



Minutes of February 27, 2019 General Meeting

1. **Roll Call** (CJ). Meeting co-chaired by Pat Shade and Michael Rheault.
2. **Reading of the Equality Statement** (KM)
Recognizing the Territory (MR)
3. **Attendance Report and Welcome** – 33 members attended. (Quorum is 25.)
4. **Announcements** – updates on Calendar (February 2019, on mauve).
Make your period promise and help us FILL THE BUS this Saturday, March 2 at Hillside Centre, 10 – 2 pm. Drop by with unopened boxes of menstrual products to help youth and women in need. #yyj #showyourlocallove.
February is Black history month – Laurie Whyte provided handouts on Viola Desmond and United Nations International Days for February to April.
Michèle Favarger mentioned two IdeaFest events: Climate Visions on March 4th (6:30-8:00 p.m. at First Peoples' House) and Beyond Climate Impacts ... to inspiring solutions on March 9th (7-9 p.m., tickets are \$10 for adults and \$5 for students). If ticket price is a barrier to your attendance please contact ideafest@uvic.ca. Also, that six of the resolutions endorsed by VIDC were from the CUPE BC Environment Committee.
A photo was taken of those wearing pink for Pink Shirt day.
5. **Approval of the Agenda** – *Motion carried: (Pat Shade/Bo Love) That the agenda be approved.*
6. **Approval of the Minutes** – Draft posted on website about two weeks after the meeting.
Motion carried: (Michael Rheault/Bo Love) That the minutes from the January 30, 2019 general meeting be approved.
7. **Matters Arising from the Minutes** – none

8. **Executive Board Report** (KM) – In Kirk's absence Michael Rheault read his report. The Executive met on February 6th. **Business Arising: Motion for Vancouver Island Library Staff conference** – Letter received from Vancouver Island Library Staff conference coordinators requesting donation. Last year's \$500 donation was part of a CUPE National cost-share with CUPE 917 and 4163. \$250 came from the cost-share and the other \$250 was divided between the three locals. Our portion would have been about \$83. Last year's cost-share included campaigns of importance to each local. Without one in place we would be asking them to support something where they don't have members. The Executive asked Kara to approach the other two locals.
We have spent about \$900 of the \$1500 in our Donations line. Michael suggested we could consider a \$100 donation if others not interested. Kirk said the same conference lobbies VIDC for donation. They've given \$500 and, if they do that again, we could consider adding \$100 to that.
Table this until next Executive so Kara can talk to other locals and Kirk can talk to VIDC. We may bring forward a motion at that time.
Executive Elections update – (KW) Nomination forms are available. Sherry Harmsworth will chair the Elections committee Michael Gaudet and Mike Thomas as returning officers. She has approached Greg Melnechuk, 4163 president, to ask if he'll run the election. David Scott, our national rep, will attend but won't run election. Completed nomination forms to be routed to Kira in 951 office who will batch and send to Sherry. It will be up to the committee whether they would like to an election forum.

CUPE BC Convention update – (KW) – We don't know the number of credentials. Elections were held at January GM. No info received re registering online. She'll visit CUPE BC office on Friday, Feb 8th and hopes to find out more. She spoke with Michael Rheault, who was nominated at GM but hadn't attended or provided agreement to run if nominated, and he is interested in running as alternate. We will need to have an election for alternate at the February GM. Pat would Chair that portion of meeting.

Committee update – Sick Bank – (KW) – Helen Rezanowich, long term Chair of the committee, is retiring and we need a new Chair for the committee. We may need to include the committees and try to get someone involved.

Education motions – Barbara gave details on offerings after each motion was seconded and circulated flyers on offerings for those that were available.

Motion carried: (Barbara Gordon/Pat Shade) That we send up to two members to the BC Labour Law 2019 Accommodation Law Conference in Vancouver, May 15-16, 2019.

Motion carried: (Barbara Gordon/Ted Godwin) That we send one member to the pre-conference Lancaster workshop on Accommodating Employees with Episodic Disabilities, April 15, 2019, in Vancouver.

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Motion carried: (Barbara Gordon/Pat Shade) That we send one member to the Bottom Line Conference on mental health in the workplace, March 11-12, 2019, in Vancouver.

Motion carried: (Kara White/Teresa Dixon) That we send one member from Joint Health and Safety committee to BC Fed Mental Health First Aid course in Victoria May 7-8, 2019.

New Business: Follow up on CUPE BC endorsements – letters to VIDC – (KM) – Candidates were endorsed for CUPE BC positions at last General Meeting. We need to follow up by sending letters to VIDC so those candidates can request endorsement. Kara indicated that

letter was sent to CUPE BC noting our endorsement of candidates

Motion carried: (Michael Rheault/Michèle Favarger) That the Executive Board report be approved.

9. President's Report (KW) – In Kara's absence Pat Shade read her report. Welcome all. Sorry I am not able to make it to the meeting today. Hoping there are lots of people wearing pink today in celebration of Pink Shirt Day. I will be wearing my pink shirt while on vacation. Just a few updates since the last general meeting. I attended the Solvency Funding consultation meeting with Unions representing members of defined benefits pension plans sponsored by Quasi-Public sector employers put on by the Financial and Corporate sector policy branch of the Provincial government. It was a great round table discussion on the impact of solvency funding and options around changes to the solvency funding framework under the Pension Benefits Standards Act. Quebec and Ontario have recently undergone funding reforms and so the BC Government is also looking to see if any reforms are needed in the current environment. The concerns are around the trend to dilute defined benefits plans in the province and the solvency calculation is based on interest rates that we are seeing have a lot of volatility. This process of review will take a lot of time, but it was great to be able to express our concerns for our plan directly to the people responsible for looking into the act. I will have more to report at a future meeting on this but changes to the act take time so we have time for more discussion.

On the 8th, I attended the CUPE BC Universities Committee meeting where we discussed our resolutions that we want to bring forward to convention. Resolutions like this from a committee are our voice in the bigger picture. We again will bring forward a resolution on reviewing convention which stirred up lots of debate at the previous convention. We are also looking to submit a request for a tool kit for mental health support for our union activists, a resolution around precarious work and also a resolution around supporting locals that are employers (such as ourselves). The previous day

was a Universities Coordinated Bargaining Committee (UCBC) meeting where each CUPE local gives a report on bargaining updates in their local. UBC 116 is ready to go to the table anytime, both UBC 2950 and 2278 look like they are looking to bargain after expiry sometime in late Spring or Fall. UNBC 3799 is ready to go to the table. Royal Roads 3886 only reported that Faculty are going to the table first. SFU 3338 still needs to get out their survey but feel they can catch up to the rest of the group. TRU 4879 is ready to go to the table and have dates starting next month. UVic 4163, one of the components, is gearing up to head to the table very soon. Our group had a caucus date on Feb. 13th where we had a joint meeting with common proposals with 917. Looks like we are on track there. The afternoon was just our local and we reviewed the rest of the collective agreement. Proposals are very close to being completed. Hopefully you all received an email from the negotiating committee. This is a new listserv where email will be for the negotiating committee communications only. If you did not receive an email this month, please let the union office know so we can add you to the list. Next month's General meeting will be March 27th in the same room. I will be back from vacation and look forward to catching up with you then. Hopefully we will be out of the snow by then!

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

Motion carried: (Laurie Whyte/Bo Love) To adjust the agenda so that Elections and Resolutions are handled next.

10. Nominations, Elections or Installations

Election for Alternate to CUPE BC convention –

Michèle Favarger and Michael Rheault were nominated and spoke on why they'd like to be elected. An election was held with Bo Love assisting Al Wiebe with counting ballots and Laurie Whyte named by Michèle as scrutineer since she needed to leave the meeting. Michael Rheault was elected as Alternate.

Motion carried: (Page DeWolfe/Ted Godwin) To destroy the ballots.

11. CUPE BC resolutions (from CUPE 951)

CUPE 951 members sit on the committees referenced in resolutions which is why we're presenting them for approval. Pat and Michael read the resolutions. If we endorse them there is no certainty that they will make it to the convention floor.

Motion carried: (Pat Shade/Laurie Whyte) To endorse the CUPE BC convention resolutions from CUPE 951.

12. CUPE BC resolutions (from VIDC) - Laurie and Michael read the resolutions and a motion was necessary to endorse each of them.

Motion carried: (Laurie Whyte/Ted Godwin) To endorse resolution 1.

Motion carried: (Laurie Whyte/Andrea Roszmann) To endorse resolution 2.

Motion carried: (Laurie Whyte/Pat Shade) To endorse resolution 3.

Motion carried: (Laurie Whyte/Pat Shade) To endorse resolution 4.

Motion carried: (Laurie Whyte/Page DeWolfe) To endorse resolution 5.

Motion carried: (Laurie Whyte/Bo Love) To endorse resolution 6.

Motion carried: (Laurie Whyte/Andrea Roszmann) To endorse resolution 7.

Motion carried: (Laurie Whyte/Ted Godwin) To endorse resolution 8.

Motion carried: (Laurie Whyte/Andrea Roszmann) To endorse resolution 9.

Motion carried: (Laurie Whyte/Jeta Rugova-Plakolli) To endorse resolution 10.

Motion carried: (Laurie Whyte/Marion Will) To endorse resolution 11.

Motion carried: (Laurie Whyte/Jeta Rugova-Plakolli) To endorse resolution 12.

Motion carried: (Laurie Whyte/Page DeWolfe) To endorse resolution 13.

Motion carried: (Laurie Whyte/Andrea Roszmann) To endorse resolution 14.

Three draws for One cards were done.

13. Treasurer's Report (MR) – Michael will make a report at the next GM. *Motion carried:*

(Michael Rheault/Ted Godwin) That the Treasurer's report be deferred to the March GM.

14. **Trustees' Report** – We're seeking another trustee. Please let Kara know if you're interested and share this with your coworkers.

15. **Chief Steward's Report** (TG) – No grievances concluded this month. Three new grievances filed around unfair hiring, unauthorised transfer of work, and unreasonable denial of secondment, respectively.

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

16. **Education Chair's report** (BG) – I am learning the ropes. Had a meeting with the Treasurer and President to get an idea of the budget for education, and how it overlaps with conferences and conventions. Executive has approved sending members to the Bottom Line Conference (March 11-12), the BC Labour Law Progressive Discipline Seminar (March 28), an Accommodation workshop at the Lancaster Conference (April 15), and the BC Fed Mental Health First Aid (May 7-8).

I hope to brainstorm with the Communications Chair to get the information about conferences and workshops out to the membership at large (not just those currently active in the union) and to get feedback on what education members would like to see offered. I also hope to coordinate with 917 about workshops on campus.

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

17. **Communication Chair's report** (AI) – Recently did some training with Kira in the CUPE office and am beginning to learn the position. If there is any information members would like me to circulate, please forward to my attention. I would like to clear up some possible miscommunication on the email lists. As indicated earlier (Presidents report, read by Pat) there is an email list just for the negotiating committee. There is also an email list for general announcements, if you did not receive the reminder today for the GM you are not on that list. You can register to receive emails by

visiting the link on the back of the GM announcement card or visiting the website.

Motion carried: (Amy Issel/Page DeWolfe) That the Communication Chair's report be approved.

18. **Reports of Committees and Delegates** – Laurie Whyte gave delegate's report for Vancouver Island District Council: I would like to start by thanking the local for sending me as a delegate to the Vancouver Island District Council.

The Council meets four times a year, on a Saturday at the Coast Bastion Inn, Nanaimo, BC. The Executive meet either the Friday before or on the Saturday morning in the hotel.

About a year ago, I was elected as Diversity Executive Member At Large, to fill the vacancy when Dale Whitford left. I will be up for re-election at the May VIDC meeting. I am also Chair of the VIDC Resolutions Committee and Chair of the VIDC Diversity Committee.

VIDC does community outreach by holding a community fund-raiser at each of its four meetings. The funds raised go to a community organization that assists people in need, such as transition houses, homeless shelters, food banks, hospices, etc.

VIDC met December 1st, 2018 and I attended along with Kirk Mercer, Ted Godwin and Michèle Favarger from our local. Kara White and Pat Shade were excused.

The December Community Fund Raiser was: the Powell River Hospice Society.

At the General meeting, I presented a report from the Diversity Committee which included a list of the United Nation's Important Dates (e.g. November 20 was Universal Children's Day. My report also included information regarding December 1st – World AIDs Day, December 2nd – International Day for the Abolition of Slavery, December 3rd – International Day of Persons With Disabilities and December 6th – Canada's National Day of Remembrance and Action on Violence Against Women.

Motion carried: (Laurie Whyte/Andrea Roszmann) That Laurie Whyte's delegate report be approved.

Ted Godwin gave a delegate's report for Victoria Labour Council: VLC (Victoria Labour Council) is holding a Women's Day Social with speakers (including a cabinet minister) at the BCGEU building, the evening of Friday March 8th. More information can be found on the VLC Facebook page.

*Motion carried: (Ted Godwin/Andrea Roszmann)
That Ted Godwin's delegate report be approved.*

19. **Unfinished Business** – none

20. **Adjournment** – 1:03 p.m.

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

Handouts - Calendar – February 2019 (on mauve paper), CUPE 951 Executive and Trustee nomination forms, United Nations – International Days – February to April handout, Viola Desmond handout, flyer on Bread and Roses.

Next General Meeting:

March 27, 2019

11:45 – 1:15

MacLaurin D116