

# **CUPE·951**

***Working to Keep Strong Communities***

**CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE**

<http://951.cupe.ca>

## **GENERAL MEETING**

**Wednesday, September 26, 2007**

**11:30 a.m. - 1:00 p.m.**

**Room A180, University Centre**

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

**MOTION:** To amend the following By-Laws:  
9 & 11: Appointment & Ratification of Union Officers  
14: Duties of Officers & Stewards  
18B: Add Environment Committee  
(Notice of motion was given at June general meeting. Copies of proposed changes will be circulated).

**MOTION:** To amend By-Law 4D to add the reading of the Equality Statement to the regular order of business.

**MOTION:** To approve the proposed 2007-2008 budget.

**MOTION:** that we send up to 3 members to the BC Federation of Labour Convention, Vancouver, Nov. 26-28, 2007.

### **ELECTIONS**

- Trustee (term to March 2010)

### **MINUTES of 27 June 2007**

**1. Roll Call** - Called to order by Doug Sprenger. Several handouts were available, including a "Being There" booklet for friends, family members and co-workers of those suffering from mental illnesses, and a summary and analysis of the Supreme Court Charter of Rights decision on collective bargaining rights. CUPE Scholar applications are now available on the CUPE 951 website as well as from the Student Awards & Financial Aid office, and the deadline has been extended to September 30. Michele Favarger encouraged female members to

replace her as the 951 representative on the Employment Equity committee.

- 2. Attendance Report & Welcome** – 29 members attended.
- 3. Agenda** – The proposal from the May general meeting that the Equality statement be added to the standard agenda will be voted on at the September general meeting as a proposed By-Laws change. Adopted
- 4. Minutes of 30 May 2007** — Adopted
- 5. Business arising from the minutes** -- None
- 6. Executive Report** – Adopted (T. Wiley / M. Favarger)  
The Executive Committee met June 5-6, 2007. Business arising and new business included:
  - Announcements: Victoria Labour Council Tournament of Hope; Car pool opportunities at 380-RIDE (to be posted to our website)
  - Discussion on feasibility, security, & accountability for a Union Credit Card (for air travel, accommodation, and educational bookings) so that we can take advantage of "early bird" rates.
  - Use of CUPE BC bulk purchase of flight passes vs. use of travel points for CUPE National convention delegates.
  - CUPE BC appt. of Communications Officer to attend all-locals meeting (strategy session).
  - Purchase of emergency kit(s) for union office; working alone issues.
  - Re-engagement with Victoria Labour Council; hoping to send full delegation
  - Agreement Study Committee appointments.
  - Replace Treasurer's laptop to accommodate installation of new financial software (QuickBooks). Cost \$900.

- Preliminary budget discussions
- CUPE full-time officers survey
- Discussion re Positive Space campaign and Victoria Pride parade participation
- CUPE BC “Include Me” event, Sept. 22, local’s participation
- Discussion of By-Laws changes (4D, 9 & 11, 14, and 18D)
- Education motions (approved)–1) 5 members to CUPE BC Weeklong School, Parksville, Nov. 4-9, 2007; 2) to subscribe to the fall Lancaster Audio Conferences, including CDs of sessions; 3) up to 10 members to CUPE BC Discipline & Discharge educational to be held at UVic, June 26.

Motion: To send up to 5 members to the CUPE BC Weeklong School in Parksville, Nov. 4-9, 2007  
Adopted

#### **7. President’s Report – Adopted**

This is a period of transition in Doug’s union activities. He has pulled back from his leadership role on the provincial Universities Committee and will now chair the International Solidarity Committee. He will be attending Worldwork facilitator training offered by the Process Work Institute in Oregon in early September. Participation in this event reflects our union’s values and is also important for personal self-renewal. There is no truth to any rumours that Doug is contemplating moving to a staff position with CUPE BC.

#### **8. Corresponding Secretary’s Report – Adopted**

#### **9. Treasurer’s Report. – Adopted**

Reports for April 1-30 and May 1-31 and quarterly investment reports for March 1-May 31 were presented. – Adopted

Over the coming months our fiscal priority will be on building up the Defense Fund. In the last fiscal year the fund was used for important training (Pension, OH & S officers, etc.). However, with the upcoming budget such expenses will be built into the general funds.

#### **10. Elections**

Delegates (5) to the Parksville School; Nominated and elected – Michele Favarger, Angela Thurston,

Jane Stewart, and Cheryl Vermaning. The Executive will appoint a final delegate.

Trustee: No nominations accepted. Will be brought forward to September meeting.

Agreement Study Committee (4 members); Nominated and elected: Angela Thurston, Kirk Mercer, Cheryl DeWolfe, and Sheilagh Allen. Jane Stewart’s name will be forwarded to the Executive as a potential member.

Michele Favarger (Treasurer) and Pat Shade and Cheryl Vermaning (Duty to Accommodate Officers) were sworn in as officers of the local.

**11. Chief Steward’s Report** -- Laurie is seeking a volunteer to send her copies of ongoing job postings as the implementation of the UHire system and its lack of archiving is making the monitoring of positions more difficult. Adopted

**12. Education Committee Report** -- Adopted

#### **13. New Business**

Motion: To forward resolutions 1-3 (as circulated) to the CUPE National Convention. Quorum was lost during discussion so a vote could not be taken. Issue referred to the Executive.

**14. Delegates’ Reports** – Reports presented by attendees of the CUPE Young Workers Youth Conference held in Naramata and the CUPE BC Discipline & Discharge workshop held at UVic, June 26

#### **Adjournment at 12:55.**

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

#### **Next Meeting:**

↻ **Wednesday, October 24, 2007** ↻

**11:30 a.m. - 1:00 p.m.**

**Room A180, University Centre**



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

**GENERAL MEETING**  
**Wednesday, October 24, 2007**  
**11:30 a.m. - 1:00 p.m.**  
**Room A180, University Centre**

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

**ELECTIONS**

- Trustee (term to March 2010)

**MINUTES of 26 September 2007**

1. **Roll Call** - Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 34 members attended. One new member was welcomed. The Equality Statement was read. Because of the initial lack of quorum, reports of various standing committees were presented in advance of agenda items that required member approval.
3. **Agenda** – Adopted
4. **Minutes of 27 June 2007** — Adopted
5. **Business arising from the minutes** -- None
6. **Executive Report** – Adopted

The Executive Committee met July 10-11 and Aug. 28-29, 2007. Business arising and new business included:

(July 10-11):

- Notices of motions to amend Bylaws 4D, 9, 11, 14, and 18D
- Update on Sick Bank discussions; Members' pension plan statements and inaccuracies resulting from retroactive payment and the new records system; Update on Performance Feedback & Coaching form; Appointments, Agreement Study Committee.
- 2007-2008 budget discussions.
- CUPE Full-time Officers survey; 951 participation in UVic President's Day of Welcome; CUPE flags (many are missing;

investigate replacement and tracking); Resolutions for CUPE National Convention; Report on Research Forum on Benefits.

- Motion approved to increase compensation rate for Chief Steward to the same as the President (as part of budget); Discussion of benefits issues for full time officers (form committee to investigate and report); Discussion of Executive Asst. position (terms of reference, duties, etc.)
  - Education motions for two Lancaster House conferences; Approval to pay \$500 to D. Sprenger to offset cost of attending World Conflict Resolution workshop in Oregon.
- (August 28-29):
- Sick Bank policy (reverting to the Collective Agreement effective July 2007);
  - Participation in CUPE BC "Include Me" event, Sept. 23 and in the President's Day of Welcome. Approval for \$500 in Bookstore certificates in draw for UVic students; Full-time Officers Benefits discussion; Joint educational with other UVic and RRU locals; Settlement of longstanding grievance (arbitration avoided); Trustee vacancy.
  - Approval to hire Executive Asst for 1 yr term, beginning no earlier than Nov. 1. Approval of proposed budget for ratification at Sept. mtg.
  - Discussion of joint committee format (with 917, 4163 & RRU) for OH&S, HR&EI, Political Action, etc.; Member consent/release form; Chief Steward LWOP request, Aug. 28-Sept. 28; Purchase of External HD for backup of Union computer systems; Leukemia & Lymphoma education and fundraising participation; Stewards' Handbook; Approval of P/T Executive help; Approval of \$1000 for Holiday Social.

- Education motions (approved)—1) 3 members to BC Fed. Convention, Vancouver, Nov. 26-28, 2007; 2) 5 members (pension trustees) to SHARE seminars, Vancouver, Oct. 1-4, 2007; 3) up to 10 members to any Union related workshops to be held on campus and allow all VIDC delegates to take VIDS course offerings on day prior to VIDC meetings.

Motion: To amend By-Laws 9 and 11 (Appointment & Ratification of Officers), 14 (Duties of Officers & Stewards), and 18B (Add Environment Committee) -- Adopted

Motion: To amend By-Law 4D to add the reading of the Equality Statement to the regular order of business -- Defeated

#### **7. President's Report – Adopted**

Doug is now chairing the provincial International Solidarity Committee, dealing with global justice issues. He reported on his attendance in early September at the World Work Facilitator Training in Oregon, which explored the psychological underpinnings of actions at various societal levels with an emphasis on examining conflict, its sources, and the use of communication processes in resolving problems. During the fall, we will be looking at the current functioning of stewards and committees and ways to involve members in the local.

#### **8. Corresponding Secretary's Report – Adopted**

#### **9. Treasurer's Report. – (no report)**

Motion: to approve the proposed 2007-2008 budget - Adopted

#### **10. Chief Steward's Report -- Adopted**

Doug thanked Kirk Mercer and the other stewards who have stepped up during Laurie Whyte's leave of absence.

#### **11. Education Committee Report -- Adopted**

Motion: to send up to 3 members to the BC Federation of Labour Convention, Vancouver, Nov. 26-28, 2007. (We have credentials for up to 5 delegates, but are holding the budget to 3 unless emergency issues arise) – Adopted

#### **12. Elections**

Delegates to BC Fed Convention. Doug is exercising his option to attend, leaving 2 positions for election. Nominated and elected: Sheilagh Allan and Kirk Mercer. Rhiannon Bray and Jane Stewart will serve as alternates.

Trustee – no nominations accepted

#### **13. Standing Committee & Delegates' Reports –**

Sick Bank – Because of concerns over potential discrimination against members with chronic conditions, the committee policy will be that all members with three or more years' service will have an annual 66-day sick bank allotment. Applications will continue to be checked for eligibility and validity.

CUPE Human Rights – Highly successful "Include Me" event was described. Michele Favarger will be stepping down as co-chair of the committee and is seeking a replacement.

Communications – Cheryl DeWolfe is currently updating the local's website. Helen Rezanovich is preparing a new issue of the newsletter and is seeking submissions by mid-October.

Delegates – Several members reported on the BC Fed. Summer Women's Institute held at UVic this July. Well-attended by a wide range of women; great energy and opportunities for networking. Workshops ranged from mentoring, developing lobbying skills, creative process, drumming, dancing, etc. Join in next year!

Support was expressed for Victoria Public Library CUPE members in their contract dispute.

Jill Tate reported on the upcoming Health & Fitness for Life lecture series offered by the School of Exercise Science, Physical and Health Education.

#### **Adjournment at 1:00.**

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

#### **Next Meeting:**

**Wednesday, November 21, 2007**

**11:30 a.m. - 1:00 p.m.**

**Room C130, David F Strong Bldg**



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

## GENERAL MEETING

Wednesday, November 21, 2007

11:30 a.m. - 1:00 p.m.

Room C130, David F Strong Building

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

### NOTICE OF MOTION (to be voted on at Dec. 5 general meeting):

To amend the following By-Laws:

14 Duties of Officers & Stewards  
18B: Changes to standing and contract committees

(Copies of proposed changes will be circulated).

### ELECTIONS

- Trustee (term to March 2010)
- Education Committee Chairperson (term to March 2008)

### MINUTES of 24 October 2007

1. **Roll Call** - Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 30 members attended. The Equality statement was read. Birthday greetings extended to Doug Sprenger.
3. **Agenda** – Adopted
4. **Minutes of 26 September 2007** — Adopted
5. **Business arising from the minutes** -- None
6. **Executive Report** – Adopted

The Executive Committee met Oct. 2-3, 2007.  
Business arising and new business included:

- Trustee vacancy.
- Implementation of full time officers' salary adjustment for Chief Steward and discussion of benefits issue for full time officers.

- Approval of Chief Steward LWOP extension to fill in for CUPE National rep.
- Proposed review of Executive officers descriptions for possible revision of By-Laws.
- Staff & Faculty discount program through usource – e merchants UVic partners.
- 10 winning names drawn from student entries at President's Day of Welcome raffle of \$50 UVic bookstore gift certificates.
- Discussion on proposed combined Communications strategy for UVic and Royal Roads CUPE locals, with a potential cost share with CUPE National.
- Discussion of taking out a membership with Co-Development Canada (tabled to next Executive meeting).
- Expression of support for the United Way.
- Discussion of BC Forum, a retirees association/lobby group for medical/dental benefits, etc. Membership available to members 50+ for \$15/year.
- Treasurer alerted Executive that we have been underpaying UVic for full-time officers' benefits since April 2006. This is being dealt with, and the amount allocated in the budget is correct.
- Education motions approved: to send Treasurer to Financial Officer Workshop in Vernon, Oct. 26-27; send additional delegate to OH&S conference in Vancouver, Nov. 15-17; send 2 additional delegates (alternates) to the BC Fed Policy Convention in Vancouver, Nov. 26-28; send up to 4 delegates to OH&S workshops in Victoria, Nov. 22, Dec. 11-12; send 2 members of the Pension Committee to SHARE Pension courses offered at the CLC Winter School in Harrison Hot Springs, Jan. 2008.

## **7. President's Report – Adopted**

Doug was out of town for much of October, on vacation and at the CUPE National convention. The current focus is on Health and Safety and Return to Work & Accommodation issues. A busy autumn is ahead, during which we will be working to build on our successes with joint stewardship of the pension. The national convention was very busy. Contentious topics included equity issues for women and regional politics within CUPE.

## **8. Corresponding Secretary's Report – none**

## **9. Treasurer's Report. – Adopted**

## **10. Chief Steward's Report -- Adopted**

## **11. Education Committee Report -- Adopted**

**12. Standing Committee & Delegates' Reports – Communications** – Over the summer and into the fall, the committee has been working hard to get our message out there. In addition to coordinating a table with other campus locals at the President's Day of Welcome in September, members were hard at work updating the website and working on a new edition of the CUPE Community News.

In the meantime, we were able to launch a new version of the CUPE 951 website that is flexible, powerful and easy to update. If you haven't already checked it out, you can still follow the old web address: <http://951.cupe.ca>.

For now, there is still only one web coordinator, but we will be training an alternate to assist in keeping the site up to date. We will also train Committee Chairs (or designates) from all 951 committees so that they may update their sections of the website and add relevant events and announcements. Chairs may contact the web coordinator (Cheryl DeWolfe) to indicate who will need to be trained.

CUPE Human Rights – Michele Favarger has stepped down as co-chair of the committee and is seeking a replacement. New members interested in social justice issues are always welcome at the monthly meetings, held at lunch on the third Wednesday of each month. Dale Whitford gave background on the issue of the traditional native territory on which the University is located. There are competing claims from various First Nations family groups about their historical presence on these

lands, and it is difficult at this stage to make definitive statements on this land belonging to any particular group. We will consider putting on our site a statement about being situated on traditional land and will consult about appropriate wording.

Job Evaluation – The committee is now back at work after a summer break and will be working through a small backlog of applications.

Delegates – Several members reported on the CUPE National Convention. Some highlights: BC's model of coordinated bargaining in the university sector is being looked at as a model for other parts of the country. In the Occupational Health & Safety forum, it was reported that mental health and stress issues are now recognized in Quebec as workplace issues. CUPE National finances are in good shape. In the Child Care Forum, low wages, lack of benefits, and trend toward private, for-profit child care were discussed. Vigorous discussion re structural changes in CUPE to promote women's equality and needs for accommodation for delegates with invisible disabilities. Inspiring presenters included Buffy Sainte-Marie and Jack Layton.

Sheilaigh Allen reported on attending the Lobbying Politicians workshop offered by the VIDC, which was very useful. We need to bring our concerns to our elected representatives.

**Trustee Vacancy** – No nominations accepted.

## **NEW BUSINESS**

A member expressed concern that the Phoenix Theatre is now using an off-Campus "partner" rather than UVic Printing Services for their printed materials. Various ideas about ways in which we could voice our disagreement were discussed by the members. This will be brought up at a labour-management meeting.

## **Adjournment at 1:00.**

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

**Next Meeting (featuring Holiday Social):  
Wednesday, December 5, 2007**

**11:30 a.m. - 1:00 p.m.**

**Room A180, University Centre**

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## **GENERAL MEETING**

**Wednesday, December 5, 2007**

**11:30 a.m. - 1:00 p.m.**

**University Centre Room A180 (Senate Chambers)**

**Featuring our annual HOLIDAY SOCIAL  
Door Prizes!! Refreshments!! Seasonal Fun!!  
50/50 Draw for Transition House**

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

### **MOTION to amend the following By-Laws:**

14 Duties of Officers & Stewards  
18B: Changes to standing and contract committees

(Copies of proposed changes will be circulated).

### **ELECTION**

- Trustee (term to March 2010)

### **MINUTES of 21 November 2007**

1. **Roll Call** - Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 28 members attended. The Equality statement was read. Laurie Whyte read from a CUPE BC communiqué on child care. An international for-profit company, ABC Learning, is being encouraged by the Campbell government in its aim to buy up large numbers of existing

daycares. CUPE of course believes that community-based, not-for-profit daycare is what needs to be protected and expanded. Cheryl DeWolfe announced that the local's website now has a photo gallery. She welcomes photos of union-related activities, past or present, for inclusion.

3. **Agenda** – Adopted
4. **Minutes of 24 October 2007** — Adopted
5. **Business arising from the minutes** -- None

### 6. **Executive Report** – Adopted

The Executive Committee met Oct. 30-31, 2007. Business arising and new business included:

- Replacement of missing CUPE flags; issue a call to locate. Replacement cost of \$40 per flag + S/H & tax
- Discussion of holiday social preparations.
- Approval appt. of Donna Mollin as alternate pension trustee.
- Approval of up to \$200 for photos of Executive and Stewards for 951 image bank

- Donation of \$100 to Leukemia/Lymphoma research fundraiser.
- Approval of \$2000 for Joint UVic CUPE Locals Communication strategy (matched by CUPE National) leading to 2010.
- Approval of purchase of locking filing cabinet for RTWA Officer
- Approval of membership with Co-Development Canada (\$100)
- Donation of \$100 to the Canadian Centre for Policy Alternatives
- Discussion of terms of reference and formulation of Environmental Committee
- Discussion of Bylaws 14 and 18, changes to Executive Officers descriptions. Notice of motion; voting at Dec. general meeting.
- With regret, acceptance of resignation of Marthese Cassar as Education committee chair. Notice of election. Thanks, Marthese!

#### **7. President's Report – Adopted**

In addition to his ongoing work with the RTWA Officers and support for committees, Doug has been active in the following areas over the last month:

- New Staff orientation
- Victoria Labour Council renewal, revision of constitution, reactivation of our participation
- Canadian Labour Conference Pension Conference with our pension trustees
- Joint Pension Trust discussions with legal counsel and employer about transition issues
- Labour Relations Board hearing into employer request to exempt a position from the bargaining unit
- Probation & Trial Period training sessions for managers and supervisors
- Performance Feedback & Coaching meetings re development of training
- OH&S conference attended by our committee members
- Child Care press conference and forums on “big box” child care companies setting up shop in BC
- Leukemia & Lymphoma fundraiser with other CUPE locals and UFCW
- Protect Public Water press conference and book launch with Maude Barlow

- Upcoming events include BC Fed of Labour convention (Nov. 26-28), CUPE Exec Board meetings (Dec. 4-5) and Lancaster Public Section Bargaining and Arbitration conferences (Dec. 11-13).

Doug regrets he will not be able to attend the Dec. 5 Holiday Social and wishes all members a safe and happy holiday season!

#### **8. Corresponding Secretary's Report – Adopted**

#### **9. Treasurer's Report. – Adopted**

#### **10. Trustees Report – no report**

#### **11. Chief Steward's Report -- Adopted**

#### **12. Education Committee Report -- Adopted**

#### **13. Elections**

Chair, Education Committee – nominated and elected, Karolyn Jones.

Trustee – No nominations accepted

**14. Standing Committee & Delegates' Reports – Delegates** – Reports from Angela Thurston (Advanced Stewards Training, Parksville) and Rhiannon Bray (OH&S conference) were given.

#### **15. NEW BUSINESS**

A UHire meeting is scheduled for Friday, Please contact Terry Wiley or Laurie Whyte with any concerns about the UHire process.

#### **Adjournment at 1:00.**

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

#### **Next Meeting:**

**Wednesday, January 23, 2008,**

**11:30 a.m. - 1:00 p.m.**

**Room A180, University Centre**



# **CUPE 951**

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**CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE**

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## **GENERAL MEETING**

**Wednesday, February 27, 2008**

**11:30 a.m. - 1:00 p.m.**

**University Centre Room A180**

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

**MOTION:** that we send up to 5 delegates to the CUPE BC Annual Convention in Vancouver, Apr. 15-19, 2008

### **MINUTES of 23 January 2008**

1. **Roll Call** - Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 43 members attended. One new member was welcomed. Several door prizes of items from CUPE BC and CUPE National were drawn. This practice will continue at future meetings, at least in the short term. Body Image Awareness Day flyers were available for pick-up.
3. **Agenda** – Adopted
4. **Minutes of 5 December 2007** — Will be sent with January minutes for approval in February.
5. **Business arising from the minutes** -- None
6. **Executive Report** – Adopted  
The Executive Committee met Jan. 8-9, 2008. Business arising and new business included:
  - Announcements: Michele Favarger elected Member at Large, VIDC; Doug Sprenger appointed to the Childcare Working Group, CUPE BC.
  - CUPE 951 office space update: no space allocation until late spring; office equipment projections dependent on space; Executive Asst. job description delayed.
  - Pension Trust update: mediation failed; issue forwarded to arbitration, March 5-8 .
  - March GM meeting date changed to the 12th
  - Discussion of changing to electronic distribution of GM minutes; will stay with print.
  - Appointment of Cathrine Jansen as Returning Officer, Elections Committee..
  - “Rosie the Riveter” bag sale to benefit CUPE 410 (CRD library workers)
  - Discussion and agreement to continue door prize draws for at least the next few months.
  - Review and approval of Benefits handbook
  - “Let’s Talk Benefits” to be scheduled.
  - Education motions. 2 motions for agenda (up to 5 delegates to CUPE BC Workers of Colour Conference and up to 5 delegates to each of the BC Fed Health & Safety workshops Feb. 28, Mar. 25, and Apr. 21). Approved education motions: that we send

up to 8 members to CUPE workshops on campus; 3 delegates (2 RTWA Officers and Chief Steward) to Bottom Line Mental Health Conference, Feb. 20; Kathy Mercer and Sherry Harmsworth to the National Occupational Health and Safety Conference, Oct. 23-26, 2008; that we register for 5 Lancaster House audio conferences (Spring) and contact other CUPE locals re cost share.

### **7. President’s Report** – Adopted

We have been trying to support CUPE 410 (CRD library workers) in their current labour dispute by selling Rosie the Riveter bags, which has raised \$400, in addition to our donation of \$500 to their Employee Hardship Fund, moved and approved at the December general meeting. 410’s Food for fines initiative has been discontinued and some employees have faced disciplinary action. In addition, 410 may be facing a lockout situation.

Pension Trust dispute with UVic centres on UVic’s ability to access surplus vs our ability to improve benefits. Mid-December mediation did not result in any movement on their position, so arbitration has been scheduled for early March.

The successful October Leukemia fundraising and awareness event in which we participated with other UVic locals and the United Food and Commercial Workers union was featured in the CUPE BC Newsletter.

This has been a busy period with many meetings. In particular, Doug has participated in the CUPE BC Child Care Workers Working Group, which is working on such issues as resisting the push for privatized daycare.

### **8. Corresponding Secretary’s Report** – Adopted

**9. Treasurer’s Report.** – Nov. and Dec. 2007 reports Adopted

### **10. Trustees Report** – no report

### **11. Chief Steward’s Report** -- Adopted

Laurie thanked the stewards and members of the Executive for their assistance while she was on holiday. Current issues include:

- Confidentiality agreements or waivers. You are not obligated to sign any such documents, with the agreement of the Union and the University.
- A harassment arbitration will be presented next week. While the employer insists that harassment doesn’t exist at UVic, we want them to address harassment issues on campus by providing training and dealing with systemic problems.
- An in-house steward’s training session was held on Jan. 17. There were 18 participants from 951 and other CUPE locals from UVic, Camosun, and Royal Roads.
- A strategic meeting was held with a CUPE rep on Jan. 18 to discuss jurisdictional

challenges posed by 951 jobs at higher levels eroding to the PEA.

**12. Education Committee Report -- Adopted**

Motion: To send up to 5 delegates to the CUPE BC Workers of Colour Conference, Feb. 25-27, Vancouver. (NB: registration open to all members)

Adopted

Motion: To send up to 5 delegates to each of the BC Federation of Labour Health & Safety Workshops to be held in Victoria, Feb. 28, Mar. 25, and Apr. 21, 2008.

Adopted

**13. Returning Officer's Report**

Our elections of a new 2008-2010 Executive and Trustee positions will be held on March 12. The regular meeting date was moved ahead to avoid conflict with Easter. Nominations are now open. At least three positions will not be filled by incumbents. Cathrine Jansen would appreciate assistance as currently she is the only person on the Elections committee.

**14. Human Rights Committee –**

Motion: That we donate \$150 to the Sharon McIvor Defence Fund

Motion: To refer the motion to the Executive Board meeting. (non-debatable motion)

The matter will be brought back to the next general meeting.

**Adjournment at 1:00.**

Five of our members will be going to Vancouver Dec. 6 to participate in mediation.

**8. Corresponding Secretary's Report – Adopted**

**9. Treasurer's Report - Adopted**

**10. Trustees' Report - no report**

**11. Chief Steward's Report - Adopted**

Motion: To amend the following By-Laws:

14 Duties of Officers & Stewards

18B Changes to standing and contract committees

(Documentation with proposed changes was circulated). Friendly amendment to 14G (adopted) to change "Chairperson" to "Chair". Adopted

**11. Committee and Delegates' Reports -**

Informal reports were given by members of the Communications, Occupational Health and Safety, and Human Rights committees. Delegates to the BC Fed Convention (Rhiannon Bray), CLC Pension Conference (Donna Mollin), and the Parksville Advanced Communications course (Cheryl DeWolfe) reported enthusiastically on their experiences.

The 50/50 draw in benefit of Transition House was conducted and the winner added his winnings to the proceeds.

Motion: That the local match the donation (\$220) to Transition House. Adopted

**12. Elections – Trustee (to March 2010)**

Nominated and elected: Pat Shade.

**NEW BUSINESS**

Motion: That we contribute \$440 to the Hardship Fund for CUPE Local 410 (Victoria Public Library).

Amendment to change \$440 to \$500 Adopted

The motion as amended was Adopted.

Terry thanked all members who have volunteered for the local over the last year.

**Adjournment at 1:00.**

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

**Next Meeting:**

**Wednesday, March 12, 2008**

**11:30 a.m. - 1:00 p.m.**

**Room A180, University Centre**

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**MINUTES of 5 December 2007**

**1. Roll Call** - Called to order by Terry Wiley..

**2. Attendance Report & Welcome** – 76 members attended. Seasonal door prize draws took place while the business of the meeting was conducted.

**3. Agenda Adopted**

**4. Minutes of 21 November 2007 Adopted**

**5. Business arising from the minutes** - None

**6. Executive Report - Adopted**

The Executive Committee met Dec. 4, 2007. Four members have been appointed to our new Environment committee; more members are welcome. Doug has been appointed to the UVic Joint Umbrella Return to Work/Accommodation committee. We are in dispute with the University re our pending joint pension trusteeship agreement.

# **CUPE 951**

**Working to Keep Strong Communities**

**CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE**

<http://951.cupe.ca>

## **GENERAL MEETING**

**Wednesday, February 27, 2008**

**11:30 a.m. - 1:00 p.m.**

**University Centre Room A180**

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

**MOTION:** that we send up to 5 delegates to the CUPE BC Annual Convention in Vancouver, Apr. 15-19, 2008

### **MINUTES of 23 January 2008**

1. **Roll Call** - Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 43 members attended. One new member was welcomed. Several door prizes of items from CUPE BC and CUPE National were drawn. This practice will continue at future meetings, at least in the short term. Body Image Awareness Day flyers were available for pick-up.
3. **Agenda** – Adopted
4. **Minutes of 5 December 2007** — Will be sent with January minutes for approval in February.
5. **Business arising from the minutes** -- None
6. **Executive Report** – Adopted  
The Executive Committee met Jan. 8-9, 2008. Business arising and new business included:
  - Announcements: Michele Favarger elected Member at Large, VIDC; Doug Sprenger appointed to the Childcare Working Group, CUPE BC.
  - CUPE 951 office space update: no space allocation until late spring; office equipment projections dependent on space; Executive Asst. job description delayed.
  - Pension Trust update: mediation failed; issue forwarded to arbitration, March 5-8 .
  - March GM meeting date changed to the 12th
  - Discussion of changing to electronic distribution of GM minutes; will stay with print.
  - Appointment of Cathrine Jansen as Returning Officer, Elections Committee..
  - “Rosie the Riveter” bag sale to benefit CUPE 410 (CRD library workers)
  - Discussion and agreement to continue door prize draws for at least the next few months.
  - Review and approval of Benefits handbook
  - “Let’s Talk Benefits” to be scheduled.
  - Education motions. 2 motions for agenda (up to 5 delegates to CUPE BC Workers of Colour Conference and up to 5 delegates to each of the BC Fed Health & Safety workshops Feb. 28, Mar. 25, and Apr. 21). Approved education motions: that we send

up to 8 members to CUPE workshops on campus; 3 delegates (2 RTWA Officers and Chief Steward) to Bottom Line Mental Health Conference, Feb. 20; Kathy Mercer and Sherry Harmsworth to the National Occupational Health and Safety Conference, Oct. 23-26, 2008; that we register for 5 Lancaster House audio conferences (Spring) and contact other CUPE locals re cost share.

### **7. President’s Report** – Adopted

We have been trying to support CUPE 410 (CRD library workers) in their current labour dispute by selling Rosie the Riveter bags, which has raised \$400, in addition to our donation of \$500 to their Employee Hardship Fund, moved and approved at the December general meeting. 410’s Food for fines initiative has been discontinued and some employees have faced disciplinary action. In addition, 410 may be facing a lockout situation.

Pension Trust dispute with UVic centres on UVic’s ability to access surplus vs our ability to improve benefits. Mid-December mediation did not result in any movement on their position, so arbitration has been scheduled for early March.

The successful October Leukemia fundraising and awareness event in which we participated with other UVic locals and the United Food and Commercial Workers union was featured in the CUPE BC Newsletter.

This has been a busy period with many meetings. In particular, Doug has participated in the CUPE BC Child Care Workers Working Group, which is working on such issues as resisting the push for privatized daycare.

### **8. Corresponding Secretary’s Report** – Adopted

**9. Treasurer’s Report.** – Nov. and Dec. 2007 reports Adopted

### **10. Trustees Report** – no report

### **11. Chief Steward’s Report** -- Adopted

Laurie thanked the stewards and members of the Executive for their assistance while she was on holiday. Current issues include:

- Confidentiality agreements or waivers. You are not obligated to sign any such documents, with the agreement of the Union and the University.
- A harassment arbitration will be presented next week. While the employer insists that harassment doesn’t exist at UVic, we want them to address harassment issues on campus by providing training and dealing with systemic problems.
- An in-house steward’s training session was held on Jan. 17. There were 18 participants from 951 and other CUPE locals from UVic, Camosun, and Royal Roads.
- A strategic meeting was held with a CUPE rep on Jan. 18 to discuss jurisdictional

challenges posed by 951 jobs at higher levels eroding to the PEA.

**12. Education Committee Report -- Adopted**

Motion: To send up to 5 delegates to the CUPE BC Workers of Colour Conference, Feb. 25-27, Vancouver. (NB: registration open to all members)

Adopted

Motion: To send up to 5 delegates to each of the BC Federation of Labour Health & Safety Workshops to be held in Victoria, Feb. 28, Mar. 25, and Apr. 21, 2008.

Adopted

**13. Returning Officer's Report**

Our elections of a new 2008-2010 Executive and Trustee positions will be held on March 12. The regular meeting date was moved ahead to avoid conflict with Easter. Nominations are now open. At least three positions will not be filled by incumbents. Cathrine Jansen would appreciate assistance as currently she is the only person on the Elections committee.

**14. Human Rights Committee –**

Motion: That we donate \$150 to the Sharon McIvor Defence Fund

Motion: To refer the motion to the Executive Board meeting. (non-debatable motion)

The matter will be brought back to the next general meeting.

**Adjournment at 1:00.**

Five of our members will be going to Vancouver Dec. 6 to participate in mediation.

**8. Corresponding Secretary's Report – Adopted**

**9. Treasurer's Report - Adopted**

**10. Trustees' Report - no report**

**11. Chief Steward's Report - Adopted**

Motion: To amend the following By-Laws:

14 Duties of Officers & Stewards

18B Changes to standing and contract committees

(Documentation with proposed changes was circulated). Friendly amendment to 14G (adopted) to change "Chairperson" to "Chair". Adopted

**11. Committee and Delegates' Reports -**

Informal reports were given by members of the Communications, Occupational Health and Safety, and Human Rights committees. Delegates to the BC Fed Convention (Rhiannon Bray), CLC Pension Conference (Donna Mollin), and the Parksville Advanced Communications course (Cheryl DeWolfe) reported enthusiastically on their experiences.

The 50/50 draw in benefit of Transition House was conducted and the winner added his winnings to the proceeds.

Motion: That the local match the donation (\$220) to Transition House. Adopted

**12. Elections – Trustee (to March 2010)**

Nominated and elected: Pat Shade.

**NEW BUSINESS**

Motion: That we contribute \$440 to the Hardship Fund for CUPE Local 410 (Victoria Public Library).

Amendment to change \$440 to \$500 Adopted

The motion as amended was Adopted.

Terry thanked all members who have volunteered for the local over the last year.

**Adjournment at 1:00.**

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

**Next Meeting:**

**Wednesday, March 12, 2008**

**11:30 a.m. - 1:00 p.m.**

**Room A180, University Centre**

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**MINUTES of 5 December 2007**

**1. Roll Call** - Called to order by Terry Wiley..

**2. Attendance Report & Welcome** – 76 members attended. Seasonal door prize draws took place while the business of the meeting was conducted.

**3. Agenda Adopted**

**4. Minutes of 21 November 2007 Adopted**

**5. Business arising from the minutes** - None

**6. Executive Report - Adopted**

The Executive Committee met Dec. 4, 2007. Four members have been appointed to our new Environment committee; more members are welcome. Doug has been appointed to the UVic Joint Umbrella Return to Work/Accommodation committee. We are in dispute with the University re our pending joint pension trusteeship agreement.



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

## GENERAL MEETING

Wednesday, March 12, 2008

11:30 a.m. - 1:00 p.m.

University Centre Room A180

## Including EXECUTIVE BOARD ELECTIONS

Participate in electing your new Executive, including one new Trustee.

Questions? Nominations? Contact Terry Wiley, Returning Officer

Phone: 8742

email: [twiley@uvic.ca](mailto:twiley@uvic.ca)

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

### MINUTES of 27 February 2008

1. **Roll Call** - Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 33 members attended. It was announced that Feb. 27 has been designated “Wear Pink” day against bullying. This initiative is supported by CUPE BC as well as other groups. We, along with other UVic locals, are hoping to host an anti-bullying conference later this year on campus, with co-funding from other levels of CUPE. Following the meeting a photo was taken of members who came to the meeting wearing pink. Two door prizes were displayed and drawn for following the conclusion of business.
3. **Agenda** – Adopted
4. **Minutes of Dec. 5, 2007 and January 23, 2008**  
-- Adopted

5. **Business arising from the minutes** -- None

6. **Executive Report** – Adopted

The Executive Committee met Feb. 5-6, 2008.  
Business arising and new business included:

- Approval of up to \$800 for acquisition of a multi-function printer for the President/Union Office and discussion of options. These will be investigated before purchase made.
- Approval of motion to donate \$100 to the Sharon MacIvor Defence Fund. To be brought to general meeting for approval.
- Rescheduling of March and April Executive meetings. The usual general meeting date for March moved to the 12<sup>th</sup> to avoid conflict with Easter, particularly in view of Executive Board elections.
- Education motions approved: to send up to 5 delegates to the CUPE BC Annual Convention; to send 2 officers to the Labour Arbitration Conference in Calgary, June 12-13; to send the Treasurer to a QuickBooks two-day course in Victoria; to send 1 officer to



the post-conference session at the Labour Arbitration conference.

Motion: that we donate \$100 to the Sharon MacIvor Defence Fund. Adopted

#### **7. President's Report – Adopted**

Our contributions to the CUPE 410 (Victoria Public Library workers) emergency fund are appreciated, and a card, signed by dozens of their members, was received and displayed at the meeting. Doug encouraged us to participate in their rallies, to write letters on their behalf, and offer support in any way we can.

The pension trust arbitration has been postponed to May 7-9 in Victoria. We are receiving legal counsel and assistance in this case through CUPE National. The dispute centres on the employer's view of how pension surplus can be used on an ongoing basis vs our view that surpluses be used to achieve improvements in benefits.

#### **8. Corresponding Secretary's Report – Adopted**

#### **9. Treasurer's Report. – Adopted**

A 6-month report to February 2008 was presented. As a result of some questions from the floor, an updated version will be brought to the next general meeting. We plan to move to quarterly reports to provide information in a more timely manner. The Executive will discuss whether to post the Treasurer's report on the 951 website, which had been suggested from the floor.

#### **10. Trustees Report -- No report**

#### **11. Education Committee Report -- Adopted**

We are somewhat over budget on our education expenses primarily because this has been a heavy convention year. As well, we have already paid some registration costs for events that will be taking place in the next fiscal year. We are practicing diligence about expenses and are holding back on sending more delegates to week-long schools this year. As well, we propose to send up to 5 delegates to the CUPE BC convention rather than our full contingent of 7 delegates.

Motion: that we send up to 5 delegates to the CUPE BC Annual Convention in Vancouver, April 15-19, 2008. Adopted

Election: Doug Sprenger and Sheilaigh Allan will exercise their options to attend. 3 delegates elected: Laurie Whyte, Michele Favarger, and Dale Whitford. Michael Gaudet will be 1<sup>st</sup> alternate. A non-debatable motion was made to destroy the ballots.

#### **12. Returning Officer's Report –**

Elections of a new CUPE 951 Executive board as well as one trustee's position will be held at the next general meeting, March 12. Cathrine Jansen, who was acting as Returning Officer, has now accepted a nomination for an executive position, so Terry Wiley has stepped into the role. Nominations are still needed for a member-at-large and a trustee. Of course, nominations from the floor will be accepted for all positions, whether or not nominations have already been received.

#### **13. Chief Steward's Report – Adopted**

A reminder – If you're asked to sign a confidentiality agreement, it is not necessary to do so.

Members have been having difficulty in securing equity accommodations from the University for childcare and elder care. One grievance involving elder care has been resolved. We are still opposing attempts to curtail accommodations, and labour-management meetings continue.

A harassment grievance that had been headed for arbitration has now been resolved. Training will now be offered campus-wide, twice yearly, on inclusiveness and recognizing workplace behaviour that could be or could be seen to be discriminatory. Some members are experiencing discrimination in performance reviews because of medical issues. Resistance from HR consultants continues to be a problem. Reaching resolutions seems to be difficult and laboured. We have to treat every issue as being serious and potentially headed to grievance.

#### **Adjournment at 1:00.**

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

**Next Meeting:  
Wednesday, April 23, 2008**

**11:30 a.m. - 1:00 p.m.**

**Room A180, University Centre**



CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

<http://951.cupe.ca>

## GENERAL MEETING

Wednesday, May 28, 2008

11:30 a.m. - 1:00 p.m.

MacLaurin Building Room D116

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

Adopted

### MOTION:

That we send up to 5 members to the Creating Respectful Workplaces conference to be held Nov. 11-14, 2008 at the University of Victoria.

Motion: that we amend our Policies, Section A, so that we pay a per diem of \$17 for in-town union events at which a lunch is not provided. Adopted

### MINUTES of 23 April 2008

1. **Roll Call** - Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 27 members attended. Doug announced that April 22 marked our local's 43<sup>rd</sup> birthday.

The local is getting new office space in the TEF Building. There will be three offices, of which two are now available, and Doug Sprenger and Laurie Whyte hope to move into them over the coming month. The third, which should be available soon, will house an office assistant. We will also have access to a meeting room. The Executive is developing a job description for the office assistant position. One possibility would be to hire a 951 member on a one-year secondment while the duties of the position are finalized.

3. **Agenda & Minutes of 12 March 2008** – Adopted
4. **Business arising from the minutes** -- None
5. **Executive Report** (not available; deferred to May meeting)

Motion: to send up to 5 library workers to the CUPE BC Library conference to be held in Burnaby, BC, Oct. 2-4, 2008.

### 7. President's Report –

Adopted

This continues to be a busy time. We are concerned about recent announcements of Provincial Government cutbacks to universities. Colleges and universities have been targeted for budget reductions; they seem to have less public support than schools and health care. There are no cuts at UVic for this budget year, but faculties are being asked to look at possible cutbacks for April 2009. We are talking with other CUPE BC university locals and are developing a communications campaign, with approval from CUPE National of \$7000 in matching funds, to raise our profile, especially as we have worries in work areas vulnerable to privatization. We are also concerned about recent announcements of wholesale transformation of numerous BC colleges to university status. This could lead to a reduced UVic student population and affect funding. As well, only some colleges currently are represented by CUPE, and having non-CUPE workers at BC universities could negatively affect co-ordinated bargaining. Everything is tied to the political situation, transfer payments, timing of a federal election, etc.

8. **Corresponding Secretary's Report** – No report. The position is now vacant as the member elected to the position has resigned.

## 9. Treasurer's Report. –

Adopted

All payments are current and up to date and our accounts are healthy. There will be additional expenses related to our office move. WorkSafe BC arrears have been paid and in the future will be reported regularly. A formal report will be presented in May.

## 10. Chief Steward's Report --

Adopted

Members have expressed concerns over the last months about UHire. Not all internal applicants are getting interviews or phone calls about their qualifications as specified in our contract. Instead these members have been informed by email that they will not be interviewed, not giving them an opportunity to point out qualifications that could lead to an interview. It appears that some managers have been inaccurately indicating on the UHire forms that applicants have been phoned when they may have been sent an email only. We are working on solutions with Human Resources. Self-identify as an internal and use your NetLink ID when applying. HR is now double-checking the system. If you have a problem, please give the Chief Steward the competition number so that it can be checked out. There is an online survey on UHire on the Career Development website, which we will publicize. UHire training is being offered to the Executive and stewards. At the recent CUPE BC convention the Occupational Health and Safety focus was on workplace bullying. Laurie brought back valuable materials to distribute to the stewards and these may be posted on our website.

## 11. Elections –

The following elections for vacant Executive Board positions were held and the following members were elected:

Trustee (to March 2011): Barbara Gordon  
Member at Large: Rhiannon Bray  
Corresponding Secretary: Kelda Sholdice

5 delegates to the BC Fed Summer Institute for Union Women (UVic, July 9-13, 2008). Sheilaigh Allan will exercise her option to attend, leaving 4 positions available for election. Following strong expressions of interest from members, the following motion was m/s/adopted:

That we amend to original motion to allow up to 7 members to attend the BC Fed Summer Institute for Union Women.

Nominated and elected: Kelda Sholdice, Michele Favarger, Rhiannon Bray, Jane Stewart, Angela Thurston, and Darcy Golden.

Motion: to send up to 5 members to the CUPE BC Political Action conference to be held June 9-11, 2008.

Adopted

(An announcement will be made on the listserv for interested members to submit their names to the Executive)

5 delegates to CUPE Western Library Workers Conference.

Nominated and elected: Laurie Whyte, Cheryl DeWolfe, Michael Gaudet. Two positions are still available and can be dealt with by appointment of interested members.

Door prizes were drawn for during the meeting.

**Adjournment at 12:55.**

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

**Next Meeting :**

**Wednesday, June 25, 2008**

**11:30 a.m. - 1:00 p.m.**

**Room D116, MacLaurin Building**



# **CUPE·951**

***Working to Keep Strong Communities***

**CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE**

<http://951.cupe.ca>

## **GENERAL MEETING**

**Wednesday, June 25, 2008**

**11:30 a.m. - 1:00 p.m.**

**MacLaurin Building Room D116**

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

### **MOTION:**

That we send an additional 5 members to the Creating Respectful Workplaces conference to be held Nov. 11-14, 2008 at the University of Victoria.

### **MINUTES of 28 May 2008**

1. **Roll Call** - Called to order by Doug Sprenger.
2. **Attendance Report & Welcome** – 30 members attended. .
3. **Agenda & Minutes of 12 March 2008** – Chief Steward's report moved forward. Adopted
4. **Business arising from the minutes** – None
5. **Executive Report --** Adopted  
(March 26 and May 6 reports attached)
6. **Chief Steward's Report** Adopted

Various points of information: 1) We are pleased that the Equity Office will begin to offer training on inclusive workplaces late in June and ongoing. 2) If you feel that your job duties have changed in a way that might affect JE, apply for reclassification sooner rather than later. Any adjustments are applied retroactively to the date of application. 3) MORE STEWARDS ARE STILL NEEDED. 4) Previously reported problems with UHire and email notification of unsuccessful internal applicants continue. Examples have been supplied to HR and will be followed up. 5) Three new grievances over the last

month; stage 1 meetings have been held. 6) We sponsored a successful workshop on Workplace Harassment and Duty to Accommodate led by Connie Kilfoil. 7) The NOVA "nightmare" and BANNER implementation is affecting members across campus, leading to high employee stress levels. Approach your steward or union counselor for assistance.

### **7. President's Report – Adopted**

We are still in dispute with the University over the implementation of the Joint pension Trust. The employer believes that the University can use surplus funds for any purposes they choose, including reducing their contribution rate. We are aiming to have the ability to improve benefits in times of surplus. The arbitration and mediation sessions on May 7-9 did not lead to resolution, with the employer insisting that your pension benefits are too "rich". We are now seeking further dates for negotiation. We are well supported with CUPE legal staff. In the meantime, we have determined that the employer has been deceptive in its reporting to pension plan members by consistently hiding how they have used plan surplus. We plan to report this behaviour to the Pension Board. No matter of the outcome of our arbitration, joint trusteeship will prevent such practice by the employer. Long term disability coverage and benefits are also emerging as issues from these discussions. We are insistent that coverage must remain as good as or better than current levels. We will not sign the joint trust document until these issues are resolved.

There are some positive aspects in our current labour-management relations. Excellent feedback has been received on joint HR and CUPE training for managers on use of employee evaluation forms

developed by our local. These incorporate training on coaching and feedback, meetings on performance, and non-disciplinary letters of expectation. The goal is to create positive and respectful interactions between managers and new employees. In this spirit, we have decided to change the name of our upcoming conference to "Creating Respectful Workplaces" rather than emphasizing such terms as bullying and harassment. The University seems somewhat taken aback by our leadership role in this area.

Motion: to send up to 5 members to the Creating Respectful Workplaces conference to be held Nov. 11-14, 2008 at the University of Victoria. Adopted

(This conference is open to all Vancouver Island CUPE locals, with an allotment of 2 delegates per local. As the organizers, we can send a few extra delegates. The conference working sessions offer quite advanced training, suitable mostly for stewards and other union activists such as Duty to Accommodate Officers. We are in the process of developing our 2008-2009 Education budget to see if it might be possible to send additional delegates from 951. The conference also features evening sessions with keynote speakers and panel discussions open to all members. We are encouraging engagement from the University community as well. Consideration for sending more delegates and for supporting members in attending evening sessions will be referred to the Executive for discussion.)

**8. Corresponding Secretary's Report – No report.**

**9. Treasurer's Report. (attached) – Adopted**

(Month-end reports for January-April 2008 and the quarterly report to March 31 were submitted.)

**9. Trustees Report -- Adopted**

Pat Shade reported on completing the Financial Officers course.

**10. Delegate's Report –**

Frederick Driver attended the Canadian Federation of the Blind convention held in Victoria, May 2-3. The convention theme was "The Blind Leading the Blind" and emphasized that the blind are competent people who know exactly where they're going, both literally and metaphorically. Frederick was one of the presenters, giving a talk entitled "The Blind Leading the Sighted" which presented many blind leaders in society, both past and present. He can be contacted for an email transcript of his talk and other convention materials, including the President's report to the convention. The Federation's web address is [www.cfb.ca](http://www.cfb.ca).

Pat Shade, who is a member of the CUPE BC Persons with Disabilities Working Group, announced that there will be a 2-day education conference coming up in September and there will be space for 2 disabled members of our local. Information will be forthcoming. Please contact Pat if interested in attending.

**Adjournment at 12:50.**

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

**Next Meeting :**

**Wednesday, September 24, 2008**

**11:30 a.m. - 1:00 p.m.**

**University Centre Room A180**