



Minutes of April 24, 2019 General Meeting

1. **Roll Call** (CJ)
2. **Reading of the Equality Statement** (TG)
Recognizing the Territory (MR)
3. **Attendance Report and Welcome** – 34 members attended. (Quorum is 25.) David Scott, CUPE National rep, attended as guest.
4. **Announcements** – updates on Calendar (April 2019, on pink). Pat Shade announced he'll run for CUPE BC Diversity VP at CUPE BC convention. Laurie Whyte will be running for reelection as Trustee at CUPE BC convention. April 28th is Day of Mourning with flag at University flying at half mast to honour the 131 workers who lost their lives last year due to workplace injury and disease. A commemorative ceremony will be held at Camosun College Lansdowne campus on April 26th, 10:30-11:30. http://www.victorialabour.ca/international_day_of_mourning
5. **Approval of the Agenda** – *Motion carried: (Kara White/Michèle Favarger) That the agenda be approved.*
6. **Approval of the Minutes** – A few copies available at meeting and Draft is posted on website within about two weeks of the meeting. *Motion carried: (Kara White/Pat Shade) That the minutes from the March 27, 2019 general meeting be approved.*
7. **Matters Arising from the Minutes** – none
8. **Executive Board Report** (KM) – Pat Shade read the report in Kirk's absence. Kirk is attending the United Way Spirit Awards on behalf of all affiliated unions. Unions make up 62% of all donations towards United Way. The Executive met on April 3, 2019. **Business Arising:** June BBQ – KW – Date is June 26th but Cadboro Commons is under construction so

Degrees Catering has asked for new locations. Cost will likely go up due to need to arrange tables and seating, etc. Difficult because we want to be excluded from student population. Other possibilities are University Club or Michele Pujol room in SUB.

By-laws – KW – CUPE National sent letter with recommendations. Kara provided to Kirk (1st VP) and Cathrine (recording secretary). Kirk recommended committee coming back together to review compliance issues. "With the exception of these remaining issues, on which I look forward to hearing from you again, the bylaws are in compliance with the National Constitution and I am therefore pleased to confirm my approval of them in accordance with the provisions of Article XIII.

In solidarity, "

MARK HANCOCK, National President

Motion carried: (Kara White/Kirk Mercer) To revive the Bylaws review committee to review CUPE National's response.

Executive meeting location update – KW – GSS says they'll be charging for the room now but we don't know when that will take effect. She'll talk to them. We've been getting around previously. Kirk mentioned renting as outside entity and cost was \$15/hour plus GST. Charges can be significantly delayed with their accountant coming in every second Thursday.

TEF building update – KW – Student services and Health Services being moved into TEF. Union offices will be moved within TEF and room numbers will be changed, too. Union offices to be moved before construction begins to prepare for other departments moving into building. Our Executive Assistant's office will stay where it is.

Arbitration update – KW – Kara provided an update.

Request from CUPE 4163 member – KW – Student sit in held on March 26th in Senate Chambers. They have food drive this Friday coming up. Greg Melnechuk, 4163's president, has agreed they can use the CUPE tent. Discussion regarding student demands and whether we support them all. We agree to use of CUPE tent but not stand up signs which lists specific locals, etc. Develop a statement from CUPE 951 re what we agree to.

Sick Bank update – KW – Helen Rezanowich is retiring and Kayleigh Gordon has stepped forward as Chair. Looking for an additional person for the committee. Role-based email created for committee instead of using committee chair's primary email.

Back filling President while on vacation – KM – discussion. Issues arose while the President was on vacation and Kirk responded as best as he could with consulting with Treasurer and Chief Steward. Full discussion followed arguing both sides. No consensus reached.

Motion for laptop for recording secretary – KW – Older model laptop now takes substantial time updating. Kara obtained quotes of \$349 and \$500 but limited numbers available so requesting more, if necessary.

Motion carried: (Kara White/Michael Rheault) To spend up to \$700 for a laptop for the recording secretary, funds to come out of the general operating budget.

New Business: Education related – BG – Barbara has an expression of interest in the Lancaster "Psychological health at work" scheduled for May 30th. It was suggested that if we don't have names going forward to May 7/8 or May 15/16 events, we could use those funds to look at this one. A motion could be sent electronically through the Recording Secretary. Barbara to discuss with Treasurer to determine if funds available and route to Cathrine for e-voting. Adjourned: 1:30

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

9. President's Report (KW) – Welcome all. Never ending in the President's office. With the bargaining, most of my time feels like just playing catch up. We did meet with the casual

members in Finnerty Express about the upcoming changes. The dates are still not known when they might shut down for construction but we did meet with them to hear their concerns.

I am looking for a member to join the joint Health and Safety committee. Ideally you would be able to help members through the incident investigations. There is training provided but would really help us maintain our responsibility to investigate within 48 hours after an incident. Right now we are low on members that can drop and go when required. If you think you would like to help out, this is a great area and I know members really appreciate having someone from the union walk them through some paperwork. On a side note, I am also looking for an alternate to the University safety committee. If you are interested in looking at the bigger picture of safety on campus, then this position is for you. Please let me know if you are interested. Executive elections are coming up with all positions on the executive board up for elections. If you are interested in being part of the executive or just learning more, please come forward. We are looking at all positions on the executive. They are President, Vice President, 2nd Vice President, Chief Steward, Treasurer, Recording secretary, Education chair, Communications chair, two Member-at-large positions and two Trustee positions (one for 2 years, one for 3 years).

That being said, I have decided not to put my name forward for President in the upcoming elections. This is a great experience like no other and I thank you all for the faith you have put in me over the past 4 years. I originally ran on a platform for change and it is now time for the Union to change up a little. I hope to encourage you to put your name forward for such a rewarding experience. Nomination forms are at the back and you can nominate yourself! May 29th will be an important meeting for members to attend to vote for your executive.

Next month's General meeting (Elections) will be in Elliott 168.

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

Ted thanked Kara for her service.

10. **Treasurer's Report** (MR) – Michael reported on the Statement of Income and Expenses for March 2019. Please correct end date of report to March 31, 2019. Copies available.

Motion carried: (Michael Rheault/Ted Godwin) That the Treasurer's report be approved.

11. **Trustees' Report** (AW/DF) – no report.

12. **Chief Steward's Report** (TG) – “Put it in writing.” Ted recommended when making a request of your supervisor/manager that we put it in writing. An email would suffice. If verbal agreement or denial is received we follow up by email for the record.

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

13. **Education Chair's Report** (BG) – First, a reminder to all members that you don't have to be a union officer or steward to apply for an education opportunity, even one that happens off-campus.

Second, thanks to those who have let me know about education opportunities that I might have missed! Our Communications Chair has updated information on the local's website and Facebook page.

What's coming up?

May 15-16 - BC Labour Law Accommodation in Vancouver

May 30 - Lancaster Psychological Health at Work, in Vancouver

June 19 - Survive, Strive, Thrive (UVic) - This is a self-registered free conference, on campus (with lunch!) and I encourage any interested members to check it out. If your supervisor is reluctant to give you the time to attend, ask your union rep about book-off.

Nov 7 – BC Fed Incident Investigations in Victoria

Nov 13-14 – BC Fed Mental Health in Victoria

Motion carried: (Barbara Gordon/Janice Closson)

That the Education Chair's report be approved.

14. **Communication Chair's Report** (AI) – No report.

15. **Reports of Committees, Delegates** –

Laurie Whyte made the following two reports:

Bottom Line Conference – March 11-12, 2019 – Vancouver. I'd like to thank the Local for

sending me to this fabulous conference. It was: awesome, moving, emotional, educational, thought-provoking, and worked towards breaking down stereo-types and stigma, especially that around mental health issues.

The speakers shared their stories from their first-hand experiences, speaking directly from their hearts. There were two speakers from the Portland Hotel Society and another Non-Profit Housing Organization and a speaker who was a long-term care attendant. The speaker from the Non-Profit Housing Organization spoke of staff shortages and the opioid overdose crisis. There were four people overdosing and only 3 staff members to attend them, so one person had to die because there was no one to help them. The long-term care attendant spoke about the fires in the Okanagan/Thompson area and how she felt compelled to stay at work and help the residents evacuate when she didn't know whether or not her house had burned to the ground or whether or not her family was safe. They were talking about their PTSD – Post Traumatic Stress Disorder - and some of their experiences that led to it.

There were other speakers, workshops (I wish I could have attended all of them) and vendors set up so one could peruse them on breaks. The vendors represented organizations available to help people, such as addiction centres, medical monitoring companies and 12 step programs. They had lots of SWAG to give away and I was lucky enough to find an excellent pen that I can use with my arthritic hands.

I was disappointed that no one from Human Resources had the opportunity to attend.

Lancaster House Pre-Conference Workshop – April 15, 2019 – Vancouver - Accommodating Episodic Disabilities. I'd like to thank the local for sending me to this excellent workshop. There were 18 of us in the workshop, managers, supervisors, Human Resources folk and a few Union people. We received tonnes of valuable information. There were many role-plays that gave us first-hand practice in how to approach employees with an episodic disability, how to represent them and how to think outside the box in order to accommodate them.

Upon my return to work after the workshop, I was immediately asked to work with a member with episodic disabilities – to help her return to work with an appropriate accommodation. Michèle Favarger will be attending her last VIDC meeting soon. These are held four times a year. If you have an opportunity to be a delegate she recommends becoming involved. The Council covers Vancouver Island and the Sunshine Coast. It's an opportunity to connect with union members doing important work at a higher level. She encourages anyone who has a chance to participate to do so. <https://vidc.cupe.ca>
Motion carried: (Kara White/Laurie Whyte) That the above delegate reports be approved.

16. Nominations, Elections, or Installations

– Kara introduced Kayleigh Gordon as new Chair of the Sick Benefit Bank committee. A role-based email has been created for the committee chair. A reminder that Nomination forms for Executive Board and Trustee positions are available. Elections held at May 29th general meeting.

17. Unfinished Business – Kara thanked Michèle Favarger and Helen Rezanowich for their long service and volunteering for the Local in past positions on the Executive and on committees. We wish them well on their upcoming retirements. They will be missed around campus.

18. New Business – none

19. Adjournment – 12:56 pm. The meeting adjourned early so members could enjoy cake and coffee and spend time with Helen and Michèle.

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

Handouts - Calendar – April 2019 (on pink paper), Statement of Income and Expenses for March 1 to March 31, 2019 (on green paper), nomination forms for Executive Board and Trustees.

**Next General Meeting
(includes Executive Board
and Trustee elections)**

May 29, 2019

11:45 – 1:15

Elliott 168