



NOTICE OF GENERAL MEETING

September 27, 2017

David Strong building C108

11:45 am to 1:15 pm

Minutes of August 1, 2017 Special GM

Results: Ted Godwin and Pat Shade were elected with Laurie Whyte as alternate.

1. Roll Call (CJ)

Adjournment – 12:17 pm

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

**3. Attendance Report and Welcome - 20
members attended.**

**4. Vote for two delegates and one alternate
to the CUPE National Convention in Toronto
October 1-6, 2017.**

The motion to send up to four members to the 2017 CUPE National Convention was M/S/C at the June 7, 2017 Executive meeting. Kara White (President) and Kirk Mercer (1st VP) are exercising their option to attend so this leaves two positions open.

These members were nominated: Laurie Whyte, Pat Shade, Michael Rheault, Ted Godwin, Bo Love. Michael and Bo declined with thanks to their nominators. An election was held.

Ballots were collected to be counted with results to go to Executive for approval and announcement on the website.



CUPE 951

NOTICE OF GENERAL MEETING

October 25, 2017

David Strong building C108

11:45 am to 1:15 pm

Minutes of September 27, 2017 GM

1. **Roll Call** (CTJ)
2. **Reading of the Equality Statement** (KM)
Recognizing the Territory (TG)
3. **Attendance Report and Welcome** -
25 members had signed in midway through the meeting.
4. **Announcements** – New Calendar update for Sept 2017, UVic Peleton Ride to Conquer Cancer presentation on Oct 12 at Welcome Centre from 12-1. Learn about this year's ride. They're looking for members; any affiliation with UVic can join. Kathy Mercer spoke about Wanted poster which advertises a winter clothing drive for Our Place. She extended invitation to join Needleworks group which meets every Tuesday from 12-1 in McPherson Library room 216. Interested? Drop by or contact kmerc@uvic.ca. GV CUPE Scholarship Award applications for 2017 must be submitted by this Friday, September 29th. The Benefits office has scheduled a staff orientation session by Morneau Sheppell, our EFAP provider, on October 26th from 12-1. They'll provide an overview of what they have to offer.
5. **Approval of the Agenda** -
M(KW)/S(KM)/Carried
6. **Approval of the Minutes** – Minutes of the May 31, 2017 general meeting and August 1, 2017 special meeting were approved.
M(KW)/S(KM)/Carried
7. **Matters Arising from the Minutes** - none
8. **Executive Board Report** (KM) – Kirk presented his reports on July, August and September executive meetings.

July 5, 2017 meeting: Business Arising:

Key Inventory: we're creating an inventory of who has keys assigned to CUPE 951.

New Business: Discussion re Teresa staying on as Steward in Child Care: Teresa consulted her Child Care colleagues and they felt it more important for her to have a vote than remain a steward. Therefore, she decided to resign as a steward to allow her to remain a Member at Large on the Executive.

Committee list: Kara provided draft list of the Committees with chairs, members and exec liaisons.

Updates on EI changes: Kara provide update on Maternity Leave and Parental Leave which related to supplementary fund for leaves. Employer is not taking any money away but changes how it is divided. Extending from a year to 18 months not passed yet in government that would mean lower amount paid each week, which may impact the top up.

Budget: Kara made available 'CUPE 951 Budget Year Review (July 1, 2016-June 23, 2017)' and the 'CUPE Local 951 Budget 2017-18 Proposal for the September general meeting'

Reports: Chief Steward's report – Ted is in the process of moving into the office and becoming acquainted with the computer as well as current, active investigations and issues.

Victoria Labour Council – Cheryl will step down from the Executive before September.

August 9th, 2017 meeting: Business Arising:

Education committee: Maddy spoke to the following motions.

Motion: That we send up to three (3) members to the CUPE BC Intro to Stewarding workshop in Courtenay, September 21-22, 2017. Carried.

Motion: That we send up to four (4) members to the BC Federation of Labour Occupational Health & Safety workshops in Victoria, November 7-9, 14-17, 2017. Carried.

Note: Four members in total will be sent to workshops.

Workshop on Termination Account – Kara met with Steve Gorham and they substantially reworked draft. Intent is to provide a combined basic workshop for CUPE 951 and 917 members. The workshop will cover what the Termination Account is and how to get started. It will be tested with a group of stewards, RTWA officers, HRCs and Payroll.

Cost Share Update – Kara reported the current campaign “Working for students at UVic” concludes this year with purchase of a tent and banners.

Executive Assistant bargaining update – Kara reported we were asked by Local 467 to go into bargaining which they initiated. Kara gave overview of the handout outlining what was agreed upon.

Accommodation process changes – Kara indicated this is a clarification to the process. Duty to accommodate changes explained in President’s report.

December Holiday Social – Kara booked same room in Cadboro Commons and proposed same Degrees Catering details as last year. Child Care event included in the budget.

Motion: To spend up to 4200.00 on the Holiday Social in December of 2017. Carried.

Donation request from CUPE BC -

Motion: To donate \$100 to the BC Wildfire account to help CUPE members in hardship as a result of the many wildfires across BC. Carried.

Key Inventory – Cathrine prepared an inventory of Local’s keys and thanked those who responded.

Disposition of old Mac computers – **Motion**, for disposal that they be given (or sold) to Laurie and Kira. This motion remains tabled for review by Trustees.

Reports: Treasurer – Kara discussed proposed budget to go to Sept. GM

Education Committee Chair’s report – Maddy’s full report available on request. Date/location change for Winning Grievances and Arbitrations training Ted is registered for. To be held Aug. 16-18 in Vancouver.

Victoria Labour Council – The VLC welcomes assistance with the Labour Day picnic which will run 11:00-2:00.

September 6, 2017 meeting: Business Arising:

Review of Committees: Kara provide lists again to Exec to review and forward for voting at Sept. GM.

Budget motion. This proposed budget was previously made available.

Motion To present the CUPE Local 951 Budget 2017-18 Proposal to the September general meeting. Carried.

Documentary discussion – Former long term CUPE 951 member requested donation towards her

documentary project on BC volunteers involved in Spanish civil war. We acknowledged this doesn’t fall within our donation policy.

Education committee: Kara presented motions, in Maddy’s absence, being considered against the Defence Fund. Pre-Conference workshop titled: Recognizing and Accommodating Employees with Mental Health Disabilities.

Motion: That we send up to two (2) members to the Lancaster Pre-Conference Workshop on Nov. 21, 2017 in Vancouver, BC. Carried.

Motion: That we send up to two (2) members to the Lancaster 2017 Labour Arbitration and Policy Conference workshops between Nov. 22-24, 2017 in Vancouver, BC. Carried.

New Business: PBC/MSP update Kara attended a Benefits meeting this morning. Please contact Suzanne Helston if you hear about anyone who is having a problem with their claims. MSP changes on website have been taken down awaiting from instruction from new provincial government as to new process starting Jan.1, 2018.

September 13, 2017 meeting: Business Arising:

Documentary donation: KW – further to Sept 6th meeting discussion. Kirk emailed the letter received from former CUPE 951 member. The website does not include a promo video mentioned in the letter. Given there is no project plan it was decided we would donate in-kind through promotion, not by monetary donation. Kara will let originator of request know our decision. If she’d like to contact us in 6-12 months with a concrete project proposal we could revisit donation possibility.

Pacific Blue Cross – Cheryl reported they’ve settled, signed and ratified the contract. Delays in processing anticipated until backlog dealt with.

New Business: Members at Large: For the record, both Members at Large (Laurie Whyte and Teresa Dixon) resigned as stewards to remain on the Executive in these positions.

Motion: a donation to buy a plant/ceramic pot for childcare – In Teresa’s absence Kirk provided an explanation of the circumstances behind the motion.

Motion: That we spend up to \$50. Carried.

We had not reached quorum so report could not be approved.

9. President’s Report (KW) –

The new email for this position is:

presidentcupe951@uvic.ca With our change in executive at the beginning of summer and then a change in National reps, note our new rep David Scott started mid Sept., our labour meetings

have been delayed. The casual review meetings have been postponed but not forgotten. We hope to meet again in October.

Part of these meeting is working on a new workshop on Termination Accounts. We're hoping for a January release being jointly presented with HR.

Changes to Return to work, traditionally if an accommodation is required outside current position, then HR holds for review vacant positions at same payband or lower. Now, if a member sees a position posted that they feel they meet the minimum requirements in CUPE 951 at any payband, then they are asked to contact their case HR consultant to ask about that specific position as a potential placement. They then would be given an opportunity for a suitability meeting rather than an open competition on that position. Unfortunately, the Union cannot request this but the member can. But good to let your union representative know so that we are aware since this process has yet to be tested.

The changes with EI and the wait period changes for maternity and parental leave. The change was from 2 weeks to 1 week. Past for maternity was UVic pays 95% first 2 weeks then drops to 40% where EI picks up 55% from week 3-18. Now, week 1 is the same, week 2 is 40% UVic, EI 55%, weeks 3-18 same but now at the end where EI is 0% UVic is now 55% for that final last week. No loss but just a change in which week gets what pay. Parental leave is a little different but same idea.

The Agreement Study committee and the Negotiating committee are not a focus point for the union. Note that there are elections for positions on both. Start thinking about if you would like to take part. The Agreement Study committee will strike up soon and the Negotiating committee will be a year out from bargaining. Our contract goes until end of March 2019 which is only just around the corner.

Holiday Social – Mark your calendars! Dec. 13 we will be hosting the holiday social. Hoping to have sound system this year to save my voice and also to hear from others!

We had not reached quorum so report could not be approved.

10. Treasurer's Report (KW) – Kara provided details of the 12 month review and indicated how the 2017-18 proposed budget was created. Kara made note of a member's question re Contributions/Donations line and will take question back to Treasurer.

Motion (KW)/S(MF) To approve the CUPE Local 951 Budget 2017-18 Proposal – September 2017. Carried

11. Trustee's Report (AW) – The trustees are trying to schedule meetings to review the materials.

12. Appointments/Elections of Committees – This document, updated for September 2017, was available for review. Kara contacted committee chairs during the Summer to confirm their willingness to stand. Pat Shade indicated he is Exec Liaison for the Good and Welfare committee. If you'd like to join a committee please let Kara know. We're looking for an alternate for the Staff Pensions committee.

Motion (KW)/S(KM) To appoint all those named on the committee list for September 2017. Carried.

13. Chief Steward's Report – The new email for this position is:

chiefstewardcupe951@uvic.ca

Ted provided details on his written report. Grievances: two at Stage I, one at Stage II, one settled, two in abeyance. Stewards are working on these issues: education accommodation, formal investigations, modified work week, casuals, RTWA, letters of agreement, training, appointment.

14. Education Chair's Report (MS) – no report

15. Communication Chair's Report (CDW) – no report

Quorum was lost so reports could not be approved.

16. Reports of Committees, Delegates -

Health & Safety committee – Sara Kissinger gave a report: New CUPE 951 member needed for Turpin/Cornett Building Local Safety Committee. New joint committee member training – Employer waiting on the Employer Advisory

Office and Worksafe BC to make 8 hours of new training available. Training will be offered first to new members, then all existing members. BC Federation of Labour is offering health and safety training in Victoria in November. Local Safety Committee members are encouraged to request that their department send them to the Victoria area trainings. These trainings are recognized by WorkSafe BC and are the best trainings available in the Victoria area.

Human Rights & Equity committee – Sara Kissinger read Jeta Rugova-Plakolli's report. Orange Shirt Day began in Williams Lake, BC in 2013 at the St. Joseph Mission (SJM) residential school commemoration event and has since spread across the country. The name Orange Shirt Day honours survivor Phyllis Webstad's story of having her shiny new orange shirt taken away from her on her first day of school at the Mission.

(<http://www.uvic.ca/info/orangeshirtday/index.php>).

UVic is encouraging staff, faculty and students to wear an orange shirt on Thursday, September 28. We encourage CUPE members to wear orange on Thursday or any other day this week. [Kara played YouTube video of Phyllis Webstad's Orange Shirt Day Presentation:

<https://www.youtube.com/watch?v=E3vUqr01kAk>]

Quorum was lost so reports could not be approved.

17. Elections - none

18. Unfinished Business - none

19. New Business – none

Prize draws were held throughout the meeting with two mugs, and playing cards (both with native designs) and a CUPE BC apron as prizes. At the end of the meeting The last CUPE 951 lunch bag was offered at the end of the meeting with a member taking it.

Adjournment – 1:03 pm

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

Handouts - Calendar – Sept 2017,

Appointments/Elections of Committees – September 2017, CUPE Local 951 Budget 2017-18 Proposal Sept GM, CUPE 951 Budget year Review (July 1, 2016-June 30, 2017), Chief Steward's confidential report to GM – September 2017, Wanted poster seeking donations of clothing, etc. for Upper Room, Greater Victoria CUPE Scholarship Award Application Form for 2017, Orange Shirt Day flyer, Welcome to CUPE 951 email sign up details.



CUPE 951

NOTICE OF GENERAL MEETING

NOVEMBER 25, 2017

David Strong building C108

11:45 am to 1:15 pm

Minutes of October 25, 2017 GM

1. **Roll Call** (CJ)
2. **Reading of the Equality Statement** (KM),
Recognizing the Territory (TG)
3. **Attendance Report and Welcome** -
21 members attended. (Quorum is 25.)
4. **Announcements** -
Winter warm clothing drive – Kathy Mercer provided info on this drive which will culminate at the December general meeting/social. Contact her if you'd like a poster. Retirement planning seminar scheduled for Nov 18th from 9:00-3:00. Register on HR site. Calendar update – Oct 26th Morneau Shepell (EHP provider) orientation session. Anything with asterisk is under consideration, underlined items are new from last to this month. Let Kara know if we've missed anything or you'd like something added.
5. **Approval of the Agenda** -
No quorum for motion.
6. **Approval of the Minutes** – Drafted minutes of the September 27, 2017 general meeting are available on the website. No quorum for motion.
7. **Matters Arising from the Minutes** - none
8. **Executive Board Report** (KM) – The Executive met on October 11th.
Business Arising: Cost share update – Kara reported we received funding approval for next year which starts Sept. 15, 2018. Newspaper ads (six for The Martlett, two in Times-Colonist: for

May Day and Labour Day) community sponsorship (4163 – GSS to hold Wed. morning coffee four times), Library conference for all library workers (951 item), 917 common vision/common action (civic elections). Table at Bike to Work Week on campus including items to give away (tee shirts and three U-locks). Printing for first aid kits, also extra for printing for posters, etc. Campaign not determined yet.

Ideas to increase attendance at GM for quorum

– Nothing tried has increased our numbers. Kara seeking ideas. We have money available but need to keep it under \$50 for each meeting. Other locals: Have given away iPads and 60" TVs. They advertise for two weeks in advance and put it on Facebook. The Local giving away the TVs hold quarterly meetings. Unsure whether either increased attendance numbers. Barriers: staff cuts mean only one person from an office can attend. Ideas: Bo suggested speakers talking about benefits not everyone is familiar with, e.g. vision care, travel insurance, nutritionist, emergency planning, etc.

Could advertise this in December where we have good attendance and start in January with draw at June BBQ.

Kara will send photos of prizes to Cheryl to include in advertising pre-meeting. Cheryl may try setting up a FB event and invite those who have Liked the page. We'll continue with postcard invites and listserv.

New Business: VIDC – Christmas social Saturday December 2 following the meeting. VIDC has set aside 14 rooms which will be available on a first come first serve basis for Saturday night. Pat indicated if all goes to plan he'll be attending

and it won't cost us since he usually provides music for Christmas party and they give him a room. We will bring a motion forward for our November meeting and we can discuss. Kirk will contact other delegates so he'll know exactly how many we'll be covering, if approved.

TAPS (Together Against Poverty Society) – Kara was contacted with a request for funding; letter received from them with report from last year's successes and what they'll be focusing on in the coming year. Kirk said they represent non-union staff like restaurant workers, etc. It's natural solidarity for our union to support. Cheryl spoke in favour and noted VLC missed window for when they needed to hear from them. **Motion** *That we make \$100 donation to TAPS (Together Against Poverty Society).* Carried.

Adjourned: 12:56

Comments: We'll be at the 2018 Bike to Work Week event; not the one that just passed. Pat reported the Local that gave 60" TV saw attendance improve for that meeting only. No quorum for report.

9. President's Report (KW) –

Kara attended the CUPE National Convention the first week of Oct. Key highlights were approval of a resolution to begin pay for eligible members of striking locals on the first day of a strike, instead of the fifth. This change in strike pay is effective immediately. Approval to create a Task Force on Governance which will review the structure of CUPE as laid out in the constitution which has not changed significantly since inception in 1963. Two of the 39 resolutions on the floor were from CUPE 951.

Resolution: CUPE NATIONAL WILL: Demand the federal government call on all levels of government to immediately implement a full funded, evidence-based health care response to the opiate overdose crisis in communities across the country that includes:

- a) Increased staffing for projects that are responding to the Public Health Emergency; b) Expanded Harm Reduction and Detoxification and Treatment on demand programs; and c) Access to prescription opioids for individuals suffering from the disease of addiction.

Resolution: CUPE NATIONAL WILL: Through the Union Development department, develop a course to educate and mobilize Young Workers to become effective leaders within our union. On Oct. 18th I attended the CUPE BC Universities committee meeting of CUPE presidents at BC universities. We looked at the strategic plan adopted at CUPE BC Convention in April and made these recommendations to CUPE BC: 1) we receive Violence response training, then develop a pamphlet on Sexual/Violence, 2) they produce a FACT sheet on issues facing Post-Sec Education due to Chronic underfunding issues still relevant for member engagement. From resolutions passed: 1) CUPE BC to develop an awareness campaign to educate members on the value of work place training and learning opportunities that may lead to promotions and ensure job security. To recommend developing a video to raise member awareness on the value of training /upgrading. This sets the foundation and build capacity for support in sustaining our work. 2) CUPE BC to hold a Think Tank for provincial public-sector union presidents to establish bargaining strategies and proposals / mandates no later than June 2018.

No quorum for report.

10. Treasurer's Report (SG) – Kara provided an overview of the double-sided report Statement of income and expenses for July and August 2017. We use format required by CUPE National which shows cumulative expenses for General and Legal Education accounts. July - Bargaining expenses are for Martlett ads from last year. We pay up front and bill CUPE National for 50% (their portion of cost share) and we recover two thirds of remaining from CUPE Locals 917 and 4163.

August – Miscellaneous shows previous cost share reimbursements. Operating expenses shows costs for June BBQ.

No quorum for motion.

11. Trustee's Report (AW) – no report

12. Chief Steward's Report (TG) – No significant progress on current grievances this month and no new grievances filed. Several grievances will likely be coming forward this

month around punitive use of formal investigations and failure to provide appropriate advice and guidance.

As a delegate to the CUPE National Convention I was pleased to address the convention on a resolution in support of the elimination of tuition fees and the full funding of post-secondary institutions in Canada.

Please use chiefstewardcupe951@uvic.ca for this position. No quorum for report.

13. Education Chair's Report (MS) - no report. Please use madelinescupe@gmail.com to contact.

14. Communication Chair's Report (CDW) – Updating Calendar on website; let her know if events are missing. Events are now being created for general meetings on the Local's FB account. Cheryl noted that likes and shares help the events reach more members and asks for help if you are able. Please use cupelocal951@gmail.com for this position. No quorum for report.

15. Reports of Committees, Delegates – Benefits committee – Receipts for physio and massage therapy must have minutes (length of appointment) noted otherwise PBC defaults to standard length of 20 minutes. EFAP provider (Morneau Shepell) – look at list of Workplace Learning Solutions workshops they offer and let her know if you'd like to see any offered on campus. She can arrange for them to come in.

MSP changes – she's still investigating. There will be a change in premiums January 1st. We pay our premiums a month earlier – Dec 1st for January. Government is reducing premiums by 50% but we don't know the process since government changed. She'll put on website if she learns about it prior to next meeting.

Reminder – we only pay 25% of the premiums (employer pays 75%).

Supplemental fund for hearing aids – no claims yet. Reminder to apply if you're purchasing new hearing aids.

Iris Advantage – discount for UVic employees on prescription glasses. It's not on UVic Purchasing

website but members could contact Iris to inquire.

Joint Job Evaluation Committee (JJEC) report – Cheryl said running smoothly. Considerable time in Spring through Fall working with one member in particular. Challenges to initial decision, she worked with them through appeal. Appeal went well. Both sides happy. With JE committee members no longer doing initial reviews, they are free to work with you. Contact committee with any questions or for one on one help.

Pat Shade - provided a delegate's report from the CUPE National convention. He is on CUPE BC Persons with Disabilities committee and has applied for the National Committee. The working groups have now become committees. Lots done – resolving CUPE BC disability related issues and conducted site audit for convention.

Kirk Mercer – see report and photos following the minutes.

Laurie Whyte – At the September 30th Vancouver Island District Council (VIDC) meeting, I was Elected as Diversity Member at Large. This position also is chair of the VIDC Diversity committee. In July, at the CUPE BC Executive Think Tank, I was appointed as a member of the CUPE BC Women's committee and as such was privileged to attend the CUPE BC One Big Committee meeting (OBC). All the CUPE BC committees meet at the OBCM to review their Terms of Reference (TOR) and set their goals and priorities for their next two-year term. I will be bringing information from the Women's Committee, including challenges faced by women and what we can all work towards. A better workplace and a better world for women, means a better life for us all. The next Women's committee meeting is scheduled for February 21st. I am also the Acting Chair of the VIDC Women's Committee. I hope to remain as a member of this committee once the new chair is elected at the December 2nd VIDC meeting.



Without quorum committee and delegate reports could not be moved.

16. **Elections** - none

17. **Unfinished Business** - none

18. **New Business** – none

General Meeting minutes will stay as Draft on website until we get quorum at these meetings and can move them.

Prize draws – two water bottles from the Bookstore were won by Greg (Printing) and Leanne (Library).

Adjournment - 12:45 pm

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

Handouts -

- Calendar – October 2017
- Statement of income and expenses for the period of July 1 2017-July 31 2017 and August 1 2017-August 31, 2017
- Workplace Learning Solution workshops from Morneau Shepell (our EFAP provider)
- Wanted poster (clothing drive for Our Place)
- Basic Emergency Supply Kit cards from gov.bc.ca/PreparedBC
- flyer with info to sign up for CUPE 951 listserv.

Kirk Mercer reported on attending CUPE National convention in Toronto (Oct 2-6, 2017).

An amazing week! Every day jam packed with different things:

Wednesday morning - the Convention was witness to a beautiful and deeply moving performance in remembrance of missing and murdered Indigenous women and girls. It affected everyone in the hall personally leaving you wanting to know more.

There was a Vigil for murdered and missing indigenous women at the noon break – 50 red dresses held in circle, smudge ceremony.



Thursday – rally against violence in workplace.

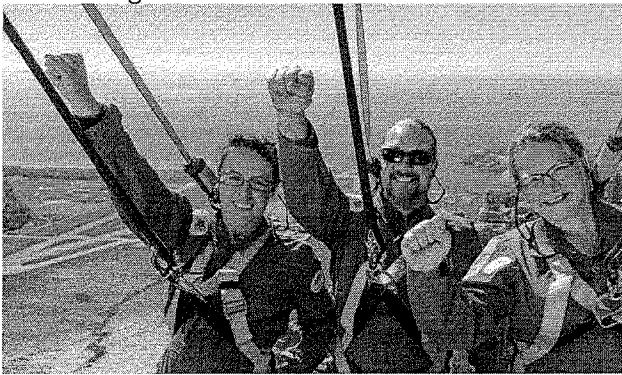


National president Mark Hancock challenged by a young worker and re-elected.



Working Group and was a personal highlight for him to give the STC report to the OBCM. Many of our members serve on these committees and it really shows how active we are outside of our local all due to the support and education our local has provided.

Kirk also did the Edge Walk on CN Tower with VIDC delegates!



The One Big Committee meeting, or known as OBCM, was held October 18-19, 2017 in Richmond.



Kirk serves as the CUPE BC appointed chair for the Skilled Trades committee. It took seven years of being active with the Skilled Trades



CUPE 951

NOTICE OF GENERAL MEETING

DECEMBER 13, 2017

Upper Commons, Cadboro

Commons building

11:45 am to 1:15 pm

Minutes of November 22, 2017 GM

1. Roll Call (CJ)

**2. Reading of the Equality Statement (KM),
Recognizing the Territory (JR-P)**

**3. Attendance Report and Welcome -
24 members attended. (Quorum is 25.)**

4. Announcements -

Winter warm clothing drive – reminder from Kathy Mercer this drive will culminate at the December general meeting/social. Feminine products and personal hygiene items can also be donated. They'll deliver donations right after Dec GM. Contact the CUPE 951 office if you'd like your donations picked up. Kirk – a donation drive for feminine products will be coordinated through the United Way with all unions in Victoria invited to participate.

Kara – Calendar – update available.

Benefits office – Morneau Shepell – resource kit on stress and the workplace.

Free, just login and send Kara an email and she'll send you a link. Will bring to Dec meeting in case anyone is interested.

Cathrine Jansen reported receiving funding support for hearing aids through a needs based program coordinated through the Island for Deaf and Hard of Hearing Centre in Victoria. Email Kara if interested and she'll forward to Cathrine for response.

5. Approval of the Agenda -

No quorum for motion at time this came up.

6. Approval of the Minutes - Drafted minutes of the September 27, 2017 and October 25, 2017 general meetings are available on the website. They'll remain as Drafts until we have quorum and can present a motion for approval.

7. Matters Arising from the Minutes - none

8. Executive Board Report (KM) - The Executive met on November 1st

Business Arising: VIDC, Christmas social Saturday December 2 following the meeting (KM) Kirk noted that so far only three members had indicated the need for a hotel (KM, LW, TG) and that unless anyone else stepped forward, the motion would be amended to reflect that number before the next executive meeting.

Agreement Study committee / Negotiating committee - discussion on appointed positions (KW) – Kara wanted to ensure that the appropriate areas of our Local were represented on each of the committees and asked for input. Past practice was discussed in addition to how best to balance for gender and other diversity needs.

Holiday Social update and discussion (KW) – discussion focused on what format we should try for the agenda. There was overall consensus that last year's format largely worked, but would benefit from a reorientation of the room (wider rather than longer) and the addition of a sound system (already booked).

New Business: Ad Hoc Committee for Techs (KW) – Recent discussions with members who are techs have begun to bring out some of the group's frustrations with the local and how they

feel unrepresented. KW suggested that an Ad Hoc Committee might be able to allow techs to come together and open a discussion about how the local can better serve them and how they can get involved.

Policy issues with HR and OHS (KW) – KW has been addressing several issues around incident investigations, sick bank use, and members being asked to volunteer time and their own vehicles.

Incident investigations are not being properly signed off by CUPE representatives leaving the union out of the loop.

Adjourned at 1:27 pm.

The Executive met on November 8th:

Business Arising: VIDC, Christmas social

Saturday December 2 following the meeting –

Kirk said four confirmed they'd like to stay over.

Room estimates are \$137-\$157 plus taxes.

Motion carried: That the local 951 cover the cost of up to four hotel rooms for Dec 2, 2017 VIDC Christmas social.

By-laws status update – Cheryl distributed the draft prior to the meeting. Next step is she'll identify the changes as: housekeeping, to align with policy/current practice, mandated by CUPE National, normalized with other locals or more substantive. Discussion and suggestions re some items. She'll circulate prior to the December executive.

Update of executive positions - There have been some changes to executive position changes starting in December and they will be announced at the December GM.

New Business: Education motions – Maddy provided an overview before each motion was opened for discussion and voting.

Motion carried: That we send the President to the BC Labour Law Review in Vancouver on December 6-7, 2017.

Motion carried: To send the Chief Steward and up to two other stewards to the BC Labour Law: Progressive Discipline Seminar for Supervisors and Stewards in Vancouver in June 2018. Date unknown at this time.

Motion carried: To send one member to the BC Pension Boot Camp in Vancouver on February 21, 2018 and that same member plus one other

member to the BC Pension Forum in Vancouver on February 22, 2018.

Adjourned: 12:54 p.m.

No quorum for report.

9. President's Report (KW) – Very busy month. Changes to Exec and other changes happening on campus. Dec Holiday social will focus more on committees and we'll change the agenda to accommodate that. Treasurer has given notice effective Dec 1; he's taken a PEA position. Let her know if you have anyone who is interested. He sits on Pensions Advisory committee, Benefits advisory committee and Pensions investment committee. A member has agreed to join the first to committees. The Trustee whose term ends in June 2018 gave notice to step down effective Jan 1 2018. We're seeking trustee for six months and then up for election. Let her know. The trustees are committed to finishing the audit before she leaves her position. New trustee would attend Exec meetings and oversee new expenditures. Job Evaluation committee vacancy – perhaps someone who recently went through as it would help with familiarity of process.

Education chair has resigned effective Jan 1 2018. Some time commitment on that with emails. Motions, seeking interest, etc.

Co-chair of joint H & S committee will take mat leave for a year. Need to find a member to join committee. An existing member will step up as co-chair. Alex Adrock will join as member.

917 changes – elections held Nov 15th with 150 members attending. Kara elected to run 917 elections. Craig Marykuca elected

President. Next All Presidents meeting is November 27th. Will meet him and Donal Burrows, new president of RRU's CUPE local. Will bring report to GM, likely not until January.

EI maternity benefits changes effective December 3rd. Option to extend to 18 months from 12 months. Same pay but spread over 18 months. Our top up will remain the same. On November 8th the BC Minister of Finance announced an Economic Stability Dividend of .4% effective February 2018. This will be in addition to the 1% wage increase we bargained.

Reviewing casual hours – Kara continues to work with HR on obtaining lists of casual employees from departments who use them.

Incident investigations – some not happening through union. Discrepancy re who attends what and delays which could affect WorkSafe claim.

Attended BC Fed of Labour Health and Safety course on accommodating mental health issues. The course was approved by WorkSafe. Recommends the Power of Forgiveness in Workplace course she attended which was offered by HR with an external facilitator. How to work through your feelings of frustration, etc. instead of passing to supervisor. Ask your employer if you'd like to attend.

Holiday Closure Guidelines – let her know if you're unable to take that time. She receives list from HR of those who will work during closure but has been surprised to hear after the fact that our people have been requested to come to work.

Holiday Social – will have motion to change agenda so committees can display what they've done over the last year. Menu changed from last year, room will be oriented differently, and sound system ordered. If you have music offerings please contact Pat Shade or Kirk Mercer.

No quorum for report.

10. Treasurer's Report (SG) –

Kara provided an overview of the double-sided statements of income and expenses for the period of September 1, 2017 through September 30, 2017 and October 1, 2017 to October 30, 2017.

No quorum for motion.

11. Trustee's Report (AW) – no report.

Firming up last half day of audit. Scheduling that and we'll finish the audit. Report possibly at December GM.

12. Chief Steward's Report (TG) – Barbara Gordon, Deputy Chief Steward, gave the report. Meetings scheduled on current, active grievances this month but no movement to report. "Article 9" meetings held re punitive use of "investigations", failure to provide effective

advice and guidance and unequal treatment of members in a work unit.

Let the stewards know if you've been summoned to a meeting in Human Resources with your manager or director for a minor matter that could have been dealt with by your supervisor.

This week Ted Godwin and Bo Love are attending the Lancaster House Labour Arbitration conference.

Please use chiefstewardcupe951@uvic.ca for this position.

No quorum for report.

13. Education Chair's Report (MS) –

No report.

14. Communication Chair's Report (CDW) –

No report. Please use this email for the position: cupelocal951@gmail.com

15. Reports of Committees, Delegates –

Laurie Whyte – reminders in December – International Human Rights day, Persons with Disabilities day, National Day of Remembrance and Action on Violence Against Women. Laurie will provide date for this last event to Communications Chair. She attended the CUPE BC Women's committee meeting. Next meeting February 21. Attended VIDC meeting – they are planning a conference next year for all activists. Date not set yet.

Pat Shade – December 3rd is International Day of the Disabled. This year's focus is to report employers on access issues. If you see anything in your office or workplace feel free to email HR. He'll report at the February GM on the February meeting of the CUPE BC Persons with Disabilities committee.

Kirk Mercer – attended October 28, 2017 meeting of the CUPE BC Skilled Trades committee. His report read: We talked about safety loopholes: Boilers tickets – gas vs oil and how the Field Safety Rep are used in the work place or the lack of.

On K-12 Apprenticeships these discussion's highlighted that we need to be more involved with programs like Trades weeks, Discovery Trades, Dual Credit Program/CDC.

Our recommendations to CUPE BC executive asked for support in working with the BC FED, BC Tradeswomen Society and the Canadian Apprenticeship Forum and to Co Host the Western Municipal Conference in 2019. And as always to promote Trades across CUPE.

Upon review of the resolutions.

121, We need to lobby Government on practical assessments.

138, Promote ourselves as tradespeople to raise our profile across CUPE to everyone in BC. i.e.: at UBCM, BCSTA, NDP Convention, Faculty Associations, BOGS.

140, Apprentice rations – this come from BC Fed i.e. 25% ratio for not only those building public projects but those maintaining the public assets. And last but on going is trades & apprentice numbers survey so we can monitor the loss of job from year to year so that one day we can effect change to see an increase.

Equity and Human Rights Committee - Jeta Rugova-Plakolli gave this report: The Transgender Day of Remembrance was set aside to memorialize those who were killed due to anti-transgender hatred or prejudice. The event is held in November to honor Rita Hester, whose murder on November 28th, 1998 kicked off the "Remembering Our Dead" web project and a San Francisco candlelight vigil in 1999. Rita Hester's murder – like most anti-transgender murder cases – has yet to be solved.

Although not every person represented during the Day of Remembrance self-identified as transgender – that is, as a transsexual, crossdresser, or otherwise gender-variant – each was a victim of violence based on bias against transgender people.

We live in times more sensitive than ever to hatred based violence, especially since the events of September 11th. Yet even now, the deaths of those based on anti-transgender hatred or prejudice are largely ignored. Over the last decade, more than one person per month has died due to transgender-based hate or prejudice, regardless of any other factors in their lives. This trend shows no sign of abating.

The Transgender Day of Remembrance serves several purposes. It raises public awareness of hate crimes against transgender people, an action that current media doesn't perform. Day of Remembrance publicly mourns and honors the lives of our brothers and sisters who might otherwise be forgotten. Through the vigil, we express love and respect for our people in the face of national indifference and hatred. Day of Remembrance reminds non-transgender people that we are their sons, daughters, parents, friends and lovers. Day of Remembrance gives our allies a chance to step forward with us and stand in vigil, memorializing those of us who've died by anti-transgender violence.

Benefits committee – Kara's written report read:

Travel Plans – Out of Country/Province Coverage – While travelling or on vacation outside B.C. benefits re payable for the following expenses incurred IN AN EMERGENCY ONLY and when ordered by the attending Physician (emergency means a sudden unexpected injury or an acute episode of disease that requires **immediate** treatment or surgery. If further treatment or surgery is required, the severity of the condition must be such that it would not allow the patient to be returned to B.C. for treatment). Non-emergency continuing care, testing, treatment, and surgery, and amounts covered by any government plan and/or any other provider of health coverage are not eligible.

Emergency Travel Assistance – In emergencies which occur while you (and your eligible dependents) are travelling, Medi-Assist will coordinate the following services: (1) Locate the nearest appropriate medical care. (2) Obtain consultative and advisory services and supervision of medical care by qualified licensed Physicians. (3) Investigate, arrange and coordinate medical evacuations and related transportation needs. (4) Arrange and coordinate the repatriation of remains. (5) Replace lost or stolen passports, locate qualified legal assistance and local interpreters, and other incidental aid you and/or your dependent may require when in distress.

Call the nearest Medi-Assist emergency access number listed on your card. If necessary, call collect or contact the local telephone operator for help in placing your call to Medi-Assist. Have your Extended Health number (begins "EO") and your BC Care Card number ready for personal identification.

Michèle Favarger and other members attended the day-long Retirement Planning seminar offered by HR on Saturday, November 19th. HR Rep could have been better prepared to respond to staff questions. Facilitator from AON was good. She also attended the Trauma-informed Campus presentation by Tim Black on November 17. It's a couple of hours long and worthwhile if you have opportunity to attend. Tim is trying to make sure that the entire campus community is informed on what trauma is and how to deal with individuals (or yourself) who have experienced trauma.

Let's Talk for Pensions session – Kara would like to offer this again but may not be possible until about April.

Without quorum committee and delegate reports could not be moved.

16. Elections/Nominations – Kara opened nominations for Agreement Study Committee and outlined importance of this committee that does advance work with the Bargaining committee. Nominations will remain open until elections. Seeking a group representing various positions. Some members will be appointed to ensure a diverse group. Nominations received and accepted by those nominated: Teresa Dixon, Pat Shade, Laurie Whyte.

17. Unfinished Business - none

18. New Business – none

General Meeting minutes will stay as "Draft" on website until we get quorum at these meetings and can move them.

Prize draws – draw for S'well water bottle (Greg from Printing) and enamel mug featuring art of Maynard Johnny Jr. *Salish, Kwakwaka'wakw* (Marylyn from Library).

Adjournment – 12:55 pm

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

Handouts -

- Calendar – November 2017. (pink)
 - Statement of income and expenses for the period of September 1, 2017 to September 30, 2017 and October 1, 2017 to October 31, 2017. (green)
 - Benefits Report to GM. (lavender)
 - Chief Steward's report – November 2017. (confidential)
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CUPE 951

NOTICE OF GENERAL MEETING

FEBRUARY 28, 2018

Clearihue A303

11:45 am to 1:15 pm

Minutes of January 31, 2018 GM

1. **Roll Call** (CJ)

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

3. **Attendance Report and Welcome** -
43 members signed in. (Quorum is 25.)

4. **Announcements** – Laurie Whyte announced today is Bell Canada's "Let's Talk Mental Health" day. A sharing via texting or through social media Bell will donate 5 cents for each. Check their website. February is Black History month. Information for events in BC and Canada is available online.

Kara displayed the back page of the current Martlet newspaper on which CUPE 951 has an item. This is part of the cost share. May Day and Labour Day advertisements in The Times-Colonist are scheduled.

The Calendar report for January 2018 and other treasurer related handouts available at the sign in table. See list at end of minutes.

5. **Approval of the Agenda** -

Motion carried (Kara White/Kirk Mercer) That the agenda be approved as changed.

Elections/Nominations was moved to follow the Executive Board report.

6. **Approval of the Minutes** –

Motion carried (Kara White/Ted Godwin) That the minutes of the December 13, 2017 general meeting be approved.

Drafted minutes are on website and updated to final once approved at these meetings.

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

8. **Executive Board Report** (KM) – The Executive met on January 3rd:

Business Arising: CUPE BC Convention (KW) -

Holding rooms at Westin Bayshore. Waiting for credentials to learn if we have six or seven.

Deadline for returning credentials is March 4th.

Motion carried: That we send up to seven delegates to the CUPE BC convention being held April 18-21 2018 in Vancouver.

Kara will exercise her option to attend; she hasn't talked to Kirk yet. Potentially five spots available. The notice of election will go on the notice of the January GM.

Agreement study committee (KW) - The President and Chief Steward are standing members on the committee. Others are elected or appointed. Kara received three names (Teresa Dixon, Pat Shade, Laurie Whyte) and is hoping to get confirmation from a tech who expressed interest. A call for members was done at November and December GMs and will be done at January GM for the four elected positions.

Mat Leave updates (KW) – Federal government changes to maternity/ paternity leave. Language in collective agreement for supplementary benefit. KW met with employer. The provincial government is determining how to roll out federal changes. This will be covered in the President's report.

President vacation requests (KW) – Requested Feb 14-21. Will be within email range. Prep done for arbitration. Requested June 4-30. Will be within email and cell range but different time zone. Pat also away May 30–June 30.

Arbitration update (KW) – Agreement on union side but not employer's. Phone consultation done with arbitrator Sullivan. To be scheduled

for evenings or weekends. Booked for January 22nd from 5:00 p.m. onward. Kara and Ted involved; they may not be available on 23rd if it runs late.

Annotated bylaws update (CDW) – Draft emailed this morning. Annotated where all changes were made. There was agreement that Executive meeting quorum should be changed to five. Proposing general meeting quorum to be 20. Discussion involved 4D, 5C, 5D and 7.

Adjourned: 12:59

The Executive met on January 10th:

Business Arising: Annotated bylaws update (CDW) - A copy was available which included changes made since the January 3rd executive meeting. Kara requested a copy be provided to the CUPE national rep (David Scott) for his review; he has some questions.

A step by step review of the remaining sections from 8C through 18D was done with discussion and notes taken by committee.

Update on Executive positions (KW) – We're still seeking individuals to fill the positions. Once identified, we could appoint them until an election is held at a general meeting. Options re how best to solicit interested individuals was discussed. Cheryl is working on a draft post on vacancies for the website as well as one re the election for CUPE BC convention delegates.

May 2017 General Meeting date (KW) – Our May 30th general meeting conflicts with the Bike To Work Week free lunch. Agreement that the meeting should be moved a week earlier (May 23rd). Kara will make arrangements.

New Business: Education motion (KW) – UVic not offering this course this year. Registration (\$115) plus wages plus per diem. The following motion was discussed but couldn't be voted upon without quorum. Kara will email Executive for vote.

Motion (Kara White/Cathrine Jansen) That we send the new member of the Joint Health and Safety committee to the BC Federation of Labour Health and Safety course on Incident Investigation in Victoria on May 24, 2018.

Adjourned: 1:25.

Motion carried (Kirk Mercer/Suzanne Lanthier) That the Executive Board report be approved.

9. Elections/Nominations –

Agreement Study committee – The following members were nominated, accepted their nomination and gave a brief introduction re why they'd like to be on the committee: Teresa Dixon, Laurie Whyte, Pat Shade, Michael Rheault, Chris Secord, Kate Brooks, Sean Adams. An election was held with members voting for four individuals.

ELECTED by majority count were Kate Brooks, Sean Adams, Laurie Whyte and Pat Shade.

If you weren't elected you will be considered at the next Executive meeting. The Exec will review to determine a good fit as we'd like to have coverage right across the board. You'll be contacted afterwards.

Motion carried (Pat Shade/Suzanne Lanthier) That the ballots be destroyed.

CUPE BC Convention – We received seven credentials. With the President (Kara) and First Vice President (Kirk) exercising their option to attend we'll elect up to five others to attend. Nominated: Cheryl Page DeWolfe, Pat Shade, Laurie Whyte, Barbara Gordon, Michael Rheault, Ted Godwin and Jeta Rugova-Plakolli. Jeta declined to let her name stand.

ELECTED by majority count were: Laurie Whyte, Barbara Gordon, Michael Rheault, Pat Shade and Ted Godwin. Alternate: Cheryl Page DeWolfe.

Motion carried (Pat Shade/Marylyn Roddick) That the ballots be destroyed.

CUPE BC Convention delegates - Please see Kara immediately following the meeting to fill out your Delegate Credential form since they need to be sent soon.

10. **President's Report** (KW) – We are heading down the road to issues with Accommodations again with Arbitrator Sullivan. The main issue is the Accommodation process is not working and so we are at a point that something may have to change.

We are also seeing more departments wanting black out periods for their staff to take vacation.

Please let us know if you are being affected. As to Bargaining, the Union is starting to gear up and over the next few months the local will be looking at language.

The CUPE locals on campus met in December to work on plans for the cost share. We have approval from National so now we are looking at the action items for the campaign "Working for Students at UVic". We have an ad in The Martlet that came out Jan. 25th. We are looking at putting an ad in the Times Colonist for May Day and one for Labour Day to say we are members that proudly support students and the UVic community.

The local has also started regular meetings with the Child Care workers. Due to ratio requirements, our child care workers are not able to attend general meetings. The first one was in December with another to follow in early March.

February is a month where I turn my attentions to Pensions so I will be attending the BC Pension Forum as well as the UVic offering from Pacific Business and Law Institute for Plan Advisors. I am looking forward to finding out more about the new legislation.

At this time of year retirements are on a lot of members minds. I congratulate all members that are taking that big step. Please reach out if you are thinking about retirement and have questions. There is also Morneau Shepell that offers help and advice for those thinking of retiring. But for those of us that are continuing on, please remember there are lots of interesting courses offered to staff through the HR website (Employee Learning Calendar). It is great to see so many out today and I appreciate your attendance to make our Union strong.

10. Treasurer's Report (KW) – Kara provided an overview of two handouts that were available: CUPE 951 Budget 6 month review (July 1, 2017-Dec 31, 2017) and Statement of income for the period of October 1, 2017 to December 31, 2017. We are on target with 50% in all categories. Lots of standard charges, not

seeing anything different. If interested in being Treasurer please let Kara know.

11. Trustee's Report (AW) – CUPE National has written back to indicate they received, reviewed and accepted our audit. No further follow up required.

If interested in being a Trustee please let Kara know. Position vacant ends June 30, 2018. Could be appointed to try it out and then elected at General Meeting. New term begins July 1st.

12. Chief Steward's Report (TG) – No new grievances or settled since last meeting. Kara reviewed arbitration. Lots of enquiries re members having meetings with bosses who try to get decisions re their future here without a union rep present. Please contact Ted or the office for representation when you've been invited to a meeting with the employer. Stewards present in the room today are: Michael Rheault, Andrea Roszmann, Barbara Gordon, Jeta Rugova-Plakolli. Please use this email: chiefstewardcupe951@uvic.ca

11. Education Chair's Report (KW) - We're seeking an Education Chair. Could start now and look at what we're offering in September and looking at budget. Please contact her if you'd like more information.

12. Communication Chair's Report (CDW) – None due to her absence. Please use this email for the position: cupelocal951@gmail.com

13. Reports of Committees, Delegates –

Benefits committee (KW) - HR website now has a brochure regarding changes to maternity and paternity benefits. We're not losing anything. Top ups that were part of the collective agreement aren't being affected. HR's Employee Learning Calendar is available with courses offered February through May. Register on HR site. A few of the courses are: Dealing with Difficulty Personalities (Feb 16), Creating Balance in Your Life (March 23), Healthy

Active Living (April 3), Care for the Aging (April 25), Understanding Depressive Illness (May 9).

*Motion carried (Kara White/Laurie Whyte)
That all reports be approved.*

14. **Unfinished Business** – none

15. **New Business** – none

Prize draws held during meeting – Vintage owl desk calendar, Canada 2018 desk calendar and Sacred Feminine – An Indigenous Art colouring book.

Adjournment – 1:06 pm

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

Handouts -

- Calendar – January 2018. (pink)
 - CUPE 951 Budget 6 month review (July 1, 2017-Dec 31, 2017). (green)
 - Statement of income for the period of October 1, 2017 to December 31, 2017. (green)
-



CUPE 951

NOTICE OF GENERAL MEETING

MARCH 28, 2018

Clearihue A303

11:45 am to 1:15 pm

Minutes of February 28, 2018 GM

1. Roll Call (CJ)
2. Reading of the Equality Statement (PS)
Recognizing the Territory (TG)
3. Attendance Report and Welcome - 20 members attended. (Quorum is 25.)
4. Announcements – International Women's Day on March 8th. Laurie Whyte gave an overview, said the union's theme for the day is bread and roses, from the song by James Oppenheim. She suggested people could google it to see the lyrics. The song dates back to 1911 and became popular again in the late 1960s with the resurgence of the women's movement and the interest in the role played by women in trade union history. Laurie suggested everyone show appreciation on March 8th for the special women in their lives.
The 10th Pink Shirt Day is on February 28th and this year's theme is cyberbullying. Pat mentioned people go on social media (Facebook, Twitter) and post a positive comment with #pinkitforward. Nice needs no filter. The anti-bullying movement first started ten years ago when two teens decided to stick up for a fellow student who was being picked on for wearing a pink shirt. CUPE Vancouver Island District Council (VIDC) is hosting a Leadership conference, June 6-9 at Vancouver Island University in Nanaimo. The Nanaimo Pride Parade follows on 9th.

Tampon Tuesday (Feb 22-March 6) – Victoria Labour Council campaign for donation of feminine hygiene products to go to service women in Victoria UW. Two collection points on campus: at Finnerty's (by counter with napkins, etc.) and at the SUB. More info at Tampontuesday.ca

Calendar – New items are underlined. Kara is attending Essential Tasks of Pension & Benefit Plan today.

Seeking three members to fill vacant

Executive positions: The positions of Education Chair and Treasurer run until June 2019. Both have voice and vote on the Executive Board. The trustee position ends June 2018 with an election at that time.

Education Chair and Treasurer – see outline of responsibilities at end of minutes.

Trustee – seeking a member for this position through June 2018. With the audit completed there is no business for the trustees at this time. The position is up for election in July.

5. Approval of the Agenda - No quorum during meeting.

6. Approval of the Minutes – Drafted minutes of the January 31, 2018 meeting are available on the website. They'll remain as Draft until we have quorum and can present a motion for approval.

7. Matters Arising from the Minutes - none

8. Executive Board Report (KM) – The Executive met on February 7th:

Business Arising: Agreement Study Committee - Appointments (KW) – The committee is comprised of President, Chief Steward, four members to be elected and four members to be appointed. Kate Brooks (secretary), Sean Adams (technician), Laurie Whyte (library staff) and Pat Shade (clerk) were elected at the January 31, 2018 general meeting. Discussion regarding members to be appointed included covering types of positions as well as gender balance. Appoint: Teresa Dixon (Child Care), Michael Rheault (Law Library) and Kirk Mercer (Print shop, skilled trades). Two others were identified; Kirk and Kara will contact them and report back.

Resolutions – Kirk emailed proposed resolutions for CUPE BC convention in advance of the meeting: Ted's resolution re web based electronic voting; three from the Skilled Trades committee and three from the Workers of Colour committee. Laurie received others from the International Solidarity committee. Laurie will email the ones she's received this afternoon for consideration. Kirk will arrange for an e-vote to be sent to the Executive on all resolutions. **Office upgrade** – Kara provided reasoning for motion. *Motion carried: To spend up to \$500 out of Operating budget for sit stand desk for executive assistant.*

New Business:

Personal cyber security – Kara met with Navi Bassi (Director, Academic and Administrative Systems, University Systems) and presidents of the CUPE locals and PEA. He provided information on drafted changes to NetLink ID policy. Changes may take effect in March. Nav has done a presentation on personal cyber security for campus groups including the PEA. The Executive expressed interest in scheduling a Let's Talk lunch hour on this topic. Kara will contact him.

Adjourned: 1:08 pm

The Executive met on February 14th:

Business Arising:

Vancouver Island Library Staff Conference (KM) - Letter received and circulated from conference coordinators (Christine Walde and Jennifer Wells) requesting support, in same manner as last year. Sponsors will be acknowledged throughout the conference, displayed prominently and announced. *Motion carried: To donate \$500 to sponsor the Vancouver Island Library Staff Conference, Friday, April 27, 2018 at the University of Victoria.*

Operations Trackshoes (KM) - Letter circulated requesting sponsorship. We have history of supporting this.

Motion carried: To donate \$100 to sponsor Operation Trackshoes held at the University of Victoria, Friday, June 8 to Sunday, June 10, 2018.

Laurie suggested adding something to our website re volunteer opportunities.

Resolutions (KM) –The resolutions were brought forward for vote at the meeting.

International Solidarity committee – majority voted to endorse the five resolutions from this committee.

Persons with a Disability committee – 1st resolution – majority voted to endorse. 2nd resolution – members noted issues with the wording. The resolution failed to receive endorsement.

Adjourned: 12:29 pm.

No quorum for report.

9. President's Report (KW) – **Bargaining** – I met in early Feb with Sarah St. John, CUPE research representative, to start looking into bargaining surveys. She was looking at our past history to find out what sort of generalized questions could be asked. Also we wanted to start preparing for this next round of bargaining and determine what the bigger issues for our local were. I am hoping Sarah will report her findings soon and I'll

forward those to the Agreement Study committee so we can start the big work on looking at our collective agreement. The first meeting date is still to be set.

The Agreement Study committee consists of: President, Chief Steward, Kate Brooks, Sean Adams, Laurie Whyte, Pat Shade, Kirk Mercer, Teresa Dixon, Michael Rheault, Rebecca Jamin.

Casual Hours review – The stats for 2014, 2015, 2016 and 2017 are completely done. We had a peak in 2015 with high usage of casuals all over campus but the trends are showing a slowing down with some areas decreasing dramatically. I'm looking at whether this is due to more hires in an area or just not bringing in casuals when people are off on vacation or sick leave. We monitor each area as well as have a breakdown of hours for each individual called in for casual work. These stats will help with the bargaining process as well as show patterns across campus.

Sick Benefit Bank – The numbers are in for the sick benefit bank. At the start of 2017 we had 592.75 days in the bank. At year end we were just 35.50 days over which is the lowest outcome since 2002. For the record, in 2016 we used a total of 1384.50 days.

Child Care meetings – Ted and I will attend our second meeting on Friday, March 2nd at the end of their work day. We're looking forward to their questions as well as building connections with them to the general membership.

Pensions – We attended the BC Pension Leadership Forum happened on Feb. 22 in Vancouver. Some of the topics were: Facing Challenges, finding solutions (ESG – environment, social and governance factors and implementing solutions to key challenges that we face such as inequality, climate change, leadership and infrastructure. Jose Meijer, Trustee for

Pension Fund ABP in the Netherlands, talked about investing challenges and trusting your gut but also ask the tough questions with input in NGOs. She is a trustee for a 400 billion Euro pension plan. The shift this year was really looking at the social value of investments and not just the environmental. Therefore there was mention of dialogue between management, unions and the community.

Today I am attending the Pacific Business and Law Institute on essential tasks of pension and benefit plan trustees. I am not a trustee but it is good to know the recent changes in the law as well as looking at costs to the plan (oversight). This afternoon is CPP reform update. I will update more at the next GM.

We're hoping to have a lunch and learn session on the Staff Pension Plan and a separate one on the CPP. Stay tuned for dates.

I was on vacation for part of February but your acting president, Kirk Mercer, covered during my time away. He will report out on the CUPE Universities Committee meeting held on Feb. 15th and the Universities Coordinated Bargaining Committee meeting held on Feb. 16th. I'd like to thank you for attending today. We need your input to go forward as a union so thanks again for coming out.

10. **Treasurer's Report** – none

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

12. **Chief Steward's Report** (TG) - No resolutions to outstanding grievances, and no new grievances since the last general meeting.

There was one layoff of a member with just over one-year seniority in a half-time position. They elected to exercise their bumping rights and have been placed. We are working with the employer to find a placement for the displaced member and it

looks like they will be placed without having to bump.

Myself and Jeta Rugova-Plakoli will be attending two days of Steward training later this month on a Friday & Saturday at VIU in Nanaimo.

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

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

15. **Reports of Committees, Delegates - Universities Committee report** – In Kara's absence Kirk Mercer attended the February 15th meeting in Vancouver. He provided an overview of the report which is available from the recording secretary.

The Universities Coordinated Bargaining Committee (UCBC) met the next day. They will meet again during the CUPE BC convention.

Health and Safety committee – Kara reported the University safety committee met Feb. 27th. Bike thefts increasing on campus. All either had no lock or chain lock. Use a U-lock. Unsecured lockers in MacLaurin and CARSA have had items removed from them.

Vancouver Island District Council (VIDC) Resolution committee – Laurie Whyte (chair) reported a mix up in the deadline for resolutions to be submitted to CUPE BC. Result was the VIDC resolutions didn't get submitted on time (for the first time since Laurie has been Chair). The resolutions will be considered late resolutions. All other resolutions will have to be dealt with at convention before the late ones will be put forward. The two resolutions submitted by locals (one from 951 written by Ted Godwin) were submitted on time by the locals and all the other resolutions were submitted by CUPE BC Committees, all of the resolutions were submitted on time through other channels. It just means they won't have VIDC's signature on them.

Kirk Mercer remarked that lots of district councils and committees didn't get theirs in either. The convention is being held two weeks earlier this year.

Vancouver Island District Council (VIDC)

Diversity committee – Laurie Whyte (chair) submitted an action plan for the year. Will try to get article on Black History on Vancouver Island to Cheryl so she can put it on the website. The VIDC meets four times a year and there will be a 'theme' for each meeting: in May – disability awareness. Hope to have key speaker and any material she gets will make available to our local, as well. In September - Every Child Matters – Orange Shirt Day – recognition of the impact residential schools has had and continues to have on Indigenous communities across the country. It is an opportunity for First Nations, local governments, schools and communities to come together in the spirit of reconciliation and hope for generations of children to come. In November and December - they want to focus on the many international days of awareness, remembrance and action. For example, the Transgendered Day Remembrance is November 20, 2018.

CUPE BC Women's committee – Laurie Whyte reported they met February 21st. She was unable to attend but will share minutes from the meeting when available.

Victoria Labour Council (VLC) – Delegate Ted Godwin reported he was elected as CUPE rep to the Council for the next year.

CUPE BC Persons with a Disability committee – Pat Shade reported they met in January. Guest speaker from Disability Alliance BC presented on different free programs available to those with developmental and intellectual disabilities. They are based in Vancouver but looking at opening an office in Victoria.

Pat suggested asking manager of grocery stores whether they have anyone with developmental or intellectual disabilities. If they do, thank them. If they don't, thank them. The point is to increase awareness and not harass them.

CUPE BC Skilled Trades Committee – Kirk Mercer read his report from the January 22nd meeting of the committee which included guest speaker Lisa Langevin from IBEW and Build TogetHER. The full report is available from the recording secretary.

16. **Elections** - none

17. **Unfinished Business** - none

18. **New Business** - none

Prize draws - two Eco Bag lunch bags [Eagle Vision (Allan Weir, Haida) and In Spirit (Corey W. Moraes, Tsimshian)], a S'well type water bottle and two business card holders.

Adjournment – 12:52 pm

Copies of written reports can be requested from the recording secretary (ctjansen @ uvic.ca)

Handout -

Calendar – February 2018. (pink)

Details regarding the Education Committee Chair and Treasurer positions.

We are looking for a member to step up to each of these important roles since you would have a vote and a vote at the executive level. Education is available. Please consider putting your name forward: email presidentcupe951@uvic.ca or cupe951@uvic.ca

The EDUCATION COMMITTEE CHAIR will:

- Coordinate the activities of the Union's Education Committee (includes Kara White and Kirk Mercer)
- Process registrations, travel and accommodation bookings, travel advances, and leave notices (with the help of the executive assistant)
- Identify training priorities, educational opportunities, conferences and conventions of importance to the Local and recommend actions to the Executive Board (most are on the calendar so just need to keep eye on)
- Give reports from the Education Committee to the Executive Board and General meetings;
- Co-sign cheques and ensure that the Local's funds are used only as authorized or directed by the CUPE Constitution, CUPE 951 By-Laws, or vote of the Executive Board or membership at a General meeting.

The TREASURER will:

- Work with the President and the Trustees to develop the Union's annual budget, and to monitor expenditures
- Regularly make a full financial report to meetings
- Provide an accurate monthly membership report including dues to all General meetings and to the National CUPE Office and to all affiliates who are entitled to per capita payments (with the help of the executive assistant)
- Audit the dues deductions made the Accounting Department on a monthly basis (part of the per capita calculations)

- Sign all cheques with the President, Vice-Presidents, Chief Steward or Education Committee Chair as co-signee
 - Record all transactions in a manner acceptable to the Executive Board and Trustees and in accordance with good accounting practices (Use Quickbooks)
 - Be a member of the Education Committee
 - Deliver the Local's books to the Trustees for audit annually
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CUPE 951

NOTICE OF GENERAL MEETING

APRIL 25, 2018

Clearihue A303

11:45 am to 1:15 pm

Minutes of March 28, 2018 GM

1. **Roll Call** (LW)
2. **Reading of the Equality Statement** (TG)
Recognizing the Territory (TG)
3. **Attendance Report and Welcome** - 27 members attended. (Quorum is 25.)
4. **Announcements** – Two hour Legal Check Up seminar on April 12 is one of the items on Human Resources' Employee Learning Calendar. Calendar – New items are underlined.
5. **Approval of the Agenda** – Motion (M-Kara White, S-Cheryl Page DeWolfe) That the agenda be approved. Carried.
6. **Approval of the Minutes** – Motion (M-Kara white, S-Arden Little) That the minutes of the January 31 and February 28, 2018 meetings be approved. Carried.
7. **Matters Arising from the Minutes** – In the bylaws the maximum donation that can be approved by the Executive is \$500; in process of being reviewed to possibly reduce limit.
8. **Executive Board Report** (KM) – The Executive met on March 7th. In Kirk Mercer's absence Pat Shade presented the Executive Board report from that meeting.
E-Vote procedures – Kara brought a draft from May 2014 for discussion. We'd like to create a procedure for consistency and reporting. Discussion resulted in changes that Kara will incorporate and bring to an

upcoming Executive meeting for consideration.

Cost Share update – Kara indicated we're looking at branding items so we don't need to print each time. Tee-shirt – design will be on front of black tee shirt. For Bike to Work Week event – Kara is negotiating with the UVic BTWW group to see if we can have a table at the UVic celebration station.

Health and Safety update – Kara reported on an issue which arose at the joint committee. During last snowfall over 2,000 people connected to the site re the snow warning and how to respond. This is good news; we've been advocating for this.

Pat reported the Emergency Alerts system has been updated since the University Closure due to snow. The alert notifications are activated and alerts delivered within a minute.

Treasurer's report – Other work has prevented Kara from completing January and February reports. The laptop updated and there are issues with it not connecting with the printer.

Chief Steward's report – Ted reporting on details regarding a lay off and use of bumping procedure.

Education (KW) – Let's Talk Cybersecurity and Let's Talk Pensions have been scheduled.

Communications (CDW) – Going to start doing an audit and assessment of all our communication tools right now.

Quorum at general meetings - Kirk opened discussion of how we might reach members better and increase attendance. Discussion re whether each building has a union bulletin board. Agreement we would try offering pizza at an upcoming meeting and mention it on the postcard, when members sign in we could give them a card thanking them for attending and inviting them to fill out a brief survey online. Completion of the survey would enter them into a prize draw for a One Card or perhaps a larger ticket item in an annual draw. *Motion (M-Pat Shade, S-Ralph Lubin) That the Executive Board report be approved. Carried.*

9. **President's Report** (KW) – The agreement study committee met on March 13th. We have an initial survey almost finished and next step will be coordinating release of our survey at the same time as 4163 and 917. This survey will be important for the agreement study since it will be your chance to let us know what is important to you about the collective agreement as well as the work environment. The more people we have providing input, the more we know what we should be focusing our attentions on. Wages are always a consideration, but we need more of an input that will help lead the way for the next round of bargaining. We have a section on casual and temporary work, workplace issues, bargaining priorities and, of course, compensation. All this data helps in our bargaining strategies so please take the time to fill it out when it goes online!

Pensions - We have booked a "Let's Talk: Pensions" for May 29th where we hope to have someone from the Pensions office attend as well to help answer questions about your staff pension plan. The date is

strategic in that the Pensions Advisory Committee meets on May 23rd to review the staff plan information package that will be mailed out in early June. You will receive your statements at this time as well, so the let's talk will go over the basics.

Return to Work Meetings / Joint RTWA - The Joint committee that is made up of a couple members from 951, 917 and the employer has not been meeting due to a change in the facilitator. But the good news is that we are starting a whole new committee with the first meeting early April. But that also meant that the two locals needed to meet prior to decide on the co-chair position. It was decided that 951 would take on this role for the first year. We also had a chance at that meeting to lightly touch on some of the frustrations. These included:

Communications issues, time lines and responses, process not being followed, privacy and what really is duty to inquire. Another meeting is being set up to get specifics, so we can address these issues at the joint committee.

Health and Safety - I have been busy with incident investigations this month. Six so far which is way higher than normal. The good side to this is that our newest member on the committee has been able to shadow two of them with me. Great news for the local to have more qualified people!

Termination Account workshop - I am back into working with HR on this presentation. This workshop is intended to simplify and demystify the complexities with getting a termination account started as well as the investment potential to this account.

Cybersecurity Let's Talk - Thanks to Nav Bassi from University Systems for the great talk on Personal cybersecurity. We all can look into being more careful with our own personal information and Nav did a great job

giving tips on making sure your personal information is safer.

I will wrap up by saying Thank You to all that have attended; we need your input to go forward as a union so thanks again for coming out.

Electronic information policy updated – see link in the UVic Campus Checklist email.

After you leave your employment at UVic your email is closed. If you're an alumni with questions please contact the Alumni office. *Motion (M-Kara White, S-Michael Gaudet) That the President's report be approved. Carried.*

10. **Treasurer's Report** – Kara presented a report based on the Statement of income and expenses for the periods of January 1, 2018 to January 31, 2018 and February 1, 2018 to February 28, 2018. Copied were available at the meeting. Question re number of members versus dues. .5% of dues is no longer coming off for Defence Fund. *Motion (M-Kara White, S-Teresa Dixon) That the Treasurer's report be approved. Carried.*

11. **Trustee's Report** – no report

12. **Chief Steward's Report** (TG) - Grievances Summary - Three new grievances filed: Article 27 - Job Evaluation; Article 31 – transferring work out of the bargaining unit; Articles 4 & 23 – denial of dependent leave. Two grievances will be moving to Stage 2 this coming month on Article 31 and the transfer of work out of the bargaining unit. Education - Jeta Rugova-Plakoli and myself attended CUPE Steward training modules March 23 & 24 at Vancouver Island University in Nanaimo, facilitated by Laurie Whyte. *Motion (M-Ted Godwin, S-Michael Gaudet) That the Chief Steward's report be approved. Carried.*

13. **Education Chair's Report** – Position vacant. Kara spoke on the benefits of the

position. The Executive is making education related decisions in the meantime.

14. **Communication Chair's Report** – Page DeWolfe made note of her name change and reported that a Communications audit is in progress to ensure those who require access to our various communications channels have the appropriate access and training. Full report next month. *Motion (M-Cheryl Page DeWolfe, S-Ted Godwin) That the Communication Chair's report be approved. Carried.*

15. **Reports of Committees, Delegates - Victoria Labour Council (VLC)** – Ted Godwin attended his first VLC Executive meeting as the new CUPE rep to the Council. The United Way campaign was highly successful this year and they have recognized the significant contribution of union support. Getting more political as they start the process to endorse candidates for municipal elections this coming Fall; rules have changed – unions can't spend money but can endorse candidates and communicate the same to our members; also can bring candidates in to speak. *Motion (M-Ted Godwin, S-Teresa Dixon) That all reports at end of all Committee and Delegate reports be approved. Carried.*

16. **Elections** - none

17. **Unfinished Business** – Barbara Gordon reported that Library rooms can't be booked for non-Library business. An email was received on this.

18. **New Business** - none

Prize draws: Creamy egg yolks (Stephen Wylie), peanut butter eggs (Greg Williams), Purdy's chocolates (Chris Secord), Purdy's chocolates (Darlene Winter), chocolates (Page DeWolfe), a fund raiser for the UVic Peloton: Ride to Conquer Cancer.

Adjournment – 12:48 pm

*Copies of written reports can be requested
from the recording secretary (ctjansen @
uvic.ca)*

Handouts -

Calendar – March 2018. (pink)

Statement of income and expenses – for the
period of January 1, 2018 to January 31,
2018 and February 1, 2018 to February 28,
2018. (green)

UVic Peloton postcard type flyer for Ride to
Conquer Cancer



CUPE 951

NOTICE OF GENERAL MEETING

May 23, 2018

Clearihue C110

11:45 am to 1:15 pm

Minutes of April 25, 2018 GM

1. **Roll Call** (CJ)

2. **Reading of the Equality Statement** (TG)

Recognizing the Territory (MR)

3. **Attendance Report and Welcome** -

28 members attended. (Quorum is 25.)

4. **Announcements** – Calendar update for April 2018. Changes and additions noted.

Mark your calendars for the June 25th

BBQ/general meeting.

5. **Approval of the Agenda** -

Motion (M-Kara White, S-Kirk Mercer) That the agenda be approved. Carried

6. **Approval of the Minutes** – Minutes of the March 28, 2018 minutes approved.

Motion (M-Kara White, S-Michael Rheault) That the minutes of the March 8, 2018 meeting be approved. Carried

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

8. **President's Report** (KW) – Welcome.

Busy with CUPE BC convention held last week. **Bargaining** - Started talking about bargaining. Agreement Study committee has been meeting and met yesterday and finalized bargaining survey. You'll receive postcard in mail with link to survey. You'll get an email, too, but since we don't have all of them we're sending a postcard. Your time to tell us what your priorities are for bargaining. May 2-24 for survey completion. It's your time to give us direction. What parts of the collective agreement can we help you with, for example, in terms of

making life more affordable – how to do that (transit pass, etc.). Please provide suggestions of what you'd like to see.

University CUPE presidents have been talking pretty regularly since January and met at convention partly because of BCGEU. They've gone to the table 11 months early. As of yesterday the government has put an announcement out – from PSEC – three tables are going to table early. Master agreement BCGEU (social services and health). Province released statement that they are looking forward to employers and unions to meet freely negotiated agreements that meet the province's core priorities (Kara read those).

Return to Work/Joint Return to Work committee - Arden Little has been co-chair

of joint return to work committee for a number of years. We'll be celebrating his impending retirement today. Trying to bring back the joint RTW. Successful to have a meeting on April 10th to revise that. Will be a bit different. Always had mediator or third party running committee - don't have that now. Another meeting has been scheduled where we'll set more of an agenda and try to meet on a regular basis. Need to talk about processes about accommodation.

Termination account workshop – had some dates for this week but haven't seen the slides from HR yet. Delayed but hope to start

on May 11th. Joint presentations with HR. May need to revamp with goal to offer more in the Fall. Coming out through HR. Thank you for coming out. We do need quorum.

Motion (M-Kara White, S-Kirk Mercer) That the President's Report be approved. Carried

9. **Executive Board Report** (PS) – Pat Shade reported the Executive met on April 4th and 11th. We didn't have quorum on 4th so motions were dealt with at second meeting. Minutes from previous executive meetings were approved then. Motion passed to purchase shredder for CUPE 951 office. Motion passed to send up to four stewards/union officers to the CUPE Vancouver Island District Council Leadership conference in Nanaimo on June 6-9, 2018. Motion passed for a bouquet for 33rd Miner's Memorial in Cumberland on June 23, 2018. This is an ongoing donation that we make. Let us know if you plan to attend so we can arrange for it to be laid at the gravesite ceremony.

Discussion re feedback survey at general meetings. Page brought draft.

E-vote procedures for items that come up between Exec board meetings so it can go out to Exec board members to vote on emergency items. Process approved for this. Motion passed to send up to six members to 5th Annual Conference on Brain Injury being held on campus June 30, 2018. The conference is coordinated by The Cridge Centre for the Family. Costs will be wages only given the campus location and lunch and refreshments at breaks included in free registration.

Kirk thanked Pat for handling the Executive meetings during his absence as well as making today's report.

Motion (M-Pat Shade, S-Kirk Mercer) That the Executive Board report be approved. Carried

10. **Treasurer's Report** (KW) – Kara gave an overview of the Statement of Income and Expenses for the period of March 1, 2018 to March 31, 2018 document which was available at the meeting. We're still looking for a treasurer. We're down one signing authority so with convention it made it awkward.

Explanation re budget for education. Covered from Defence Fund, transferred to General, because Education comes from there and is reported out that way.

Motion (M-Kara White, S-Ted Godwin) That the Treasurer's Report be approved. Carried

11. **Trustee's Report** (AW) – none. Kara reported books are up to date and will be balanced within ten days which is when final bank statement is expected.

12. **Chief Steward's Report** (TG) – Ted gave a verbal report regarding items he's been dealing with recently. If you're interested in stewarding now is great time to get involved. Educational opportunities coming up and, if interested or curious, please speak to Ted or Barbara, Mike, Andrea or Bo. Please use chiefstewardcupe951@uvic.ca for this position.

Motion (M-Ted Godwin, S-Michael Rheault) That the Chief Steward's report be approved. Carried.

13. **Education Chair's Report** (KW) – Kara reported items going through the Executive board. Lots reported out in Exec board report by Pat. Still seeking someone for this position.

14. **Communication Chair's Report** (PD) – In lieu of door prize tickets Page distributed slips of paper with link to super brief survey about GM. The survey is feedback for the general meetings and while we are restricted somewhat by the agenda, we'd like your feedback on what you'd like to see us doing. At the end, there is an opportunity to add email address and be entered in draw for door prize. Because we ran out of slips,

Page will be emailing the meeting attendees to make sure everyone has the opportunity to give feedback.

If anyone interested in stepping into Communication Chair's position she'd be willing to step into one of the other vacancies. It's difficult to make quorum without all key executive members. If interested, please let her know. She's happy to train you up.

Please use cupelocal951@gmail.com to reach the Communications Chair.

Motion (M-Page DeWolfe, S-Kirk Mercer) That the Communication Chair's report be approved. Carried

15. Reports of Committees, Delegates - CUPE BC Convention – Kirk Mercer provided a document compiling announcements from the convention. It's available upon request and may be posted on the website.

Kara would like to switch up the agenda as follows:

The annual Day of Mourning is Saturday, April 28th. 198 workers died in British Columbia in 2017 as a result of workplace accidents. This year the Victoria Labour Council is putting on a Day of Mourning session on Friday, April 27 at 10:30 at Camosun: "Violence and harassment: Not part of the job" in this year's theme. Take a moment to acknowledge that this happens, need to be aware of this. We have lost people, some have been touched. Please be aware of that.
www.dayofmourning.ca

Recognizing a retiring member – Arden Little (Bookstore). Arden is a long time union activist who has been at UVic for almost 25 years. On Career Development committee, Health & Safety committee, bargaining committee, a picket captain, steward and

return to work officer for us. To say you'll be missed is an understatement. One of those rare people who instantly became a friend and an activist! No words to reflect how much you'll be missed on campus but this is your time for retirement. Kara presented Arden with a card and recognition from the Local.

Arden related a story re working at Canada Post and wanting to work at UVic.

Apparently Kathy Mercer told him to be careful for what he wished for. He started at UVic and found himself in a difficult situation and met with the chief steward who was Kathy Mercer. Her response was, "I told you so." ☺

Arden reflected it has still been better than the post office and has been happy to be here all this time. The union has been the thing that has kept his brain active. A combination of frustration (bargaining) and satisfaction (helping people).

16. **Elections** - none

17. **Unfinished Business** - none

18. **New Business** - none

Adjournment – 12:36 pm. The meeting adjourned early so members could enjoy cake and coffee and spend time with Arden.

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

Handouts -

Calendar (April 2018), Statement of Income and Expenses for period of March 1, 2018 to March 31, 2018.



CUPE951

NOTICE OF GENERAL MEETING

June 27, 2018

Cadboro Commons

11:45 am to 1:15 pm

Minutes of May 23, 2018 GM

1. **Roll Call** (CJ)
2. **Reading of the Equality Statement** (KM),
Recognizing the Territory (TG)
3. **Attendance Report and Welcome** -
20 members attended. (Quorum is 25.)
4. **Announcements** – Calendar update – The
CUPE 951 office is open June 4-8. The
President and Chief Steward will be away
but the Executive Assistant will be in the
office the entire week.
Bargaining Survey – postcards mailed and
email reminders sent inviting completion.
Tomorrow is last day to complete.
Scholarships – there are a number of
scholarships available. Please check our
website for more information.
Collection for the June BBQ coming up -
We're focusing on collecting items for
Welcome Kits for the Women's Transition
House at the June BBQ.

The drafted General Meeting minutes go up on the website about a week after the meeting. They remain in Draft form until we have quorum at a General Meeting and can vote on their approval.

5. **Approval of the Agenda** – *No quorum for motion to approve.*
6. **Approval of the Minutes** – *No quorum for motion to approve.*
7. **Matters Arising from the Minutes** – none
8. **Executive Board Report** (KM) – The
Executive met on May 2nd.

Business Arising: Agreement Study

committee update – Kara - survey complete. It's ready to go. Postcards – doing final approval before being sent out. Will be sent to printing this afternoon – likely not received until Friday. Survey ends May 24th
Costshare update – Kara – tee shirts in. If you're helping or volunteering at event you'll be wearing a tee shirt. Hoping to get it out for Labour Day. Will have tables at orientations for new students, undergrads, mature students, grad students.

New Business: Campus Update session

Kara reported on the Update session provided by Gayle Gorrill, VP Finance and Operations, on Friday, April 27th. It's available for viewing online. The CUPE presidents and David Scott, National Rep, met this morning with Kane Kilbey and Gayle and went through the presentation and any questions we had.

The Executive met on May 9th:

Business Arising: Agreement Study update:

Bargaining survey is out and 155 responses have been received.

Swag: Kara informed us that bargaining is approaching and we have very few CUPE 951 umbrellas left. Discussion on what new materials should be ordered. Pat suggested vinyl logos to go over the camera setting on personal computers.

Cost share update: Janet Szliske from CUPE National would like to come to UVic and take picture of members on May 24th.

New Business: Draft CUPE 951 Bylaws:

Ted put a motion through that we hold a special general meeting for the purpose of presenting the amended Bylaws on July 31st.

Donation: Ted informed us that CUPE 3903 at York University is on strike. They are looking for financial support. **Motion:** To donate \$100 to CUPE 3903 for strike support. Carried.

No quorum for motion to approve this report.

9. **President's Report** (KW) – Thank you for coming. Today's meeting moved up a week to avoid conflict with the Bike to Work Week sponsor lunch held on May 30th.

Campus update – was held on April 27th by Gayle Gorrill. The hour long presentation is available on UVic's website. Increase in fees for international students and tuition. The 1.95% employer health tax was mentioned in the speech. Has to do with the provincial government and MSP changes as of January 1 2019. Most of budget focused on 20% increase international tuition fees. Fee increases to be grandparented in so not a shock to current students. Let Union office know if you have problems in your office because of tuition increase.

LTD (Long Term Disability) plan – had a meeting this morning. The staff plan includes CUPE 951, 917 and one component from CUPE 4163. Premiums are assessed every year. Our plan is set up so employer pays those and a cap of 3.08% is set. Last year we were at the cap. This year we were notified we're beyond the cap. We have a contingency fund that could be used to bridge the difference in the cap but would only last 12 months to maintain benefits.

Bargaining – The Agreement Study committee has been meeting with some meetings to review contract language to be held over the Summer. Bargaining survey postcards distributed with reminders sent by email if you're on our email list. We've only

received responses in the low 200s at this point. Please go back to your offices and share it that you have today and tomorrow to complete. This is your chance to tell us what you'd like to be focused on for bargaining.

Cost-shares – our current "Working for Students" campaign ends mid-September this year. Join us for a photo opportunity tomorrow (May 24th) at 12 noon at Petch fountain. Look for the pink CUPE National flag and our flag with the CUPE 951 logo. Photos to be used in the Fall and when we go into bargaining.

Termination account workshop – this has stalled since I'll be away all of June and won't be able to finish reviewing slides with the employer before then. It will be tested with stewards and RTW officers first. Then rolled out via Human Resources offerings in the Fall.

Let's Talk Pensions – Tuesday, May 29th from 12:00-1:00 in Clearihue C108. We'll go through the 2017 staff plan report to members to make sure it's clear language. In late June you'll be mailed your member statements. We'll review how statements have changed. Amy Errington (new CUPE 951 committee member) will be there.

June GM/BBQ will be hosted by the stewards and held at Cadboro Commons outside Village Greens.

No quorum for motion to approve this report.

10. **Treasurer's Report** (KW) – Statement of income and expenses for the period of April 1, 2018 to April 30, 2018 available as handout. Typo on year noted. Details are for 2018. Year typo on the printed report.

No quorum for motion to approve this report.

11. **Trustee's Report** (AW) - a meeting in July has been scheduled for review of the books.

No quorum for motion to approve this report.

12. **Chief Steward's Report** - No grievances resolved, or new grievances filed since the

last meeting. Two layoffs currently in process. If you have been in a temporary position for two years, you now have full rights and benefits including the provisions of Article 17: Layoff and Recall of Regular Employees.

Four stewards registered for training at VIU June 6-9.

The RSVP for the June BBQ will be going out shortly. Hosted by your stewards, come enjoy lunch and meet your stewards and return to work officers.

Please use chiefstewardcupe951@uvic.ca for this position.

No quorum for motion to approve this report.

13. Education Chair's Report – Kara reported we're still looking for a chair for this committee. If interested, we would welcome you with open arms. Let's Talk Pensions scheduled for Tuesday, May 29th from 12:00-1:00 in Clearihue C108.

No quorum for motion to approve this report.

14. Communication Chair's Report (PD) –

Page will be stepping down as Communication chair at end of August. Lots of time now for training. Lots of overlap. Now would be a good time to do that. Yesterday's reminder of this meeting showed up in her spam folder. If you're expecting the emails – add the email to your Address Book and that should bump it into your Inbox.

No quorum for motion to approve this report.

15. Reports of Committees, Delegates –

Ad Hoc Bylaws Review committee – Kirk Mercer reported the committee has been meeting for the last two years. A special general meeting will be held on July 31st for one hour. Hopefully everyone will take time to review the proposed bylaw changes prior to that and attend to vote. The proposed bylaw changes will be posted to the website soon along with an annotated section that

gives explanations for changes. This should provide lots of time for people to review in advance.

We'd like people to arrive to the July 31st presentation well informed and we can vote at that time.

Victoria Labour Council (VLC) – Ted reported the VLC is sponsoring a team of ten to participate in the 1st Annual Walk/Run for Mental Health, September 22 at Banfield Park in Victoria. Victoria.DefeatDepression.ca If our local gets enough people to sign up we could have a CUPE 951 team. If interested contact Ted or Kirk Mercer.

The Municipal Committee is sending questionnaires to candidates for the municipal and school board elections this fall. The NDP has banned corporate and union donations but the council and union locals can still endorse candidates and communicate the same to their members.

CUPE BC convention – Laurie Whyte gave a delegate's report. Two years ago the local submitted an emergency resolution to stop the privatization of blood donations where companies wanted to pay to have blood donated. That emergency resolution passed. This year CUPE BC executive put through a similar resolution which passed. "On May 17, the *Voluntary Blood Donations Act* passed in British Columbia with unanimous support from all parties. The legislation prohibits private companies from paying individuals for their blood and plasma province-wide. CUPE applauds the NDP government for acting to safeguard our national public blood and plasma collection system." Excerpt from Voluntary Blood Donations Act receives unanimous support in B.C. article posted on CUPE website on May 22, 2018.

Job Evaluation committee report – Page DeWolfe reported there are lots of changes going on to the committee. HR has appointed a new co-chair but we've not had a chance to meet. She and Kirk Mercer will be training a new member at large in the next month. After 8 years on the committee, Page will be handing the co-chair reigns to Kirk and will step back to member at large until a replacement can be found. Kirk asked members to send anyone their way who has gone through the JE appeals committee in recent years since their experience would be very useful on the committee.

Without quorum the Committee and Delegate reports could not be moved for approval.

16. **Elections** – Kara asked members to contact us if you are interested in the different Executive positions available. We're looking for members on committees, too.

17. **Unfinished Business** - none

18. **New Business** – none

Prize draws – two draws for One Card gift cards (Andrea Roszmann and Jeta Rugova-Plakolli) and a draw for a S'well water bottle (Michael Gaudet).

Adjournment - 12:44 pm

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

Handouts -

- Calendar – May 2018. (pink)
- Statement of income and expenses for the period of April 1, 2018 to April 30, 2018. (green)
- Cards for the Victoria 1st Annual Walk/Run for Mental Health (Victoria.DefeatDepression.ca)