



# Minutes of September 26, 2018 General Meeting

1. **Roll Call** (CJ)
2. **Reading of the Equality Statement** (KM)  
**Recognizing the Territory** (TG)
3. **Attendance Report and Welcome** - 39 members attended.
4. **Announcements** – Calendar update for September 2018
5. **Approval of the Agenda** – That the Nominations, Elections, or Installations item be moved up to follow the Chief Steward’s Report. *Motion carried: (Kara White/Kirk Mercer) That the revised agenda be approved.*
6. **Approval of the Minutes** – *Motion carried: (Kara White/Teresa Dixon) That the minutes of the April 25, May 23 and July 31 general meetings be approved.*
7. **Matters Arising from the Minutes** – none
8. **Executive Board Report** (KM) – The Executive met on July 11<sup>th</sup>. **Business Arising:** Swag for September review (KW) Discussion re ordering umbrellas. We’ll go with green and white which are still part of our logo. *Motion carried: To purchase 250 folding umbrellas in green and white as part of new swag order CUPE 951.*  
Agreement study committee update (KW) - Kara provided an update re survey results.  
**New Business:** Special GM for bylaws meeting (July 31) – Discussion re whether a Powerpoint presentation might be organized for display. A postcard mailout was discussed  
Results of emergency motions (CJ) – *Motion carried (June 20): That we strike article 18C Part v “Libraries Technological and Organizational Change (LTOC)” and renumber articles following it.*  
*Motion carried (June 21): The Executive board recommends adoption of new bylaws as drafted*

*(revised June 18, 2018) for the purpose of presenting to the membership for approval.*

The Executive met on August 8<sup>th</sup>. **Business Arising:** Appointments – Executive and Committee - Kara – direct appointment until September GM: appointing Michael Rheault as Treasurer for the term until end of June 2019. Amy Issel as Trustee until end of term (June 30, 2019). Janice Closson to Joint Job Evaluation Committee. Kirsten Kopp to Staff Pension committee.

Alex Adrock to University Safety committee.  
Agreement Study committee update – Committee met on August 1<sup>st</sup> for a full day going over all the articles and LOA’s in the Collective Agreement with our National Rep David Scott.  
Fair Employment update with a motion – Fair Employment group wants to do tabling for three days and then panel discussion on precarious work. Kara outlined some ideas that were being considered: stickers and buttons, postcards to Ministry of Finance, coffee, etc. To show solidarity Kara suggested we consider committing \$250 towards this.

*Motion carried: To spend \$250 out of Defence fund for Fair Employment week 2018.*

Budgets – overall and education – Kara - Have discussed with trustees and they had some suggestions. She’s made a few changes and gave us an outline of the details under General Revenue and General Expenses. Kara reviewed details of the Education Budget 2018-2019 Draft. *Motion carried: To bring the proposed budgets forward to the membership.*

Education motion – BC Fed Convention – *Motion carried: To send up to three delegates to BC Fed convention November 26-30, 2018 in Vancouver.*

Discussion re Bylaws – rescheduling vote – It was agreed that we’d revise the agenda for the October General Meeting for bylaws review/vote and a bargaining update.

The Executive met on September 12<sup>th</sup>: **Business Arising:** Agreement Study committee update – The Committee finalized our review of the C/A and worked on a Summary of the bargaining survey.

Fair Employment campaign – Kara received CUPE National info from their precarious work campaign. It needs to be reworked for all locals because it is geared towards 4163.

Motion regarding Lancaster House audio – *Motion carried: To purchase the mp3 audio from Lancaster House on “Taking the Bully by the Horns: When is it bullying? When is it management?”*

USC Cannabis update (KW) – Kara reported on the University Safety Committee – Kane Kilbey gave presentation at USC. Kara provided overview.

Education motions –

*Motion carried: To send up to two members from the Joint Health and Safety Committee to the BC Fed Mental Health First Aid course in Victoria Oct. 23-24, 2018.*

*Motion carried: To send one member of the Joint Health and Safety Committee to the BC Fed Health and Safety courses offered in Victoria in Oct 2018.*

*Motion carried: To send the President to the BC Labour Law Conference on Arbitration and Accommodation in Vancouver on December 4 & 5, 2018.*

*Motion carried: To send up to two members to the Lancaster Human Rights and Accommodation Conference in Vancouver on April 16 & 17, 2019.*

*Motion carried: To send the new member to the Pensions Advisory Committee to the Annual BC Pensions Boot Camp in Vancouver, February 2019.*

*Motion carried: To send two members from the Pensions Committee to the Annual BC Pensions Forum in Vancouver, February 2019.*

*Motion carried: To send up to two members to CUPE National Weeklong School in Nanaimo on October 28-November 2, 2018.*

Child Care Update – Kara reported on changes in Child Care Services. Government has offered monies for ECE employees. It is an application process and the University is applying.

**New Business:** CUPE BC Request re: Wildfires – CUPE BC Executive requesting support for CUPE members affected by the BC wildfires. This year funds they’re going through the Red Cross and the SPCA.

*Motion carried: To donate \$100 to Canadian Red Cross BC Division and \$100 to SPCA Emergency Shelter Program. Carried.*

*Motion carried (Kirk Mercer/Colin Newell) That the Executive Board report be approved.*

**9. President’s Report** (KW) – Welcome back. CUPE locals on campus, Faculty Association, PEA and Steelworkers have met re Fair Employment Week (October 22-26). Campaign focusses on precarious workers; for us those are casual workers.

Cannabis update – email came out on Campus Checklist today. The legalization of non-medical cannabis is October 17. UVic says there will be a Staff page and Student page. Not available yet. Our role would be to direct people to the page to educate themselves. No confrontation. WorkSafe BC regulations – no change for workers re smoking policy, H&S policies haven’t changed. If you’re an employee with a medical need you would go through the Accommodation route for that.

Campus Update – President spoke about Strategic Framework and overview of where the University would like to go in next few years. Available for pick up.

Benefits committee – met at end of May. Reviewed Extended Health Plan – claims and premiums; no changes to plan. Pharmacy Compass is an app. Allows employees to compare dispensing fees at various pharmacies. Dental Care plan – doing well. Premium reduction of 3% in July based on claims.

The Agreement Study committee met. Handout available shows top priorities and extended health benefit priorities as well as stats re

departments and age groups responding. The committee reviewed the contract by article, what grievances were on, many more details were compiled. The committee will be standing down today and we'll be electing our Negotiating committee.

October 20<sup>th</sup> - Go out to polls for municipal elections. This is your most direct way to influence your local government, school boards, etc.

*Motion carried (Kirk Mercer/Michael Rheault) That the President's Report be approved.*

**10. Treasurer's Report (KW)** – Michael Rheault is our new treasurer. Green handout available and titled CUPE Local 951 Budget 2018-2019 Proposal Sept GM. Budget developed and in consultation with trustees when they did their audit. Kara provided an overview.

*Motion carried: (Kara White/Janice Closson). To approve the CUPE Local 951 Budget 2018-2019 Proposal September GM.*

**11. Trustees' Report (AW)** - Al Wiebe read the Trustees' report to the Executive at the meeting. It included an overview of accounts, union total assets as of June 30, 2018, total deficit at end of audit and recommendation from the trustees. The trustees thanked the President and Executive Assistant for the excellent organization of the books and records and availability to answer questions.

*Motion carried (Al Wiebe/Laurie Whyte) To approve the Trustee's report.*

**12. Chief Steward's Report (TG)** – Since the last meeting there has been one resolved grievance (settlement), no new grievances, and 4 grievances moved to stage 2. We are down one steward who has taken on the Treasurer position on the Executive Board. Training is available to any member who might be interested in becoming a steward. You can take the introductory course to get an idea of what the job does before committing. At the last Victoria Labour Council meeting the list of endorsed candidates was published and will be distributed to all our members. Reminder to check your Provincial voter registration as the referendum

on proportional representation will be done by mail.

**13. Nominations, Elections or Installations** – Item moved up from position 16. Kara provided information on the Negotiating committee from our Bylaws. The committee will include the CUPE national rep, President, Chief Steward and eight members.

A vote was held to elect three members.

ELECTED: Kirk Mercer, Sean Adams, Laurie Whyte. The President appointed these three members to the committee: Teresa Dixon, Kate Brooks and Barbara Gordon.

She spoke to Pat Shade, on Agreement Study committee, and he'd like to be alternate.

Installation of Negotiating Committee, Michael Rheault (treasurer through June 30, 2019), Amy Issel (trustee through June 30, 2019)

Motion carried (Kara White/Kirk Mercer) to appoint Michael Rheault as treasurer.

Motion carried (Kara White/Janice Closson) to appoint Amy Issel as trustee.

Motion carried (Kara White/Kirk Mercer) to appoint Janice Closson to Joint Job Evaluation.

Motion carried (Kara White/Michael Gaudet) to appoint Kirsten Kopp to the Staff Pension Advisory committee.

Members came forward and took oath of office.

**Additional Announcements** - Kathy Mercer asked members to think of those living on the streets and in need of clothing, etc. A collection will be coordinated for the December 12<sup>th</sup> general meeting/social. More details to come. Donated items will be boxed up and delivered to Our Place.

Laurie Whyte announced September 28<sup>th</sup> is Orange Shirt day on campus. Recognition of the Indian Residential schools and part of the Truth and Reconciliation process. More details on UVic's website.

Kara White announced an information session on October 9<sup>th</sup> regarding the UVic Peloton. This team that rides in support of conquering cancer.

If you work in Michael Williams building, we're looking (LSC) for a worker's co-chair for the building's H&S committee.

Kirk Mercer mentioned the First Annual Walk to Defeat Depression walk. He participated last weekend. It was very well received with about 60-70 participants. Maybe next year we'll have more people participating from CUPE 951.

Jeta Rugova-Plakolli announced the Run for the Cure coming up this Sunday, September 30<sup>th</sup>.

14. **Education Chair's Report** - We're still looking for a Chair of this committee. If interested, please contact Kara. Other committee members are Michael Rheault, Kirk Mercer and Kara White.

15. **Communication Chair's Report** – We have a vacancy for this position. Please let Kara know if you're interested. Kara, Kirk Mercer and Ted Godwin are on the committee with additional support from the Executive.

16. **Reports of Committees, Delegates** - none

17. **Unfinished Business** - none

18. **New Business** - none

19. **Adjournment** - 1:08 pm

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

**PRIZE DRAWS:** Kathy Mercer (\$25 One card), Barbara Harrison (\$25 One card)

**Handouts -**

Calendar – September 2018 (pink), CUPE LOCAL 951 BUDGET 2018-219 Proposal Sept GM (green), Bargaining Survey Results May 2018 (white), UVic Peloton flyer (white), Counterpoint – Summer 2018 (CUPE's National Publication).

NEXT MEETING:  
October 31, 2018  
11:45 a.m. – 1:15 p.m.  
MacLaurin D016