- Kara White informed members about meeting come up to go over pensions and how fortunate we are to have the pension UVic. Provides.

16. Elections: Candidates for CUPE president spoke about why they wanted to be elected for position. Election took place and president and executive board positions were chosen.

President: Kara White

Vice President: Kirk Mercer

2nd Vice President: Karen Dykes

Chief Steward: Laurie Whyte

Secretary: Diana Foreland

Education Chair: Jeta Rugova-Plakolli

Communication Chair: Ted Godwin

Member at Large: Pat Shade & Catherine Jansen

17. Unfinished Business: none

18. New Business: none

Adjournment: 1:30 pm

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