

**Canadian Union of Public Employees Local 951 University of Victoria  
(Office, Technical and Child Care)  
Summary for Draft Policies and Procedures**

(Note: Green highlighted text represents deletions; yellow highlighted text represents new language.)

**SECTION A: Delegates**

**Conferences/Conventions:** Changes to this section include adding return to work and accommodation and striking of Union counseling.

**Eligibility:** Clean-up of language.

**Delegate Expenses:** Addition of off-campus and local and long distance personal calls.

**Transportation:** Addressing of emergency situations for air travel.

**Accommodation:** Striking requested and addition of “will”.

**Per Diem:** Reduction in full day per diem when lunch is provided; addition of language encouraging members to consider returning the unused portion of their per diem.

**SECTION B: Good & Welfare**

**Benefits Assistance:** Clarifying exclusion of Pension payments. Section now includes Hardship Assistance.

**Gifts & Cards:** Striking recognition of members.

**SECTION C: Communications**

Addition of new language to include social media, email or designate; brand new privacy policy.

**SECTION D: Defense Fund**

Changes regarding percentages of access to Defense Fund and the amount of current deposit, reports and strike action compensation.

**SECTION E: Administrative and Operational**

**Disposal of Union Equipment:** Striking references to auction.

**Out of Pocket Expenses:** New language to include “up to”, to indicate the responsibility of members to keep all receipts.

**Telephone:** Changes to cell phone subsidies

**Credit Card:** Provides clear usage guidelines.