



Minutes of May 29, 2019

General Meeting

Executive & Trustee Elections

1. **Roll Call** (CJ)

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

Recognizing the Territory (MF)

3. **Attendance Report and Welcome** – 63 members attended. Guests: David Scott (CUPE National rep) and Greg Melnechuk (President of CUPE 4163).

4. **Announcements** – Laurie Whyte provided a List of United Nations International Days for June, July, August. In June: June 13th is International Albinism day. June 21st is National Indigenous Peoples day.

Pat Shade thanked membership for sending him to CUPE BC convention where he was elected Diversity VP Disabled and received the CUPE BC 2019 Disability Rights Activist award.

June 26th is our General Meeting/BBQ and will be held in the Michele Pujol room in the SUB.

Please complete the upcoming survey so we have numbers of who will attend for catering purposes. This year we'll collect donations for the Mustard Seed: Non-perishable food, baby need, personal needs. The poster will go on the website and via email.

Ride to Conquer Cancer BBQ on June 18th, 11:30-1:30, at Mystic Market Patio. Food Services will donate all the food and labour so the ticket price of \$15 goes to the BC Cancer Foundation under the UVic Peleton team. Thanks goes out to Food Services for this.

5. **Approval of the Agenda** – We've announced the elections will begin at 12:15. This necessitates adjusting the agenda order.

Motion carried: (Kara White/Michele Favarger) That the agenda be approved with the move of Elections (#18) to follow either #8 or #9.

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 April 24, 2019 general meeting be approved.*

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

8. **Executive Board Report** (KM) –

The Executive met on May 8, 2019. **Business**

Arising: May 29th Elections (KW) – Kara attended the Elections committee meeting.

Decisions made on ballots and no forum will be held since no positions are contested. Al Wiebe to provide Eligibility list. He'll send to Kara who will make available to the Elections committee.

Greg Melnechuk from local 4163 to run elections. David Scott will be in the room for policy problems, if any. Ballots won't include names since no positions contested at this time.

Results of Education related e-votes (CJ) – On April 25th two motions were emailed for e-voting on behalf of the Education Chair.

E-Motion carried (B. Gordon/C. Jansen): That we send one member to the 2019 BC Labour Law Accommodation Law Conference in Vancouver, May 15-16, 2019.

E-Motion carried (B. Gordon/C. Jansen): That we send one member to the Lancaster "Psychological Health at Work" Skills Training in Vancouver, May 30, 2019.

Bike to Work Week (BG) – The BTTW participant lunch conflicts with GM and elections. Barbara told BTTW she couldn't attend and couldn't encourage her CUPE 951 team members to go due to election.

June BBQ – location? (KW) – Received zero direction from Degrees Catering in providing options and help with setting it up which leads us to looking at other locations. Other option is UVSS with \$600 for room. Option of food \$17.95

per person. \$3600 approx. We could add Child Care and could be in under \$5000. Michele Pujol room could work but we may need to move the date.

Motion carried (Laurie Whyte/Michael Rheault): That we book Michele Pujol room.

Motion carried (Kara White/Pat Shade): That we spend up to \$5000 for June BBQ 2019.

By-Laws Review (KM) – Will meet tomorrow at lunch. Purpose of bringing bylaws into compliance with the CUPE National.

CUPE BC Committees (KM) - Kirk suggested anyone on committee or wants to ask to run to be on committee should let Kara know in the next couple of weeks.

New Business: CUPE National resolutions (LW) – CUPE National resolutions are due July. She'll go through the ones that VIDC submitted to CUPE BC to see if any will be relevant to submit to CUPE National. They'll go forward hopefully at May 25th VIDC meeting. Any ideas for resolutions you'd like to see go forward or any issues let her know and she can help write the resolution.

Stewarding workshop (BG) – Barbara reported we've had members express interest in becoming stewards and there is no education available right now. Ted suggested we consider hosting a stewarding workshop on campus at least once a year. He is a big advocate to send them to that first. Even if members aren't interested in becoming stewards it's of general interest. Kirk mentioned option of doing an emergency Education motion through Cathrine re stewarding workshop.

Cost share (KW) – Presidents of the three locals met to discuss raising our profile on campus as we go into bargaining. This will be a short campaign running from September to November.

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

9. President's Report (KW) – Welcome to the general meeting part of today! Great to see so many faces for my second to last President's report. Since I don't really give one at the June BBQ then this might be the last time you get to hear me ramble on.

Since declaring my intention not to run again, I have been wrapping up and cleaning up. But I am still your President until June 30th so still representing your interests around campus as well as within CUPE BC. Which leads me into Convention. The Universities committee resubmitted a resolution from last year around reviewing the whole convention. Last year, we were defeated and surprised at who spoke against the committee. This year, we tried again and got it passed but again surprised that reviewing a process was such a hot topic. Binders or not? etc. Also we got through a motion for helping locals that hire staff from other unions. This is to help locals that are now on the other side of the table as the employer. The other one that passed was the one I submitted around a tool kit for mental self help for union activists. I kind of got surprised at this resolution since it came to the floor under the Colleges section. They also saw the value that this can have for activists so it was a privilege to speak to this resolution. The convention was a packed agenda and it was a good ending for me to represent you there. Thank you for sending me.

As to other things going on, well it is Bike to Work Week and I am sure if you ride, you have seen me around campus on my bike. The team that I help started "UVic Peloton" is in its 3rd year. Momentum is happening and it has been so great to represent the university at the Ride to Conquer Cancer event. But more importantly, it has taught me the challenges of fundraising, team organizing as well as the importance of this ride and the BC Cancer Foundation. The connections are amazing and I hope to ride many more years at this great event. There is still time to join the team this year or think about that for next year. I will be around campus and will be keeping it going for as long as I have the strength.

So to Wrap Up and get back to union things! The last general meeting I will be chairing is actually our June BBQ. We have it booked for June 26th in the SUB Michele Pujol room over lunch. Slightly different lunch menu but I am sure you will be satisfied with the selection. An RSVP will be

coming out shortly. We need to know if you will be attending so we order enough food. Please do respond.

Thanks again for coming out today.

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

10. **Nominations, Elections, or Installations**

– Kara introduced the Elections committee (Sherry Harmsworth, Chair, and Michael Gaudet and Mike Thomas, Returning officers) and Greg Melnychuk who is running the elections.

No positions were contested so one ballot was cast for each and they were elected by acclamation.

No nominations were received for position of Trustee (3 year term).

Elected:

President (2 year term): Kirk Mercer
Vice-President (1 year term): Pat Shade
2nd Vice-President (2 year term): Bo Love
Chief Steward (1 year term): Ted Godwin
Secretary (2 year term): Cathrine Jansen
Treasurer (1 year term): Michael Rheault
Education Committee Chair (2 year term): Barbara Gordon
Communications Committee Chair (1 year term): Amy Issel
Member at Large (2 year term): Laurie Whyte
Member at Large (1 year term): Teresa Dixon
Trustee (2 year term): Al Wiebe

Two year term: July 1, 2019-June 30, 2021

One year term: July 1, 2019-June 30, 2020

Motion carried (Pat Shade/Jeta Rugova-Plakolli): That the ballots be destroyed.

The new Executive and Trustee were sworn in and Greg thanked Kara for her assistance over the past four years and work on universities committee at on campus.

Kara thanked the Elections Committee and gave them a small gift of thanks for their service.

11. **Treasurer's Report** (MR) – No report. Direct any questions to him.

12. **Trustees' Report** (AW/DF) – No report.

13. **Chief Steward's Report** (TG) – Thanks for returning me as your Chief Steward. A goal of mine is to train a deputy who can take over from me as part of effective succession planning. Our newly approved bylaws no longer distinguish those working on return to work and accommodation from general stewards. Stewards can, and will continue to specialize if they wish, but as so many cases evolve from RTWA to grievances, we can provide better continuity of case management to our members. A change in University accounting procedures, where home departments are responsible for employee benefits to those on term appointments in other departments, has resulted in a reluctance to approve leave for career development purposes. As a single paymaster, we believe that an accounting policy does not represent a bona fide operational difficulty as specified in our Collective Agreement.

New stewards are being trained and anyone interested is always welcome to come speak to me.

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

14. **Education Chair's Report** (BG) – Thanks for confirming me as Education Committee Chair. I'm still finding my way around, and finding out what opportunities are out there. Thanks to everyone who has sent me information about education opportunities, and if anyone sees a course or workshop they're interested in, let us know. Any member can request to attend, you don't have to be an officer or steward. It's in the union's best interests to have an educated membership. Union education can help you in your regular work and in your personal life, with courses on skills like note-taking and negotiating. The local will book you off and cover food, travel, and hotel costs, if needed.

Thanks to Amy Issel, the Communications Chair, for updating the education information on the

local's website. I'll be asking those who attend courses, workshops and conferences to contribute a short blurb (50-100 words) on what they learned and what the experience was like, so that others know what they can expect. We've sent one member to the BC Fed Incident Investigation session, and another will be at the Lancaster workshop at the end of the month. Things may be quieter over the next few months with people on vacation etc., but should pick up in the fall.

*Motion carried: (Barbara Gordon/Laurie Whyte)
That the Education Chair's report be approved.*

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

16. **Reports of Committees, Delegates** – Kirk Mercer thanked local for sending him to CUPE BC Convention. He was acclaimed for second term as Regional VP for the Island. At the VIDC meeting this past Saturday we now have an education chair elected Deborah Hopper the VIU 1858 President she will be a strong voice to help get education brought to Island. Other elections included Diversity Executive Member at Large, Laurie Whyte and Skilled Trades chair Kirk Mercer. We are looking for three delegate positions available for VIDC so if interested please contact the office.

Pat Shade was elected Diversity VP Disabled for CUPE BC and is now the Chair of the committee. He can now take disability issues we have at UVic and report to CUPE BC. He hopes to be on the CUPE National Persons with Disability committee. If you have issues or a coworker does please get in touch with him via his email.

Laurie Whyte provided this report: Vancouver Island District Council (VIDC) submitted 33 resolutions to the 2019 CUPE BC Convention May 1-4, 2019 at the Victoria Convention Centre. CUPE 951 also submitted the same resolutions except for the Constitutional ones. Of those 33 resolutions, 2 were Constitutional resolutions (not submitted by CUPE 951), 2 were Policy resolutions and 29 were Action resolutions.

Of the 2 Constitutional resolutions, only one made it to the floor and it was passed by the delegates – Alternate Regional Vice-Presidents (ARVP) will attend all CUPE BC Executive meetings with their expenses paid by CUPE BC. Previously CUPE BC only paid for 2 of the 4 Executive meetings each year. Some district councils (like VIDC) paid the expenses for their ARVPs to attend the other two meetings, some didn't and so those ARVPs could only attend 2 CUPE BC Executive meetings each year.

Of the remaining 31 resolutions, 16 made it to the floor and were passed by the delegates: #16, 24, 25, 41, 47, 61, 81, 92, 97, 103, 106, 122, 123, 127, 129 and Composite #1 (#101 & 102). None of the VIDC/951 resolutions that made it to the floor were defeated by the delegates.

VIDC/951's resolutions were well received by the Convention Resolutions committee and I received several compliments on how timely and well-written our resolutions were. The resolutions of ours that had to be amended were ones that we submitted on behalf of CUPE BC committees and we were unable to change them as that would have made entirely new resolutions.

I reviewed the resolutions that VIDC/951 submitted to CUPE BC and found 6 that were appropriate to tweak and send as resolutions to the CUPE National Convention 2019. I also received 3 resolutions from the CUPE National Women's Committee, for a total of 9 resolutions. I will prepare them and have them ready to be signed and submitted from 951. The deadline for submission is July 9, 2019, so there is still time for us to submit more resolutions. I did not have time to review the entire 132 resolutions that were submitted to CUPE BC by various District Councils, Locals and CUPE BC Committees.

All-in-all, as I just said, 132 resolutions were submitted to CUPE BC for the 2019 convention. 12 of those were constitutional resolutions and 10 made it to the floor. The delegates voted in favour of 8 and defeated 2. There were 3 Emergency resolutions all which made it to the floor and were passed. Of the remaining 122 resolutions, 49 made it to the floor and were

voted in favour of by the delegates. I'd like to point out, of the 49 that made it to the floor, 16 (approximately 33%) were submitted by VIDC/951 and all passed.

I have my CUPE BC Convention Resolution Committee binder at my desk, if anyone would like to look up a resolution to see if it passed or not or if you'd like to know which VIDC/951 resolutions were the ones that passed.

Motion carried: (Kara White/Kirk Mercer) That the above delegate reports be approved.

17. **Unfinished Business** – Question re vacancy for the position of Trustee, 3 year term. The vacancy will go forward to new Executive so they can bring to September GM. If anyone is interested for the position they could be appointed until September GM.

18. **New Business** – none

19. **Adjournment** – 12:54 p.m.

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

Handouts - Calendar – May 2019 (on mauve paper), flyer for donations collected for Mustard Seed at June BBQ, United Nations International Dates (June-August 2019), various election related handouts.

Next General Meeting

and BBQ

June 26, 2019

11:45 – 1:15

Michele Pujol Room

In the SUB