



# Minutes of October 23, 2019 General Meeting

1. **Announcements** – Application for Membership form - new members please take application, fill out and return it to us. At next GM we'll ask if there is any reason you shouldn't be accepted for membership and then swear you in as a new member. We'd like to have this implemented by University as part of their Onboarding process.

Calendar for October (blue) – add November GM on Nov. 27<sup>th</sup> in the Senate Chambers (UVC A183). Local 441 (support staff in K-12) of School District 63 is in position to strike as of Monday, October 28<sup>th</sup>.

2. **Roll Call of Officers and Stewards** (Cathrine Jansen), **Health and Safety** (Pat Shade), **Recognizing the Territories** (Shaw Smith), **Equality Statement** (Page DeWolfe), **Green statement** (Kate Brooks).

3. **Attendance Report, Welcome and Oath of New Members** – 27 members attended. Quorum is 20. Lorrie Barth was invited to the front and took Oath of New Member.

4. **Approval of the Agenda** – *Motion carried: (Ted Godwin/Page DeWolfe) That the agenda be approved with the move of the By-laws Amendment item to follow the President's Report.*

5. **Approval of the Minutes** – *Motion carried: (Kirk Mercer/Pat Shade) That the minutes from the September 25, 2019 general meeting be approved with the addition of question/response under the Bargaining Committee report.*

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

7. **Treasurer's Report** (MR) – none; excused

8. **Executive Board Report** (PS) – *The Executive met on October 2, 2019: **Business Arising - TAPS request:** Rec'd Sept.25<sup>th</sup> for continued support highlighting Emp. Standards Legal Advocacy*

Project. Motion to donate \$100 tabled. Check donation history and revisit request.

Unite here local 40: Union complaint to Labour Board re employer using scabs; won the ruling and strike action continued. Hope for a quick resolve so we may start booking those hotels again.

December General meeting: Originally Dec.11<sup>th</sup> but room was booked, secured Dec. 10<sup>th</sup> instead. No date for Dec. Exec would not have report for GM, looking at Dec. 3<sup>rd</sup>.

Vancouver Island District Council (VIDC):

Discussion about hotel rooms for overnight stay, safety concerns re: Malahat at night and inclement weather. Last year two delegates were covered, consider making this a budget line item. *Motion to cover up to five delegates to stay overnight Nov. 30<sup>th</sup> for the VIDC event. M/S/C.*

Resolutions for National Convention: We have approx. 15 resolutions same as CUPE BC, now lobbying CUPE Nat. Laurie provided info on how National handles resolutions vs CUPE BC.

Education motions: *That we send up to 3 members to the Steward learning series Nov. 7-8 in Courtenay. M/S/C. That we send up to 2 members of the Joint OH&S committee to one day of the BC Fed Mental Health First Aid course Nov. 13-14 in Victoria, second day covered by employer as the mandated 8 hours training. M/S/C.*

Laurie spoke regarding territorial acknowledgment re: ceded/un-ceded territory both are colonial terms. Laurie to chair an Ad Hoc committee that VIDC has struck to investigate.

**New Business - Child Care Christmas party:**

Consider using Winter or Holiday celebration instead of Christmas. Child Care cannot attend

Dec. social so allotment of money in lieu. Now have 28 employees.

*Motion carried: (Pat Shade/Ted Godwin) That the Executive Board report be approved.*

**9. President's Report (KM)** – October started out busy, with the executive meeting on the 2<sup>nd</sup> and three days later flying out to Montreal for our National Convention. On Sunday the 6<sup>th</sup> we attended the Post-Secondary Sector Meeting where we heard from Kimalee Phillip, a CUPE Human Rights rep, talk about the rise of hate on our campuses in particular where alt-right groups have tried to seek venues for “free speech talks” or campaign debates to included the “peoples party” candidates. This is also used to actively recruit younger people to their cause. When we become aware of this, we must speak up against these kinds of events to ensure that message (rhetoric) of hate is not welcome.

After we heard about the Migrant Rights Network pledge to #UniteAgainstRacism. This pledge is committed to talking to your friends, co-workers, and politicians about the uses of anti-immigrant racism during the federal election. Because we all deserve decent work, universal public services, equal rights, permanent status and freedom from discrimination. We talked about working with anti-racism groups while protecting academic and intellectual freedom.

We also had an update on CUPE local 1975 University of Sask on their strike to fight to save their pension. This led to pension plan changes that continue to provide secure retirement benefits for their members. They thanked CUPE National and the CUPE locals in BC that helped greet and spread the word when the University President met at Alumni events in Victoria and Vancouver.

Two resolutions to focus on from this meeting were #229 –combating precarious work with new materials and #225 about funding on “our time to act”.

On Wednesday the 9<sup>th</sup> the Presidents of 4163, 917, and 951 met in the afternoon with our National rep David Scott and communications rep Janet Szliske. We talked about potential bargaining dates and our cost share campaign

that will start to roll out on Oct 21<sup>st</sup>. You may see some bus ads with members from all three locals with the slogan “Working for Students “.

By the end of convention, we were glad to see elected to the National Executive Board, Paul Faro GVP, Trevor Davies RVP, Shireen Clark 2 Year Trustee, Debra Merrier DVP, and John Dyer alt DVP; all from BC.

Like all conventions every day was packed full of great guest speakers, committee reports, elections, resolutions, constitutional changes and challenges, solidarity and respect. I'll leave space for the other delegates to have time to share their reflections with you.

Happy to report that on Oct 15<sup>th</sup> after a 28-day long strike by Unite Here Local 40 members at the Hyatt Regency, Westin Bayshore, Pinnacle Harbourfront and the Four Seasons hotels have reached a tentative agreement.

On Oct 16<sup>th</sup> in Richmond, the CUPE BC Universities Committee met to plan out the next 2 years. I was elected co-chair and we focused on the University Act and who was appointed to our Board of Governors prior to the change in Government, as we see no real changes to funding from the province or support for worker's issues. As part of the truth and reconciliation we will be taking part in a land and cultural tour of the Musqueam Cultural Education Resource Centre and the Museum of Anthropology at UBC.

Oct 17<sup>th</sup> the CUPE BC Skilled Trades committee met; I was appointed as chair. We heard from all areas of the province on issues about the growing concern of contracting out from the loss of jobs through attrition and the inability for employers to train apprentices. This is very true of our local as well.

Oct 17<sup>th</sup> - Unite Here Local 40 members voted to ratify a historic new contract that includes raises up to 25%, innovative sexual harassment protections, workload reductions, and improvements in benefits and job security for restaurant and kitchen staff. While this is good news there are almost two hundred hotel workers still on strike at the Rosewood Hotel Georgia.

Oct 21 - hope everyone got out to exercise your right to vote! We are in the process of planning our holiday lunch. It will be on Tuesday Dec 10<sup>th</sup> in the Michel Pujol room. Make sure to RSVP when the invitation goes out. *Motion carried: (Kirk Mercer/Cathrine Jansen) That the President's report be approved.*

10. **By-laws Amendments** (TG) – A handful of copies available; each amendment was displayed via PowerPoint presentation with Ted providing explanation and answering questions. By-law changes require 2/3 in the room to vote in favour.

*Motion carried: (Pat Shade/Janice Closson) That Section 9 title replaces "Ratification" with "Election".*

*Motion carried: (Pat Shade/Ted Godwin) That we adopt all recommendations to the By-laws as amended for submission to CUPE National.*

11. **Chief Steward's Report** (TG) – Welcome to new steward Page DeWolfe who will be going on training. We are always looking for new stewards and we believe all members benefit from training. You are not committed to becoming a steward by taking training. Contact the Chief Steward or Education Chair, Barbara Gordon, if you are interested. Explanation of new Sick Bank and policy definition being put forward by the Employer: dates not days. 22 days according to them, means 22 calendar days regardless of if you were sick for a full or part day. Article 9 meeting held. Policy grievance is next step. If this has happened to you please contact a Steward.

Also please contact a Steward if you applied as an internal candidate and the job went to an external candidate who got their application in late. The Chief Steward has received several notices recently of late applications to jobs that have been posted. If our members follow the rules and get their applications in on time there should be no need to ignore their service and allow an external into the competition after the deadline.

*Motion carried: (Ted Godwin/Page DeWolfe) That the Chief Steward's report be approved.*

11. **Other Executive Committee Reports** – none

12. **Nominations, Elections, or Installations** – none

13. **Reports of Committees, Delegates** – Pat Shade thanked the Local for sending him to CUPE National convention in Montreal. Another province (Quebec) mounted a strong defence against three Diversity VP seats for National exec board and result was they were voted down. He attended the One Big Committee Meeting (OBCM) as Chair of the CUPE BC Persons with a Disability committee. Lots of enthusiastic people on the committee; we're going to have an amazing term.

Kirk gave call out for anyone who wants to be on the Environment committee.

14. **Unfinished Business** - none

15. **New business** – Member proposed motion to have Recognition of Territories and Equality statements match in length. The Equality statement is from CUPE National so we cannot change it. It would require a resolution to CUPE National to be passed at a CUPE National convention. It's a requirement that it be read at start of meetings. The Recognition of Territories statement evolved from Local asking for advice from the Elders and subsequently we adopted a larger version of statement through the University. It is an organic statement that changes over time.

16. **Adjournment** – at 1:05 p.m.

**Door prizes:** three mugs with indigenous images of moon, thunderbird and killer whale were given out.

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

**Handouts** - Calendar – October 2019 (on blue), Application for New Member form, handouts from CUPE National's campaign "Post-Secondary Education: Our Time to Act" - Backgrounder documents (Federal Funding for Post-Secondary Education, Corporatization in Post-Secondary Education, Building the PSE System We Want) and Myth Buster documents (Tuition and Student Debt, The elimination of tuition, Federal Funding, Corporatization)

**Next General Meeting**

November 27, 2019

11:45 – 1:15

Senate Chambers