



**NEXT MEETING**  
**September 28<sup>th</sup> 2016**  
**11:45 am to 1:15 pm**  
**Senate Chambers**  
**Budget Motion/ Education Plan**

**Door Prizes**

**Minutes of May 25, 2016 GM**

**1. Roll Call (DF)**

**2. Reading of the Equality Statement (TG)& Recognizing the Territory- (TG)**

**3. Attendance Report and Welcome- 26**

**4. Announcements-** Kara White spoke about the BBQ and a reminder that we need people to RSVP by June 3<sup>rd</sup> to

[cupelocal951@gmail.com](mailto:cupelocal951@gmail.com). Also discussed was the upcoming Bike to Work week, Optum Health Coaching, Calendar report review, Protein for People.

**5. Approval of the Agenda-**

**M(KW)/S(KM)/Carried – Now Posted on Website**

**6. Approval of the Minutes-** Due to a communications report being missed in mailed minutes, the report has now been added.

**M(KW)/S(KM)/Carried**

**7. Matters Arising from the Minutes: none**

**8. Executive Board Report:** Kirk reported on the Article 30 Arbitration update, The June Gm BBQ Meeting, and the BC Library Association. There was a motion to donate \$100 to Operation Trackshoes, Miner's Memorial and the CUIPE National Disaster fund respectively.

**M(KW)/S(CDW)/Carried**

**9. President's Report (KW):** Kara White spoke about the Ad-Hoc Planning Committee, who are set to release a survey to ensure we are meeting our member's needs. She reviewed the CUPE BC Convention, noting the pride in

the activism of our delegates. Kara reviewed the arbitration of May 2 & 3, in which a settlement was mediated. A New Employee Orientation occurred. A reminder about the BBQ was given.

**M(KW)/S(TG)/Carried**

**10. Treasurer's Report - none**

**11. Trustee's Report - none**

**12. Chief Steward's Report:** Laurie spoke about 6 outstanding grievances, five requested Labour/management meetings, 5 layoffs, as well as one pending, some technological and organizational changes. The union is waiting to hear if the University is going to accommodate a child care accommodation. Long term temporary positions continue to be an issue, interpersonal relationships and poor supervisory skills continue to be an issue for our members. Since bargaining was completed, we are seeing Letters of Expectation become more forward focused and less blaming. Laurie also spoke about the issue of innocent absenteeism, when an employee is absent more than the average amount.

**M(LW)/S(TG)/Carried**

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

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

**15. Reports of Committees, Delegates:**

CUPE BC Convention: Colin Newell presented overview of convention where Laurie Whyte was elected as Trustee for CUPE BC, and Kirk Mercer was elected as Alternate Regional Vice President.

**M(CN)/S(KM)/Carried**

Human Rights and Equities Issues: Pat Shade, Laurie Whyte and Jeta Rugova-Plakolli spoke about May Day celebration, including a chocolate raffle also flyers on the history of May Day were distributed.

**M(LW)/S(PS)/ Carried**

Joint Health and Safety: Pat Shade presented a video which on Healthy Minds in the Workplace.

**M(PS)/S(LW)/Carried**

Resolutions Committee: Laurie Whyte spoke about the recent CUPE Convention. 171 resolutions were submitted, 34 of which were CUPE 951 resolutions. 27 Resolutions were debated and passed, including 5 submitted by CUPE 951. Of particular interest was an emergency resolution regarding the banning of blood and plasma, submitted by CUPE 951 and passed at the convention. Please contact Laurie Whyte at [lwhyte@uvic.ca](mailto:lwhyte@uvic.ca) to see the resolutions.

Libraries Committee: Karen Dykes spoke about the recent Library Conference, which welcomed 250 library workers of all levels. CUPE 951 is proud to have helped sponsor this conference, whose theme was *Our Island is a Library: Connected and Caring* and was considered a great success by the attendees.

**M(KW)/S(TG)/Carried**

**16. Elections, Nominations or Installations:**  
**none**

**17. Unfinished Business:** **None**

**18. New Business:** **None**

**Adjournment: 12:50 pm**

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

**Handouts:** Agenda & Minutes, Calendar Report, Optum Health Coaching, Supplementary Fund Application, Protein Food Drive Poster, Lynda.com flyer, Campus Security Annual Report, Bike to Work Week Flyer, BBQ Reminder

Please note as of January 1, 2017 meeting minutes and notices will be distributed via email. Please sign up for our new email list at <http://eepurl.com/bTAEBz> to receive the minutes and notices electronically. If you prefer to receive paper copies, please email Kira Bradley at [cupe951@uvic.ca](mailto:cupe951@uvic.ca).

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**June 29<sup>th</sup>, 2016 BBQ**

Thank you to all the members that attended the June BBQ. The entertainment supplied by past member Sean McCool was enjoyed by everyone. Thanks to the committees for putting together great information booths where some lucky members won the table raffles. Great fun was had by all and we hope to see everyone at the September general meeting!

No agenda was presented at this gathering therefore there are no minutes for June 29<sup>th</sup>.



**NEXT MEETING**  
**Wednesday, October 26, 2016**  
**David Strong Building C108**  
**11:45 am to 1:15 pm**

**Please bring items for Welcome Kits  
for the women and children at  
Women's Transition House**

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**Minutes of September 28, 2016 GM**

**1. Roll Call (DF)**

**2. Reading of the Equality Statement (KM)&  
Recognizing the Territory- (TG)**

**3. Attendance Report and Welcome-** 20  
attendees, quorum not met

**4. Announcements-** Kathy Mercer spoke on behalf of the Good and Welfare Committee on wanting unions to be more involved in helping their communities, and presented a handout for Welcome Kits for the Women's Transition House, with the hope that departments would take on preparing kits for women and children. Products listed on sheet should be full sized.

The Human Rights & Equity Committee provided a sheet which notes upcoming human rights equity related observances.

**5. Approval of the Agenda-** tabled

**6. Approval of the Minutes-** tabled

**7. Matters Arising from the Minutes:** Motion to approve the Chief Steward's report by Laurie Whyte was seconded by Ted Godwin, which was not noted on the June GM minutes. The correction will be posted on the website.

**8. Executive Board Report (KM):** Kirk spoke about the July 6 Executive meeting, which involved discussion of the June GM Meeting and BBQ, with discussion of improvements for next year. Protein for the People collected 200 lbs of food for the Mustard Seed. Discussion of cost share for medical kits for the Presidents Day Welcome. Plans to hand out apples at the Sustainability Fair. New Business discussed included meeting with Director of Labour

Relations, Correspondence, and Victoria Pride Parade. Reports from Chief Steward, Educations Committee, Communications, Benefits, Victoria Labour Council and a delegates report from Kirk on the Canadian Apprenticeship forum.

Kirk spoke on the July 13 Executive Meeting which included discussion of the budget, a bylaws subcommittee, bargaining committee for Executive Assistant, cost share/President's Day Welcome. New business included Employment Equity Survey, Campus Union Solidarity and VLC report.

An Executive Planning Session was held on August 10<sup>th</sup>.

The Sept 14 Executive meeting discussed Cost share for Martlet Articles, Campus Solidarity, Arbitration follow up, an amended approved motion for the budget to recommend to the membership and update to the 951 president/Director of Labour Relations meetings. New business involved Let's Talk presentation dates, head shots of Executive for website, Modified Work Week language, a grievance involving Incident Investigation forms, Emergency Planning update and reading of correspondence.

Tabled

**9. President's Report (KW):** Kara White spoke about our new CUPE National representative, Joel Bentley, whom she hopes to introduce at a future meeting.

There was a discussion on the sick bank cap, which will be held in abeyance for 12 months, due to a new Letter of Agreement. CUPE 951 continues to watch the situation over the closure of the after school child care program. The Martlet is currently profiling members for our campaign "Working for Students: featuring child care.

Kara reported on the Sexualized Violence Policy Review, which released its interim report today. If members are interested in being involved in a consult, please contact Kara before mid-November.

There is a phishing awareness training campaign taking place, please see the UVic website for details.

Tabled

**10. Treasurer's Report –(SG):** A budget report was present by Stefan Grbavec – Tabled.

**11. Trustee's Report - none**

**12. Chief Steward's Report:** : none

**13. Education Chair's Report:** Cathrine Jansen spoke about the new drafted budget for union education, which was provided to attending members. This presentation included results from educational survey. Tabled.

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

**15. Reports of Committees, Delegates:**  
Health and Safety Committee: Sarah Kissinger provided reminders about smoking in designated areas, and not using personal scented products which affects those with sensitivities. The committee is also looking for members to join "Violence in the Workplace" working group. Please contact Kara White at [kmwhite@uvic.ca](mailto:kmwhite@uvic.ca) if you are interested.

Benefits Report: Kara White spoke about staff benefits and LTD status. LTD numbers are high but following national patterns. There are MSP changes occurring in January 2017, and there

will be no premiums for children under 19 years of age. UVic will automatically update all dependents aged 18 and under. Premiums for those over 19 will be \$75 per person for those not applying for premium assistance.  
Tabled.

**16. Elections, Nominations or Installations:**  
none

**17. Unfinished Business: None**

**18. New Business: None**

**Adjournment: 1:07 pm**

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

**Handouts:** Agenda & Minutes, Calendar Report, Education Budget, Welcome Kits needed for Women's Transition House, Human Rights and Equity Observances, Budget Proposal, Quick Reference Guide to Benefits, Interview Tips

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**NEXT MEETING**  
**November 23, 2016**  
**David Strong Building C108**  
**11:45 am to 1:15 pm**

**Benefits Guest Speaker 12:00-12:15**  
**Door Prizes**

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**Minutes of October 26, 2016 GM**

**1. Roll Call (DF)**

**2. Reading of the Equality Statement (DW)& Recognizing the Territory- (DW)**

**3. Attendance Report and Welcome-** 26 attendees, welcome to CUPE National Representative Joel Bentley

**4. Announcements-** Calendar was updated to include Knitting Circle, collection of items for Welcome Kits for Women's Transition. News reports about the daycare changes at UVic discussed. The Let's Talk lunch hour on November 17 will be Cheryl DeWolfe on JE processes and pitfalls.

**5. Approval of the Agenda-** M(KW)/S(KM)/Carried

**6. Approval of the Minutes-** M(KW)/S(CJ)/Carried

**7. Matters Arising from the Minutes:** Minor punctuation correction.

**8. Executive Board Report (KM):** Kirk reported on the October 7 Executive meeting, which included discussion on sick bank LOA, Incident Investigation forms, arbitration scheduled for November 7, Animal Care assistants LOA, TAPS funding, United Way, and GVAT. Motions carried to send members to CUPE BC Education Sector Conference, BC Fed Health and Safety workshops, Lancaster House Post-Arbitration workshop, BC Fed Convention, BC Labour Law Conference, BC Pension Forum, Lancaster Human Rights and Accommodation conference and CUPE BC Week Long School. Kirk also reported on the October 12 Executive meeting, including discussion of a donation to

TAPS, update on Treasurer's Report, discussion of November VIDC meeting and social, and update on HR/Union monthly meetings. M(KM)/S(BL)/Carried

**9. Elections, Nominations or Installations:**

Election for delegates for the BC Federation of Labour Convention in Vancouver November 28 to December 2, 2016. Cheryl DeWolfe and Barbara Gordon both ran, Barbara was elected to attend with Cheryl as her alternate.

Motion: To destroy the ballots for the election M(LW)/S(KM)/Carried

**10. President's Report (KW):** Kara spoke about the Universities Committee Meeting on October 14, including discussion with UBC and SFU over the local site committees. Our grievance regarding Incident Investigations has been resolved and the employer agrees to include the union. Kara also gave updates on the Sexualized Violence Policy Review. Kara was surprised by the dismissal by President Cassels of the campus child care issue in the recent Oct 5 Campus Updates. We are still working on bringing attention to this issue and the next Martlet ad showcasing members will be coming out soon. Kara also spoke on the preview of the Bullying and Harassment training, and reminded members of the upcoming lunch hour Let's Talk, hosted by Cheryl DeWolfe, who will be speaking about the JE process (November 17 noon-1pm, CLE A207).

M(KW)/S(CJ)/Carried

**11. Treasurer's Report (KW):** Budget was discussed.

Motion: to adopt the Local 951 budget for 2016/2017

M(KW)/S(KM)/Carried

**12. Trustee's Report (AW):** The trustees are planning to meet to finalize the yearly audit.

M(AW)/S(LW)/Carried

**13. Chief Steward's Report (LW):** Laurie spoke about grievances, one of which will be resolved soon. Also spoke about concerns about casual employment on campus and return to work and accommodations.

Discussion on interview and testing process, we are hoping that a third party will create a standard test to avoid favoritism. Laurie is hoping that the union can be part of contentious interviews. New Steward Michael Rheault has attended training.

M(LW)/S(CJ)/Carried

Motion: to ratify Michael Rheault as a steward.

M(LW)/S(KM)/Carried

**14. Education Chair's Report (CJ):** Cathrine spoke on the week-long school in Nanaimo, upcoming education and conferences. In the case of full courses, we hope to send members to spring courses instead.

M(CJ)/S(CN)/Carried

**15. Communication Chair's Report: none**

**16. Reports of Committees, Delegates:**

Health and Safety Committee: Sara Kissinger is looking for new members for this committee as well as the Sexualized Violence in the Workplace working group. Please contact Kara White at [kmwhite@uvic.ca](mailto:kmwhite@uvic.ca) if you are interested.

Sara spoke about incident investigations, and reminds members to make sure the union is involved.

Health and Wellness Committee: Kathy Mercer spoke about the Welcome Kits for Transition

House for Women, and how happy she is with the overwhelming response from so many departments. There was a very generous amount of items donated.

Dec. 14<sup>th</sup> at the Holiday Social, we will be collecting warm, good condition items for cold weather for Our Place.

M(KW)/S(BL)/Carried

**17. Unfinished Business:**

As of January 1<sup>st</sup>, 2016, CUPE 951 is no longer sending out paper copies of the minutes. If you would like to keep receiving minutes in the mail, please contact Kira Bradley at [cupe951@uvic.ca](mailto:cupe951@uvic.ca).

Kirk spoke about Michael Siddon wanting to thank the union for his recognition certificate.

**18. New Business: None**

Motion: to adjourn meeting

M(KM)/S(TG)/Carried

**Adjournment: 1:10 pm**

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

**Handouts:** Minutes, Calendar Report, Human Rights and Equity Observances, Budget Proposal, Quick Reference Guide to Benefits

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## **NEXT MEETING**

**December 14, 2016**

**Cadboro Commons, Upstairs Dining Room**

**11:45 am to 1:15 pm**

**Please consider bringing a warm item of clothing  
for our Warm Clothing Drive.**

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### **Minutes of November 23, 2016 GM**

#### **1. Roll Call (DF)**

#### **2. Reading of the Equality Statement (KM)& Recognizing the Territory- (KM)**

**3. Attendance Report and Welcome-** 25 attendees, welcome to guest speaker Suzanne Helston of the Benefits Office, who spoke about the new changes to MSP premiums, including no premiums for children under 19 and new thresholds for premium assistance.

**4. Announcements-** Calendar Update, Health and Wellness Warm Clothing Drive for Our Place, CUPE National and Women's Transitional House featuring CUPE 951 for our generous donation of Welcome Kits. Survey for Holiday Social.

#### **5. Approval of the Agenda-**

M(KW)/S(KM)/Carried

#### **6. Approval of the Minutes-**

M(KW)/S(BL)/Carried

#### **7. Matters Arising from the Minutes:**

Reminder of discontinuation of paper minutes which will now be emailed. Those wishing to receive paper minutes can contact Kira at [cupe951@uvic.ca](mailto:cupe951@uvic.ca). In January we will send a postcard reminder to our members.

**8. Executive Board Report (KM):** Kirk reported On the Executive Board meeting on November 7, where VIDC hotel rooms and HR/Union meetings were discussed. New business included a CUPE National survey, which we declined to give out our members contact list, the November 5<sup>th</sup> Day of Action, holiday social funding and a reminder of hotel booking procedures for the local.

M(KM)/S(TG)/Carried

#### **9. Elections, Nominations or Installations:** none

**10. President's Report (KW):** Kara reported on the ongoing HR/union meetings and a request for an Article 9 meeting in regards to casuals. She also gave an update to the arbitration which took place on November 7, which is still not resolved. Kara reported on her attendance of the Education Sector Conference attended on November 8 & 9. There has been one notice of organizational change this month, which did not affect any 951 members. The next lunch hour "Let's Talk" is planned for the coming months, with a focus on Political Action and the upcoming provincial elections.

M(KW)/S(CDW)/Carried

**11. Treasurer's Report (KW):** Statement of income and expenses for July through October.

M(KW)/S(KM)/Carried

**12. Trustee's Report (AW):** none

**13. Chief Steward's Report (GB):** Barbara Gordon spoke about probation, reorganization meetings with HR in regards to part time work affecting members, and meeting with Sexualized Violence Working Group.

M(BG)/S(JRP)/Carried

Motion: to amend the agenda to allow Barbara Gordon to ratify a new steward.

M(KW)/S(TG)/Carried

Motion: to ratify Patricia Pang as a steward.

M(BG)/S(KM)/Carried

**14. Education Chair's Report (CJ):** None

**15. Communication Chair's Report(CN):** Colin is working with the Emergency Planning Manager Robert Johns to help set up the emergency call center.  
M(CN)/S(KM)/Carried

**16. Reports of Committees, Delegates:**

JE Committee – Cheryl DeWolfe spoke on the work of the JE committee as well as the work being done on the Letter of Agreement signed into the last collective agreement. Cheryl gave a talk on JE in November which was well attended and informative. There is an overview of the JE process available on the CUPE 951 website under the Rights and Benefits menu. Cheryl is hoping to do more sessions in a one-on-one format. If you are interested in being trained as a JE advocate, please contact Cheryl at [cdewolfe@uvic.ca](mailto:cdewolfe@uvic.ca) or the union office.

M(CDW)/S(CJ)/Carried

Skilled Trade Working Group: Kirk Mercer spoke about the global politics of the Skilled Trade Working Group.

Ted Godwin thanked the local for the opportunity to attend the Week Long Nanaimo School.

Jeta Rugova-Plakolli spoke on behalf of the Human Rights and Equity Committee. She attended the Sexualized Violence Working Group, and is looking for ways to participate, including possibilities for training.

**17. Unfinished Business: None**

**18. New Business: None**

**Adjournment: 1:10 pm**

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

**Handouts:** Minutes, Calendar Report, Treasurer's Statement, Warm Clothes Drive.

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Please join Deb George from the First Peoples House speaking on Indigenous protocols in our UVic Community on January 17<sup>th</sup> from noon to 1pm in MacLaurin D103. All CUPE 951 members are invited to join us for bannock and muskeg tea!





**NEXT MEETING**  
**January 25, 2017**  
**Senate Chambers**  
**11:45 am to 1:15 pm**

**DOOR PRIZES – One Card Gift Certificates**  
**Elections for Delegates to the CUPE BC**  
**Convention on April 26- 29 in Victoria BC**

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**Minutes of December 14, 2016 GM**

- 1. Roll Call of Officers and Stewards (DF)**
- 2. Reading of the Equality Statement (KM)& Recognizing the Territory- (DW)**
- 3. Attendance Report and Welcome-**
- 4. Announcements/Calendar-** none
- 5. Approval of the Agenda-** Revised Agenda  
M(KW)/S(KM)/Carried
- 6. Approval of the Minutes from Previous Meetings-** Minutes from November 23, 2016  
General Meeting  
M(KW)/S(CJ)/Carried
- 7. President's Report (KW):** Kara welcomed everyone to the Holiday Social and recognized all the committees for their hard work with a small gift.
- 8. Chief Steward's Report (LW):** Laurie spoke about the many meetings she is attending, and recognized the Deputy Chief Stewards, and all the stewards, past and present.
- 9. Reports of Committees, Delegates:**  
**Scholarship Committee:** Congratulations to the 2016 GV CUPE scholarship awardees!  
Tabitha Zammit  
(CUPE 951 member/parent: Rebecca Zammit)  
Angela Pang  
(CUPE 951 member/parent: Helen Pang)  
Matthew MacDonald  
(CUPE 951 member/parent: Peggy White)  
This year, each of these students currently attends the University of Victoria and was awarded a cheque in the amount of \$445.  
For more information, contact Local 951's representative to the GV CUPE Scholarship Fund, Lori-Ann Larsen, [llarsen@uvic.ca](mailto:llarsen@uvic.ca)

**Communications Committee:** 2016 has been a busy year getting our message out! We have been taking advantage of social media channels, the web, the printed page and e-mail distribution.

In 2016 we have reached out to members in a variety of ways to better streamline how we support our local. Electronic surveys have proved to be a valuable tool in gauging where our weak spots are and how we can strengthen our local with better communications.

It was in 2016 that we took a good look at our website and our e-mail management system and it was decided to come into the 21<sup>st</sup> Century with some improvements, including a gradual migration to the "MailChimp" e-mail system. It allows us to craft newsletters in full color with better file attachment management and better security for our members.

I look forward to serving my members in 2017. As always, I am available for any and all questions about media, communications and all aspects of messaging and information within CUPE951, with CUPE-BC and CUPE National. You can reach your communications rep at [colin@cupe951.ca](mailto:colin@cupe951.ca)

**Education Committee:** The Education Committee (Cathrine Jansen (chair), Kara White, Stefan Grbavec, Kirk Mercer) has been busy this year, sending members to the Annual BC Pension Forum, Parliamentary Procedures Workshops, Lancaster Human Rights and Accommodation Conference, BC Fed OHS Workshops in Victoria, Lancaster Skills Training – From Conflict to Calm, Recognizing and

Accommodating Employees in Mental Distress Skills Training, Ramping Up for Mediation and Arbitration – Lancaster Workshop, CUPE Steward Conference, CUPE Education Sector Conference, BC Labour Law Conference, and Let's Talk – New Employees and Job Evaluations.

The committee ran a survey in June regarding which education topics were of the most interest to members for upcoming education. Those topics included Stress Reduction, Mental Health, Conflict Resolution, Retirement Planning / Pensions, Health and Safety Training, Interview and Resume Skills, Benefits / Sick Bank and Inclusion and Diversity / Creating safe spaces.

**Career Development Fund Committee:** We have had a smooth running year, with a great group of people on the committee. This year we have continued using SharePoint as a method to review applications which allows us to respond quickly to applications - as quick as one day! This also means we have thorough record keeping that is easily accessible to all committee members.

We had a table at the CUPE 951 summer BBQ where we handed out flyers and were available for questions about the fund – this was a fun event.

Our funding year runs from September to August. If you are seeking funding for Career Development be sure to submit your application before the course begins. As the CUPE 951 members of the Committee, Louise and Ashleigh look forward to your applications.

**Job Evaluation Committee:** In the first year of the new workflow for JE, reviews are running smoothly and appeals have been minimal. We are still seeing an overall trend of improvements for those who submit JEQs.

The committee charged with reviewing the existing process and questionnaire under the Letter of Agreement has been meeting and making progress.

We held a successful lunch hour Let's Talk in November and are looking to schedule some drop-in sessions in the New Year for those working through submitting their JEQ.

Keep an eye on the JE section of the CUPE 951 website for updates; if there is anything you'd like to see added, please contact Cheryl DeWolfe ([cdewolfe@uvic.ca](mailto:cdewolfe@uvic.ca))

#### **Good and Welfare Committee:**

The Good and Welfare has been hard at work this year organizing many donation drives to local organizations.

**Protein Food Drive:** 200 lbs donated

**Victoria Women's Transition House- Welcome Kits :** 20 kits for Women, several kits for Children and boxes of surplus supplies

**Warm Clothing Drive:** Clean, gently used items are greatly appreciated by those without at this time of year.

We have seen so much support from the membership and we want to thank you for all your donations.

-Kathy Mercer and Cathy Henderson

**Health and Safety Committee:** In 2016, the CUPE 951 Health and Safety Committee has been making a difference and advocating for our members in many ways. We have members representing CUPE 951 interests on the University Joint Health and Safety Committee, as well as on a Joint CUPE 951/University Health and Safety Committee where we can bring specific concerns of our members forward. The CUPE 951/University Joint Committee is something that we have fought to have in bargaining.

This year our main activities were:

- Awareness of occupational health and safety, and 'spot the hazard' draw for an

emergency kit at the CUPE 951 June barbecue

- Advocating for UVic's scent free digital signage to be on permanent rotation including on department digicasters that Communications + Marketing do not control
- Day of Morning presentation at April General Meeting
- Prevention of Violence in the Workplace – 3 members attended the BCFED training and brought back our new knowledge to our union
- Advocating for CUPE 951 right for consultation on the UVic Incident investigation form as per the collective agreement
- Education/information at General Meetings on scent free workplace, smoking/e-cigarettes, and violence in the workplace

Our committee has five members: Sara Kissinger (Chair), Pat Shade, Kara White, Shubha Hosalli (alternate), Christine Currie (as of Nov. 2016).

#### **RTW and Accommodation Committee:**

2016 has been a challenging and rewarding year in the Return to Work and Accommodation world.

The main challenges this year were the employers attempt to curtail usage of the sick bank by implementing a hard cap and, from the union's perspective, a lack of resources allocated to Human Resources by the University. There has been a serious reduction in the availability of our counterparts in HR, some of it due to absences and illness. The university hasn't backfilled these positions in a meaningful way which has led to greater difficulty in getting information and in scheduling meetings. This situation, coupled with a continuing increase in the number of CUPE members requiring accommodations or help returning to work, has made our work difficult at times. Additionally we are finding that HR is not always contacting us when our members are needing assistance.

To be clear, our concerns are not with the individuals in HR doing the work as they're doing the best they can under difficult circumstances. As always, the work is what is rewarding. The opportunity to help CUPE 951 members in a collaborative way with HR is a genuine pleasure. If anyone is interested in learning about the process or, perhaps, coming on board as an advocate please contact me.

Arden Little

Chair of the Return to Work and Accommodation Committee

#### **Human Rights and Equality Committee:**

Hello everyone from the CUPE951 Human Rights and Equity Committee:

Dale Whitford, Laurie Whyte, Jeta Rugova-Plakolli, Pat Shade, Sara Kissinger

It's been a good year for our revitalized committee and we have been busy!

We'd like to start by letting all CUPE 951 members know about the Protocol Gathering on January 17. Deb George, from the First Peoples House, will be speaking on the history, protocol and customs of the Indigenous people in and around our UVIC community. See the poster for details and save the date!

On Nov. 7, we met with members of the Sexualized Violence Working group and put forward our thoughts regarding a proposed policy around Sexualized Violence at UVIC. We have agreed to work together with the working group because we recognize that any changes would have a direct impact on CUPE 951 members in the workplace.

On June 29 we also had a HREI table at the local BBQ/Info session with CUPE diversity material including a handout from our committee.

We also had invited guests to our committee. Grace Wong Sneddon (Adviser to the Provost on Equity and Diversity) joined us on March 15 and she presented information regarding the Provost Diversity Research Forum, a campus wide

gathering that explores assumptions, privileges and prejudices behind learning in all its forms. From this came an initiative by CUPE 951, and cost shared with other CUPE locals, that would see us sponsor the spoken word contest at the next forum to be held on January 26/27, 2017.

Also joining us on June 7 was Cindy Player (Director UVIC Equity and Human Rights) to discuss many of our shared goals. Currently, for example, mental health is considered a WorkSafeBC issue, we would like to see it protected in human rights code. Cindy also shared that the EQHR has a project this summer to bring all equity tools that exist on campus into one place so they are easily accessible. We also agreed to meet again with the EQHR Office to further human rights and equity issues on campus.

Finally we'd like to congratulate the winners of our various prize draws over the last year- hopefully we are all a little more aware of equity in our 800+ 951 membership and we always appreciate any feedback or suggestions. And... we are always open to any CUPE 951 members who wish to join our committee! Just contact the CUPE 951 office for information, or talk with any members of the committee.

**Protocol Gathering:** CUPE 951 Protocol Gathering with bannock and muskeg tea on January 17 from noon to 1p.m. at MacLaurin D103 (just follow the signs). Deb George from the First Peoples House will be speaking on Indigenous protocols in our UVic community. Open to all CUPE 951 members.

**Political Action Committee:** Ted spoke about the upcoming elections, and the importance of involvement. Remember that May 9<sup>th</sup> is Provincial Election Day!

**Sick Benefit Bank:** Thank you to all the members of this committee for their hard work. The application can be found here:  
<http://www.cupe951.ca/rights-and-benefits/sick-benefit-bank/>

#### **Personnel Benefits Committee:**

Stefan Grbavec, Carla Garton, Kara White  
Meeting every few months with the employer to review:

- LTD plan
- MSP plan
- Pacific Blue Cross
- Extended Health and Dental Plans

In the review process we look at how the plans are doing and advocate for lower premiums.

#### **Staff Pension Advisory Committee:**

Stefan Grbavec, Kara White

This committee works on educating members on our Defined Benefit Plan, reviews plan amendments resulting from regulation changes and promotes awareness of the plan among members.

Motion: to approve all the reports  
M(KW)/S(PS)/Carried

#### **Adjournment: 1:00 pm**

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

**Handouts:** Minutes, Calendar Report, Committee Reports

Please note as of January 1, 2017 meeting minutes and notices will be distributed via email. Please sign up for our new email list at <http://eepurl.com/bTAEBz> to receive the minutes and notices electronically. If you prefer to receive paper copies, please email Kira Bradley at [cupe951@uvic.ca](mailto:cupe951@uvic.ca).

Note: All approved minutes are posted on the website <http://www.cupe951.ca/links-resources/minutes-of-meetings/>



**NEXT MEETING**  
**February 22, 2017**  
**Engineering Computer Science, Room 104**  
**11:45 am to 1:15 pm**

**Door Prizes of \$20 OneCards**

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**Minutes of January 25, 2017 GM**

**1. Roll Call of Officers and Stewards (DF)**

**2. Reading of the Equality Statement (KM)& Recognizing the Territory- (DW)**

**3. Attendance Report and Welcome-** 35 members attended

**4. Announcements/Calendar-** Pat Shade spoke about January 25<sup>th</sup> being Bell Let's Talk Mental Health Day, Cheryl DeWolfe spoke about the Brain Injury Workshop taking place on January 28<sup>th</sup>

**5. Approval of the Agenda-**

**Motion:** To adjust the agenda to move the elections for CUPE BC Convention to an earlier time

M(KW)/S(KM)/Carried

**6. Approval of the Minutes from Previous Meetings-** Minutes from December 14, 2016 General Meeting

M(KW)/S(MS)/Carried

**7. Elections:** Nominations were stated, and the following delegates were elected: Laurie Whyte, Ted Godwin, Pat Shade, Dale Whitford, Maddy Smith. Alternates will be Colin Newell.

**Motion:** to destroy the ballots for the delegates to CUPE BC Convention

M(TG)/S(CDW)/Carried

**8. President's Report (KW):** Kara welcomed new members to the meeting, and discussed the emailing of minutes as opposed to hard copies. A discussion of the HR meetings over the last few months, with topics including member information, and understaffing in HR is stalling progress. Monitoring of the casual reports indicate overuse of casual workers in some departments and Kara noted the work of the

stewards in monitoring this as well. These statistics can be very helpful when we approach the bargaining table. We are hoping to avoid going to arbitration due to stalling on issues from HR, but Kara fears we may be heading that way. Kara attended phishing awareness training, and notes there is good information on the UVic website. CUPE 951 was highlighted in the CUPE BC Public Employee magazine for our generous donations to the Women's Transition House, as well as our campaign in The Martlet. The next meeting is in the Engineering Building as the membership has requested different locations. M(KW)/S(PS)/Carried

**9. Executive Report (KM):** Kirk reported on the January 11<sup>th</sup> executive meeting, which included discussions of the holiday social, the Diversity Spoken Word Contest sponsorship, and a reminder of deadlines for the resolutions to go to CUPE BC Convention. There are 4 sessions of Lets Talk lunch hour education, topics include Political Action, Return to Work and Stewarding, Human Rights and Equity and Pensions and Defined Benefit. A motion was passed to send 5 delegates to the CUPE BC Convention. A motion was passed to purchase 2 new laptops for the office. A motion was passed to sponsor the Protocol Gathering on January 17, 2017.

M(KM)/S(TG)/Carried

**10. Treasurer Report:** none

**11. Trustee Report(MS):** Maddy reported on the Trustee's audit which was in good shape, completed and balanced, and they even found the 7 cents the books were out by. A few

structural changes have been suggested and will be implemented.

M(MS)/S(KM)/Carried

**12. Chief Steward Report (BG):** Barbara spoke of a case with reduction in FTE, a grievance filed in regards to failure to accommodate, the upswing in FTE reductions by members so that they can provide elder and child care. There have been a few increases in FTE, which can be a difficulty for those who wish to work part time. The union has noticed that LTD is more aggressive in returning employees to work. Also discussed were higher performance expectations, over-work load issues, employers expecting more from lower pay band jobs and a few child care accommodation requests which are being ignored. As well, CUPE 951 is always looking for more stewards. Please contact Laurie Whyte at [lwhyte@uvic.ca](mailto:lwhyte@uvic.ca) if you are interested.

M(BG)/S(MR)/Carried

**13. Communications Report:** none

**14. Health and Safety Committee (SK):** Sara notes we are still looking for members to join the Prevention for Violence in the Workplace Group. Due to the snow and ice over the last month, there were some mobility issues for members, and Sara suggests looking at the UVic website to see which areas are cleared first on campus, and reminds members to use main entrances during bad weather.

**15. Human Rights and Equality Committee (DW):** Dale spoke about the protocol gathering which went well, and gave the opportunity for the elders to explain their roles. Tea and bannock were served, and Dale thanked all the members who helped make this possible.

**16. Personnel Benefits Committee (KW):** Kara spoke about the new need as of January to note the length of treatments (ie massage) when submitting receipts, otherwise Pacific Blue Cross will only cover 20 minutes.

**17. Skilled Trades Working Group (KM):** Kirk noted the working group wanted to become a

voting member at the BC Apprenticeship Quorum, and it is looking promising.

**18. Health and Welfare Committee (KM):** Kathy thanked the members for their generosity in providing warm clothing for Our Place. The donations were substantial!

M(KW)/S(CDW)/Carried

Motion: to approve all the reports

M(KW)/S(PS)/Carried

Motion for Adjournment

M(KW)/S(KM)/Carried

**Adjournment: 12:50 pm**

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

**Handouts:** Minutes, Calendar Report, CUPE Supplemental Fund Form, Brain Injury workshop Handout, Bell Let's Talk Mental Health Handout, JE Handout, MSP Premium Assistance Handout, UVic Active Threat handout

Please note as of January 1, 2017 meeting minutes and notices will be distributed via email. Please sign up for our new email list at <http://eepurl.com/bTAEBz> to receive the minutes and notices electronically. If you prefer to receive paper copies, please email Kira Bradley at [cupe951@uvic.ca](mailto:cupe951@uvic.ca).

Note: All approved minutes are posted on the website <http://www.cupe951.ca/links-resources/minutes-of-meetings/>





# **NOTICE OF GENERAL MEETING**

**March 29, 2017  
Clearihue Building Room A303  
11:45 am to 1:15 pm**

## **Door Prizes of \$20 One Cards**

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### **Minutes of February 22 GM**

- 1. Roll Call**
- 2. Reading of the Equality Statement (TG)**  
**Recognizing the Territory (KM)-**
- 3. Attendance Report and Welcome-**  
28 members attended.
- 4. Announcements**-review of calendar/pink shirt day- Stop Bullying handouts available
- 5. Approval of the Agenda-M(KW)/S(KM)/C**
- 6. Approval of the Minutes- M(KW)/S(CH)/C**
- 7. Matters Arising from the Minutes:**  
Correction on CUPE Postcard email from .com to .ca
- 8. Executive Board Report –**  
**February 1 Executive Meeting**  
Sponsorship Opportunity - Vancouver Island Library Staff Conference is on April 28, 2017. Karen Dykes spoke on how appreciated our sponsorship was last year, and how the sponsors are recognized in print, website and verbally.

CUPE BC Elected Position Endorsements:  
Kirk Mercer is running for Regional Vice President for Vancouver Island, and Pat Shade is Running for Diversity Vice-President – Disabled. Both these positions are in caucus votes and not the entire CUPE BC delegates. A show of hands confirmed endorsement.

Laurie Whyte – CUPE BC Convention Resolutions – Due date has been extended to early next week, and it will have to be

endorsed at executive meeting on February 8, 2017. Kara White spoke about 5 resolutions that the Universities Committee is submitting.

Board of Governors candidate: Mike Pfleger would like to be a candidate with our support. Diversity Spoken Word contest: Kara spoke about the presentation of the prize, and the union's support was acknowledged verbally.

CUPE 951 Executive Elections: Kara handed out nomination forms and let people know she would be setting up a new elections committee. The union office will collect the forms.

### **February 15 Executive Meeting:**

Treasurer's Report – Stefan presented the following reports and provided a summary for our information: Two statements of income and expenses for November 2016 and December 2016, a Statement of income and expenses for July 1 2016 to December 31 2016 and a Budget 6 month review covering July1 2016 to December 31, 2016. The president and treasurer met regarding how to change the format so it matches how CUPE National wants the information. We're in good shape overall.

### ***Motion –To approve the reports:***

*Statements of income and expenses for November 2016, for December 2016, for July 1 2016-December 31, 2016 and the Budget 6*

*month review covering July1 2016-December 31 2016. **Carried.***

Resolutions for CUPE BC convention: The 37 page document was emailed that morning and a couple of print copies were available at the meeting. Laurie read the resolutions which were submitted by various CUPE BC committees. Some are being resubmitted from last year.

**Motion** -*That we endorse and submit the CUPE BC resolutions. **Carried.***

Laurie read the four additional resolutions from the Women's Committee. Copies were available at the meeting.

**Motion** -*That we endorse the four resolutions from the CUPE BC Women's committee. **Carried.***

Elections committee - discussion re whether it's possible to divide executive board elections over two meetings. Bylaws were consulted. Possibility of staggering Executive positions with President, 1<sup>st</sup> VP and Treasurer elected one year and balance of Executive elected the following year was mentioned. The Ad Hoc Bylaws committee is looking at changes but we cannot make changes for this election.

Agreed we need to educate members re doors being locked at 12:00 noon – could do so via postcards, website, emails. If we're unable to conclude all elections at the May general meeting, we may need to hold a "special meeting in the same month. If no nominations received for some positions they can be handled at the next general meeting.

Sick Bank – Kara reported we used 1384 days versus the 500 days assigned to the bank.

Sexualized violence policy update – Kara attended one of the two open houses on

this. No more consultations scheduled. Feedback can be submitted by email or through an online form by March 10<sup>th</sup>.

HR Calendar 2017 – Several sessions cover how to interpret our collective agreement. Kara met last week with HR and they went through the slides. She'll receive copy of the slides to review. They provide links to the various collective agreements. Facilitators are providing what the bargaining language states; not interpretation. The courses are oversubscribed and focus is to provide to supervisors first.

**M(KM)/S(TG)/C**

**9. President's Report (KW)** – Kara spoke about General Meetings being booked in different locations around campus due to member's request. She has continued meeting with HR in order to deal with the overuse of casuals and how everyone could be educated about their collective agreements through seminars being held. The snow page has been updated and reviewed by the union. It is now easier to find important information as it is now on one page, which came in handy with the latest snowfall. Kara would like to work towards getting employees educational funding and this will take time to accomplish. Executive elections will be held on May 31/17 and Provincial elections May 9/17. **M(KW)/S(CJ)/C**

**10. Treasurer's Report (CH)**- Cathy gave an overview of the report Stefan had generated and explained one change in the legal education fund that was made as well as Stefan's thoughts about the accounts being in a good financial position. **M(CH)/S(KM)/C**

**11. Trustee's Report(AW)**-none

**12. Chief Steward's Report (LW)** - Laurie spoke about several grievances in process and a few which are older that will be moved forward, withdrawn or resolved. The stewards and RTW officers meet monthly to manage many issues such as the member's rights to permanent full time positions instead of using casuals, modified work weeks, discipline/expectations investigations and numerous other disputes.

**M(LW)/S(PS)/C**

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

**14. Communication Chair's Report:** Colin wanted members to consider that our data should be changed to a Canadian site that would cost the local but support Canada rather than America. **M(CN)/S(CDW)/C**

**15. Reports of Committees, Delegates:**

**Victoria Labour Council Report :(CDW)**

The Victoria Labour Council Executive met on February 15<sup>th</sup> for half a day to set out the budget and priorities for the coming year. Key events are: participation in the Pride Parade, the Labour Day picnic, and the United Way kickoff.

This year, extra funding and energy will be put toward election of progressive candidates to the BC Legislature

Discussion around cost of communication and how to reduce costs. Frustration over website and inability to maintain current site. Cheryl DeWolfe volunteered to move the site to the hosting already included in the Telus package and restructure it to a simpler, more static version with links to the more often viewed and updated FB page. VLC general meeting on February 15<sup>th</sup>. Presentations were given by Mitzi Dean (NDP candidate in Esquimalt) and Hero Work (showcasing its new project with Power to Be).

**Human Rights and Equality:** (DW)

Deb George sent a nice thank you note about her enjoyment of the protocol gathering.

Jeta Rugova-Plakolli gave a presentation on the Immigrant employees support network on campus. Work to improve awareness and issues. At the next Employment Equity Advisory Group meeting there will be a motion to offer the Immigrant Employees Support Network a seat at the table.

Announcement of a new chair of the HREI committee very shortly.

Thank you letter from Annalee Lepp, chair of the Sexualized Violence project.

If human rights is an issue near and dear to your heart, consider joining our committee.

**Political Action Committee:** Ted reminded members about elections coming up (get out to vote!) and wanting to hold a lunch time meeting with an invitation to question some of the candidates running.

**Skills Trades Working Group (KM):**

We have 6 resolutions prepared for Convention this year.

**M(KW)/S(KM)/C**

**16. Elections:** None

**17. Unfinished Business:** none

**18. New Business:**

**Adjournment: 1:00pm**

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

**Handouts:**

Your Right to Union Representation, Calendar, General Meeting Announcements, Stop Bullying information, Why Should You Vote?, Input invited on draft policy on sexualized violence, Budget report July-Dec. 2016



# **NOTICE OF GENERAL MEETING**

**April 19, 2017**  
**Clearihue A206**  
**11:45 am to 1:15 pm**

## **5 Door Prizes will be awarded**

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### **Minutes of March 29, 2017 GM**

- 1. Roll Call** (DF)
- 2. Reading of the Equality Statement (LW)**  
**Recognizing the Territory (TG)-**
- 3. Attendance Report and Welcome-**  
24 members attended.
- 4. Announcements-** Pat Shade announced that Purolator and Women's Hockey League is back to work. Ted Godwin spoke about the two upcoming Political Action Meetings, a town hall by telephone on March 29 with John Horgan, and the All Candidates Fair at Vertigo on March 30 from 12:30 – 3:30 pm.
- 5. Approval of the Agenda-**
- 6. Approval of the Minutes-**
- 7. Matters Arising from the Minutes:** none
- 8. Executive Board Report – Business Arising:**

HR Meeting: Kara presented the CUPE 951 Guidelines for Understanding your Layoff Options, asked for feedback, and is trying to make it less confusing for members. Cathrine Jansen suggested adding a date.

Snow Day Discussion: Meeting was held on February 28<sup>th</sup>, discussion to plan for certain criteria and may not be scheduled with buses anymore. Kara would like to see an alternate plan if people cannot get off campus (shelter/food/etc.).

Elections Committee: Three members sitting on Elections committee are:

Michael Gaudet, Sheila Wheaton, and Mike Thomas. An alternate is still needed for this committee.

Let's Talk Update: March 22 is the next Let's Talk being put on by the Political Action Committee, with local politicians attending. May/June will be Human Rights and Equality Let's talk, summer months are still open.

GM Meeting room changes: Many people gave positive feedback, including closer location and better acoustics.

June BBQ: Questions about when and if we will be doing this, and will it look the same as last time. Kara liked the committee tables, and Cheryl brought up the issues with sun, wind, and comfort.

Chief Steward: Laurie noted that steward Patricia Pang has stepped down. Laurie is wondering if the Chief Deputy Stewards are unable to attend Executive Meetings, can they be replaced with a different steward. It was agreed, as long as the chair is notified prior to meeting.

Communications Report: Colin noted that the old email list notifications were confusing members, but the new list is growing.

Victoria Labour Council: Cheryl mentioned the March 8 Women's March, starting at Holland Point at 6 p.m.

Vancouver Island District Council endorsements: Kirk spoke about the endorsement, noting that he was endorsed as Regional Vice-President Vancouver Island, Gulf Island and Powell River and Pat was endorsed as Diversity Disable Vice-President by the Vancouver Island District Council.

Ted Godwin went to the Laurel Point Inn last week to support employees trying to organize into a Union.

**9. President's Report (TG)** – No report as Kara is away on vacation.

**10. Treasurer's Report (CH)**- none

**11. Trustee's Report(AW)**-none

**12. Chief Steward's Report (LW)** - Laurie spoke about several grievances in process and a few which are older that will be moved forward, withdrawn or resolved. The stewards and RTW officers continue to work on issues such as the member's rights to permanent full time positions instead of using casuals, modified work weeks, discipline/expectations investigations and numerous other disputes.

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

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

**15. Reports of Committees, Delegates**:

**Health and Safety Committee:** Sara Kissinger wanted to recognize members in Science Stores who helped a courier who was affected by a chemical leak during delivery. These members were also recognized by WorkSafeBC for their

assistance. Sara is working on updating health and safety documents currently under review.

**Bylaws Review:** Ted Godwin reported that they are in the middle of reviewing the policies and it would be helpful to hear from members. Elections are an important issue for this committee, and they are looking at staggering elections.

**16. Elections:** Elections Committee will be working on updating how the elections are run going forward.

**17. Unfinished Business:** Door Prizes of \$20 OneCards were awarded to two attending members.

**18. New Business:** none

**Adjournment: 12:45 pm**

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

**Handouts:**

Calendar, General Meeting Announcements, Why Should You Vote?, Political Action Committee flyer



# **NOTICE OF GENERAL MEETING**

## **MAY 31, 2017**

### **David Turpin Building A120**

**11:45 am to 1:15 pm**

#### **ELECTIONS FOR CUPE 951 Executive**

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##### **Minutes of April 19, 2017 GM**

**1. Roll Call** (DF)

**2. Reading of the Equality Statement (TG)**  
**Recognizing the Territory (KM)**-

**3. Attendance Report and Welcome**-  
26 members attended.

**4. Announcements**- Kathy Mercer announced a new fundraising drive for diapers, baby food and formula for the Single Parents Resource Center which will be collected at June BBQ. Kara White spoke about the new feature in the Martlet featuring Bo Love, Steward. Public Employee magazine features CUPE 951 members in their pink shirts. A change on the calendar moves the June BBQ to June 21<sup>st</sup>, 2017, and adds the May 25<sup>th</sup> Let's Talk on Pensions. CUPE 951 Executive Board Elections will be taking place at the May 31<sup>st</sup> meeting in David Turpin Building A120. More information will be coming out after the provincial elections.

**5. Approval of the Agenda**-  
M(KW)/S(KM)/Carried

**6. Approval of the Minutes**- This approval was for both February and March 2017.  
M(KW)/S(CJ)/Carried

**7. Matters Arising from the Minutes**: none

**8. Executive Board Report (KM)** –

Business Arising: Discussion on June GM/BBQ

Motion: To spend up to \$4,300 on the June 28th GM/ BBQ / Committee Meeting to be

funded out of the general operating budget.

Carried

Motion: To spend up to \$500.00 sponsorship for the 3rd annual Vancouver Island Library Staff conference occurring on April 28th 2017. Carried

New Business: Discussion about HR Course Calendar.

Donations:

Motion: To purchase one \$100 bouquet for the Miners Memorial Weekend on June 22-24, 2017 on behalf of CUPE 951. Carried

Motion: To donate \$100 to Operation TrackShoes for their annual event on June 9-11 weekend. Carried

Reports:

Kara reviewed expenses for January and February on behalf of the treasurer. A breakdown was provided in hard copy for executive members. Reminder to revisit conference and convention account before going to GM in order to have reports done in the next 6 months or they won't be bonded.

Kara spoke about federal government not taxing extended benefits. MSP proposal has the potential for all members to release their income tax report. More information to follow once MSP makes some decisions in the fall.

Reviewing EFAP program to possibly change from Optum program.

Adjourned: 1:00 p.m.

M(KM)/S(CDW)/Carried



**9. President's Report (KW)** – Kara

acknowledged that members and executive are attending Lancaster Human Rights and Accommodation conferences and CUUPE BC Convention this month. She noted that the offices of the union are covered while officers are away.

A recognition of Day of Mourning on April 28<sup>th</sup>, where the University will fly the flags at half-mast.

Kara spoke about the ongoing monitoring of casual hours.

As of June 1, we will have a new company Morneau Shepell as our EFAP (Employee and family assistance program) provider. They are excited to be our provider so expect more information going out closer to the June 1 date. Those that are accessing Optum will not be denied service but any new access to services will be going thru Morneau Shepell after June 1.

There will be a Let's Talk lunch meeting on May 25 in Clearihue A202 from noon to 1 pm. The topic will be Pensions, and questions can be emailed to Kara White ahead of time so that she can explain your pension plan.

CUPE 951 Elections: On May 31, in David Turpin Building, Room A120 we will be holding elections for our executive board. Please see the website, as well as mailouts regarding the candidates.

M(KW)/S(CJ)/Carried

**10. Treasurer's Report (KW)** - Kara White reported on income and expenses in January and February 2017. There is a clarification on affiliates – provincial divisions is CUPE BC, labour councils is BC Federation of Labour, District councils is Victoria Labour Council, and Provincial Councils of Unions is Vancouver Island District Council.

M(KW)/S(CDW)/Carried

**11. Trustee's Report(AW)-none**

No official report, but Kara mentioned there are two trustee positions to be filled in the upcoming election.

**12. Chief Steward's Report- none**

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

**14. Communication Chair's Report(CN):**

Colin ran a poll looking at CUPE 951 member's interest in carpooling at UVic and it came back 50/50 in those who were in favour and those were not interested.

M(CN)/S(MS)/Carried

**15. Reports of Committees, Delegates:**

**Health and Safety Committee:** Sara

Kissinger spoke on product recall on extension cords and nail guns. She spoke about the National Day of Mourning on April 28. This year the Canadian unions are calling for a comprehensive national ban on asbestos. In 2016, 144 BC workers died as a result of workplace incidents and diseases, and a moment of silence was held to honor them. Kirk Mercer noted that there is a ceremony at the parliament building at noon on April 28<sup>th</sup>, 2017.

M(KW)/S(KM)/Carried

**16. Elections:** Kara called a second time for nominations for any of the executive positions in the upcoming elections. Nomination forms are available at the CUPE 951 website or by emailing Kira Bradley at [cupe951@uvic.ca](mailto:cupe951@uvic.ca).

**17. Unfinished Business:** Door Prizes were awarded to 5 attending members.

**18. New Business: none**

**Adjournment: 12:40 pm**

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

**Handouts:**

Calendar, General Meeting Announcements, Why Should You Vote, Political Action Committee flyer, Financial Handout, Flyer for Baby Fundraising Drive.



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## Minutes of May 31, 2017 GM

**1. Roll Call:** (DF)

**2. Reading of the Equality Statement (JRP)**  
**Recognizing the Territory (DW)-**

**3. Attendance Report and Welcome-**  
131 members attended.

**4. Announcements-** The June BBQ will include a drive for the 1UP Victoria Single Parent Resource Centre, for donations baby food, formula and diapers. Handout provided.

**5. Approval of the Agenda-** Motion to revise agenda  
M(KW)/S(MS)/Carried

**6. Approval of the Minutes-**  
M(KW)/S(PS)/Carried

**7. Matters Arising from the Minutes:** none

**8. Elections:** Joel Bentley chairing procedures of CUPE 951 Executive Board elections.

Elected:

President: Kara White

Vice President: Kirk Mercer

2<sup>nd</sup> Vice President: Pat Shade

Chief Steward: Ted Godwin

Secretary: Cathrine Jansen

Treasurer: Stefan Grbavec

Education Committee Chair: Maddy Smith

Communication Chair: Cheryl DeWolfe

Members-at-Large: Teresa Dixon, Laurie Whyte

Trustee: Albert Wiebe

Trustee: Diana Foreland

**Motion:** to ratify Andrea Roszmann as a steward

M(KW)/S(LW)/Carried

**Motion:** to destroy the ballots  
M(PS)/S(KM)/Carried

**9. Reports:** none

**10. Unfinished Business:** none

**11. New Business:** none

**12. Adjournment:** 1:20 pm

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