



Minutes of January 30, 2019 General Meeting

1. **Roll Call** (CJ)
2. **Reading of the Equality Statement** (KM)
Recognizing the Territory (LW)
3. **Attendance Report and Welcome** – 34 members attended. (Quorum is 25.) Andrea Rozsmann appointed as Sergeant at Arms in Al Wiebe's absence.
4. **Announcements** – updates on Calendar (January 2019), Lunch and learn: UVic's Ride to Conquer Cancer info session on Feb. 5th from 12:00-1:00 in the Welcome Centre.
5. **Approval of the Agenda** – *Motion carried: (Kara White/Laurie Whyte) That the agenda be approved.*
6. **Approval of the Minutes** – Copies available at meeting and Drafts posted on website about two weeks after the meeting. *Motion carried: (Kara White/Kirk Mercer) That the minutes from the October 31 and November 28 2018 general meetings be approved.*
7. **Matters Arising from the Minutes** – With the approval of the October 31 minutes we can forward our proposed Bylaws changes to CUPE National for consideration.
8. **Executive Board Report** (KM) – The Executive met on January 9th. **Business Arising: CUPE BC endorsements** – KM –
Motion carried: (Kirk Mercer/Pat Shade) To endorse Laurie Whyte for three-year term as Trustee for CUPE BC.
Motion carried: (Pat Shade/Kara White) To endorse Kirk Mercer for Regional Vice President Vancouver Island for CUPE BC.
Motion carried: (Kirk Mercer/Michael Rheault) To endorse Pat Shade as member for Persons with a Disability committee.
All committee terms are ending this year. Committees stand down at convention and

members are sought. Put your names forward to the executive meeting in May. Seek endorsement letter then.

CUPE BC resolutions (KW) – Package received. Kara will send out resolution guide. March 4th is deadline for resolutions. We need them in by February 16th at the latest in case we need to take them to VIDC for review. That will give Laurie time to rewrite, if necessary, before we submit.

CUPE BC convention (KW) - *Motion carried: (Kara White/Ted Godwin) To send up to seven members to the CUPE BC convention in Victoria, BC, May 1-4, 2019.*

We are presuming we will receive seven credentials, as we have in the past, but will need to wait for confirmation.

Stepping down of Amy Issel as Trustee and Barbara Gordon as Deputy Chief Steward (KW) - Received written confirmation from Barbara Gordon and verbal from Amy regarding stepping down from their current positions in order to take on Executive Board positions which end June 30, 2019.

Appointment of Amy Issel as Communications Chair (KW) - Effective immediately Amy Issel has been appointed as Communications Chair until next general meeting (January 30, 2019) where vote will take place.

Appointment of Barbara Gordon as Education Chair (KW) - Effective immediately Barbara Gordon has been appointed as Education Chair until next general meeting (January 30, 2019) where vote will take place.

Ted thanked Barbara for her services as Deputy Chief Steward. He couldn't have done it without her. Sad to lose her but happy to see her take on Education chair. Kirk extended thanks to both for stepping up to fill these positions.

Education requests for Lancaster Audio Conferences – Education committee has been reviewing requests and recommend we not purchase more until stewards/RTWA officers review those we have. After some have been reviewed the Education committee can start taking requests.

The Mac-Paps documentary request for donation from Pamela Vivian – November 15, 2018 letter received from former CUPE 951 member Pamela Vivian requesting support towards documentary she's creating about the British Columbia volunteers of the International Brigades: "Taking a Stand: The Story of the BC MacPaps". She has progressed much further with her project than when she approached us about a year ago. A short promo video accompanied the letter. Our bylaws have a cap of \$100 for donations. Anything larger would go to the membership for consideration.

Motion carried: (Pat Shade/Cathrine Jansen) That we donate \$100 to help support the ongoing production of the MacPaps documentary project.

Arbitration update – Kara provided an update on the arbitration that was held last week.

Bargaining update – We had a joint meeting with 917 re communalities. Two January dates set for 951 committee to meet.

New Business:

Early Childhood Educators (ECE) (KW) - Will get wage enhancements. UVic's application was approved by Ministry. Retro pay forthcoming.
Motion carried: (Kirk Mercer/Laurie Whyte) That the Executive Board report be approved.

9. President's Report (KW) – Welcome all. Sorry for missing the November general meeting. I was at the BC Federation of Labour Convention that happens every 2 years. This year, we heard from Jagmeet Singh (NDP leader), John Horgan (Premier of BC), Hassan Yussuff (Canadian Labour Council President) and many more political people that affect the climate for labour in Canada. Elected were Laird Cronk (President) and Sussanne Skidmore (Secretary-Treasurer). BC Fed were behind the increase to the minimum wage campaign. I enjoy the work by BC Fed on Health and Safety and the

workshops they put on but at this convention a particular highlight came on fourth day with presentation by Ivan Coyote, author of "Tomboy Survival Guide". Ivan is a natural born storyteller that grapples with complex and intensely personal issues of gender identity. It was very inspiring to hear from Ivan and it challenged me to look at the world differently. Thank you to the local for sending me to the convention to represent you.

The Negotiating Committee did some training Nov. 19 & 20. Courses included: How bargaining works, Notetaking for bargaining and Mobilizing for bargaining which included strategic planning with the local. The following day the local had a caucus meeting where we went over the extended health priorities from the survey and what we as a local would like to bring up at the joint table. There was also the discussion on strategies on how to get information to members. We are looking at producing a separate email list for bargaining updates. There has been a slight delay due to getting everyone's email addresses from HR. Only last week did we start to receive them. In January the committee met on the 16th and the 22nd. We are still working on the language but are very close to our review and writing proposals. The list of principles with proposals will be coming to you for vote prior to sitting down with the employer. Our contract expires March 31, 2019 and we are working to get to the table prior to that date. Watch your UVic emails for updates!

Last part of our last bargaining included the Economic Stability Dividend. The Nov announcement from the Government stated an increase in the BC economy by 3.8% in 2017 which exceeded the forecast of 2.3%. Therefore, on Feb. 1 we will receive an additional 0.75% as well as the wage increase of 1.0%; a little help to offset the increase in CPP which I will address next.

The Staff Pension Advisory committee met on Nov. 14th and I attended with our newest member of to the Committee, Kristen Kopp. Discussion was around asset allocations, a strategic plan update on the advisory from Willis

Towers Watson on solvency exemption, and lately was a release of information on CPP enhancement. Changes to the CPP will happen in January 2019 and the federal government has put a plan in place. The Advisory Committee will be putting out more information about the changes but due to timing, we wanted to advise all members that there will be a 0.15% increase to CPP payments in January. A Powerpoint slide titled CPP Contributions Phase-in was displayed and explained.

On Nov. 15, I attended the Universities Coordinated Bargaining Committee (UCBC) meeting in Vancouver. Each CUPE local gives a report on their local's bargaining updates and we look to each other for support during this process. Looks like each of us have completed a survey and most have struck their bargaining committees. Timing of each is a little different but we are all in the process. The government is still open to getting settlements with even trade-offs. So far no concessions in the process. Really a positive start to provincial bargaining. There was discussion at this meeting about re-vamping the bargaining universities website and we were looking at current site and some ideas going forward. Stay tuned for the update on universitieswork.ca site. Our next meeting is being scheduled for Feb. 8 so will have more for you on where the other Universities are at with respect to bargaining.

The next day the CUPE BC Universities committee met in Vancouver. Each local gave a short report on matters that their union is dealing with on their campuses. We noticed a theme on issues with LTD, mental health and sick leave. There were some suggestions on future resolutions around education in Humanities, precarious work, tool kit for self help with mental health and review on the CUPE BC convention. This last topic lead to more discussion with the Secretary-Treasurer on convention practices which are very costly for locals as well as CUPE BC. The debate that the Universities presidents started on the floor at the last CUPE BC convention is still being discussed and looks like some actions might happen even though if we didn't get our

resolution passed. Currently working on resolutions which I have submitted to the committee for review on Feb. 7th.

The Campus Update on Dec. 10 which included some of the upcoming changes on campus including Finnerty's Coffee changing to Starbucks brand. Rest assured the Union is working on protecting our current employees as well as trying to create new permanent positions in to Bookstore. The UVic Board of Governors recently met to discuss the new Student Health & Wellness Project which has a budget of 6.3 M and will take occupancy in late spring of 2020. This will be mean our members in Health Services and Counselling Services will join together in the New Student Health and Wellness space in the Technologies Enterprises Facility. Currently the Union offices occupy space on the second floor. No word yet if we are relocating.

The LTD meeting Jan. 10th was an information session to discuss the details of the plan with Mercers who manage the contract with BC Life. Our plan is not sustainable as it currently stands due to the increase in rates imposed by BC Life. We managed to hold the employer off for one year due to having a contingency fund to support the plan if need be. But unfortunately the rate increase was so large that the fund was exhausted as of June 30th. Decisions need to be made to make the plan sustainable for another few years.

Lastly I wanted to update you on some training that I attended Dec. 4th and 5th at the 24th Annual BC Labour Law Review. They do such a great job at presenting the latest Labour Arbitrations and Labour Relations Board updates that the number of participants exceeded their expectations. The room was very full! Some of the discussions included random drug testing, Discrimination under Human Rights Tribunal, Bribery and theft, Last-chance agreements and mental disability as well as clear language to contract out, domestic violence, privacy rights, age exceptions, and the list goes on! So much is covered but it is very helpful for me to know the latest. Thank you to the local for sending me.

Motion carried: (Kara White/Laurie Whyte) That the President's report be approved.

10. **Treasurer's Report** (KW for MR) – Copies of Statement of Income and Expenses for November 2018 available at the meeting.

Motion carried: (Kara White/Kirk Mercer) That the Treasurer's Report be approved.

11. **Trustees' Report** – no formal report. Al Wiebe encouraged members to consider becoming a trustee. He's not an accountant and had no difficulty doing this task which took just a half day this year. It's a key position to learn insides of the local. Please let Kara know if you're interested and share this with your coworkers.

12. **Chief Steward's Report** (TG) – Thanks to Barbara Gordon, long-time steward and most recently Deputy Chief Steward for her hard work and support in this role. She has stepped down to take on the Education Chair role on the Executive. With this departure we have lost two experienced stewards in the last six months. Anyone interested in what a Steward does is asked to contact me for a no-commitment conversation.

No new grievances have been filed this past month and none have been resolved. More concerns have arisen in the area of higher payband work being moved to PEA without agreement and the abuse of casual positions is ongoing. Reminder that positions expected to be 22 days or more are NOT to be posted as casual.

Motion carried: (Ted Godwin/Pat Shade) That the Chief Steward's report be approved.

13. **Nominations, Elections or Installations**
Due to time constraints we'll change order of agenda to move up Nominations, Elections or Installations.

CUPE BC Convention (May 2019) delegates:
Nominations were received for and accepted by Pat Shade, Laurie Whyte, Barbara Gordon, Amy Issel and Ted Godwin. They were elected by acclamation. Michael Rheault was nominated but not in attendance and hadn't indicated he was willing to let his name stand so could not be considered. Kara will contact him to see if he'd

like to run as alternate. If so, it will come forward to a General Meeting for election.

Education Committee Chair – Nominations were requested. Barbara Gordon was nominated and elected by acclamation.

Communication Chair – Nominations were requested. Amy Issel was nominated for Communications Chair.

Both Barbara Gordon and Amy Issel took the oath of office.

14. **Education Chair's report** (BG) – Barbara met with president and treasurer to discuss education budget and how it works.

Motion carried: (Barbara Gordon/Kirk Mercer) That the Education Chair's report be approved.

15. **Communication Chair's report** (AI) – table to February

16. **Reports of Committees and Delegates – Chili Blanket event** - Kirk reported on United Way's Labour Committee and the Victoria Labour Council campaign titled Chili Blanket which was held at Our Place on January 12th. Sixteen different unions participated and seven chilies were entered including CUPE 917's. 917 donated 400 used blankets from UVic and contributed 25 gallons of chili. Their chili won over the Unifor local from the The Empress; impressive! 400 people were served in one hour. This will become an annual event which they hope to expand on it next year.

Benefits committee – Morneau Shepell offering Financial Support Services. This is a free service. Flyers available on sign in table.

17. **Unfinished Business** – none

18. **Adjournment** – 1:00 p.m.

Three One Card door prizes were awarded.

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

Handouts - Calendar – January 2019 (on pink paper), Statement of income and expenses for Nov 1-Nov 30, 2018 (on green), flyer on Financial Support Services offered by Morneau Shepell (our Extended Health provider), CUPE National's

newsletter Counterpoint, copies of minutes from October and November general meetings.

Next General Meeting:

February 27, 2019

11:45 – 1:15

MacLaurin D116