



# Minutes of September 25, 2019 General Meeting

1. **Announcements** - United Nations International days for September, October and November available. UVic Libraries Equity, Diversity and Inclusion committee hosting an author reading by Michele Sylliboy on Oct 2<sup>nd</sup> in room 129 of McPherson Library (flyer available).
2. **Roll Call of Officers and Stewards** (Cathrine Jansen), **Health and Safety** (Pat Shade), **Recognizing the Territories** (Mike Rheault), **Equality Statement** (Laurie Whyte), **Green statement** (Kirk Mercer).
3. **Attendance Report, Welcome and Oath of New Members** - 45 members attended. Quorum is 20. One new member was recognized and sworn in.
4. **Approval of the Agenda** – *Motion carried: (Ted Godwin/Pat Shade) That the agenda be approved with the move of Elections to follow Treasurer’s Report and Bargaining Update and Bylaw Amendment to follow the President’s Report.*
5. **Approval of the Minutes** – *Motion carried: (Kirk Mercer/Ted Godwin) That the minutes from the May 29, 2019 general meeting be approved.*
6. **Matters Arising from the Minutes** – none
7. **Treasurer’s Report** (MR) – Mike provided an overview of the proposed budget for 2019/20 and answered questions. Copies were available. *Motion carried: (Mike Rheault/Laurie Whyte) That the 2019/20 budget be approved.*
8. **Nominations, elections or installations** – Elections for Contract committees held. **Benefits committee** – elect four members. This committee is composed of a Benefits side and Pensions side. Kara White and Amy Errington elected for Benefits. Kirsten Kopp elected for Pensions side. Carla Garton was nominated for pensions side but she wasn’t in room to accept so couldn’t be considered.

*Career Development committee* – Ashleigh Lakas elected

*Occupational Health & Safety (OHS) committee* – 4 members & 1 alternate – Christine Currie, Pat Shade, Kate Brooks, Shubha Kosalli, Kara White elected. Committee determines the alternate. *Trustee* – 3 year term – Mohit Garg elected. He had been appointed in May until this election could take place.

*Stewards* – Page DeWolfe nominated as new steward and elected. Stewards were re-elected: Laurie Whyte, Andrea Roszmann, Bo Love, Kara White, Kate Brooks, Ashleigh Carlsen, Pat Shade, Jeta Rugova-Platkolli.

All elected took the Oath of Office at the front.

9. **Executive Board Report** (PS) – Pat provided a verbal report of Executive meeting highlights: Solidarity letters sent for Unite Here Local 40’s job action on mainland; Sept 17<sup>th</sup> United Way #DRIVE4FIVE a big success at Save-on Foods on Blanshard; Solvency Funding Review report from Ministry of Finance received; CUPE 951 credit cards needed replacement; Proposed budget for 2019/2020 discussed with recommendations; nominations for CUPE National committees open. *Motion carried: (Pat Shade/Mike Rheault) That the Executive Board report be approved.*

10. **President’s Report** (KM) – We have been very busy over July in bargaining with the employer on the 3, 8, 9, 15, 23. So far we have signed off on some housekeeping issues and look forward to reconvening in the fall. Also on July 4<sup>th</sup>, the Chief Steward, Treasurer and myself bargained with BC Union Workers’ Union, the union that represents our executive assistant. After a full day of bargaining we now have a new agreement that will be in effect from July 1<sup>st</sup> 2019 to June 30<sup>th</sup> 2022. There is a wage lift of 2% in 2019, 2% in 2020 and 2% in 2021.

The benefits were topped up to 50% also, under the notice to re-opening, the parties will give notice no later than May 1<sup>st</sup> 2022. And finally a new LOU #4 regarding a payment in lieu of LTD plan based on a prior commitment under LOU #5 on a joint committee to research a LTD plan. We have committed to doing the joint committee after 3 month of ratification with the finding being in a written report no later than January of 2020. After completion of the process all reasonable efforts shall be made to enroll the current employee into a bona fide LTD plan in which 100% of premiums are employer paid. The parties shall consider economic feasibility. As of July 29<sup>th</sup> 2019 the agreement is signed off and ratified. This report shall serve as notice. On July 25<sup>th</sup> President Craig Marykuca has stepped down as 917's president, and VP Byron Spiers will be acting president until 917's November elections. Wishing Craig well and welcome back Byron!

We are up to date on all the signing authorities, as we were recently notified that CUETS Financial would be closing all business Mastercard accounts. We will need to review the new Collabria Visa card types that are being offered.

Over July we have had 23 new hires most of them being temp positions.

After my return from vacation in August VP Pat and I will start to renegotiate the LOA on "Union Time Off". This applies to the two full time officers and is only extended to August 31 2019. 4163 Comp 3 bargaining update in August – Yes, it's true, we have taken a Strike Vote and 92% have voted in favour of strike. Does this mean you're going on strike? *We hope not.* We will go on strike if it turns out to be the only way to get the Administration to listen.

*"So far, we have no plans to commence job action. We have a bargaining session next Thursday, August 8. At our last session, we tabled a significant package in which we removed the University's main sticking point from our proposal. We have informed them that if we cannot get agreement on August 8th, then we will have to go to our membership to propose job action."*

Aug 14 - Acting President Pat Shade set up an ad-hoc Essential Service Order committee to review changes the University is seeking from the previous Order in 2012. The committee is Kirk Mercer, Pat Shade, Ted Godwin, Laurie Whyte, Page DeWolfe and Colin Newell.

Aug 22 - the flights and hotels are now booked for National Convention and 3 delegates will be attending the Post-Secondary Education Meeting Oct 6<sup>th</sup> at 1 pm. Delegates from university and college locals will have an opportunity to share information on national, provincial, regional and local trends. Topics will include precarious employment, privatization and contracting out, PSE funding and the impact on staff and students, collective bargaining, raising the profile of the sector within CUPE and supporting each other on a national level. This meeting would have had an additional cost of \$60.00 per delegate.

Aug 27 - I attended my first New Employee Orientation as President with Chief Steward Ted Godwin and we talked with our new members for close to 40 minutes about potential strike action and benefits and Union education.

Aug 28 - The CUPE locals met with the ad-hoc committees to discuss the Essential Service Order that 4163 and the University are seeking. Once the Order is in place local 4163 can serve 72 hours strike notice.

Due to the ESO and 4163 taking up time, the Union and the employer have agreed to extend the union time off LOA until Dec 31<sup>st</sup> 2019.

Aug 29 - as President, after consultation with VP Pat Shade, I sent two letters to The Westin Bayshore and Hyatt hotels expressing our concerns about Unite Here Local 40's labour dispute. As a gesture of solidarity we will remove any current bookings and not book anything new until the dispute is resolved.

Aug 30 - I attended the Graduate Student Welcome that included adult and international students where we had two different students come by and say they were CUPE 608 members from Penticton.

Sept 2 - I set up the UVic locals' tent at the Victoria Labour Day event and talked with many folks about the great work we do up at the

university. Also BC Fed President Laird Cronk and Premier John Horgan came by to say Hi and get a picture.

Sept 3 - at the New Student Welcome all three CUPE locals gave out 2,950 first aid kits with information on CUPE Working for Students as part of our cost share campaign and 4163 info cards about their impasse at the bargaining table.

Sept 5 - I met with the Faculty Association to discuss the Essential Services Order - Goodwill Agreements.

Sept 9 - All the bargaining units on campus met (Faculty Association, PEA, 4163, 917 and 951) to talk about the ESO meetings with the employer. 951 met over the 10th and 11th for six meetings where the employer is seeking to expand the 2012 Essential Service Order.

On Saturday the 14<sup>th</sup> - I participated in a Be More Than a Bystander training at the CUPE BC office put on by the BC Lions and EVA.

On the morning of the 17<sup>th</sup> - I helped out with the United Way #DRIVE4FIVE labour kick off campaign to support kids in the Greater Victoria area.

Sept 18 and 19 - CUPE local 4163 had mediation on bargaining that resulted in a settlement agreement with UVic. So for now ESO mediation and hearing dates have been put on hold that were scheduled for the 23, Oct 3, 4, 5. *Motion carried: (Kirk Mercer/Laurie Whyte) That the President's report be approved.*

**16. Bargaining Committee Report (KM)** – there hasn't been an opportunity to have a face to face meeting with our members. Members of the bargaining team stood as they were introduced. Employer have an all female committee. Praise the employer for going this route. Five full days with good discussions. We've said No on some issues. Some housekeeping issues agreed upon. Some proposals not tabled yet. We're seeking dates to bargain with employer and hopeful that 917 will get started so eventually joint proposals can be discussed.

Member queried the 2/2/2 mandate and technicians pay not matching private sector. "An example under the new mandate would be

targeted funds to address existing, chronic labour market challenges where employers need to meet service delivery commitments." Unlike the K-12 sector, which is funded 100% by the province, the University receives 33% of funding from the province. We recognize potential for market adjustments.

**17. By-laws Amendment** – Copies were available. *Motion carried: (Ted Godwin/Michael Gaudet) That it be tabled to next meeting.*

Adjournment at 1:13 pm

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

**Handouts** - Calendar – September 2019, flyer on October 2<sup>nd</sup> author reading, UN International Days for September, October, November 2019.

### **Next General Meeting**

October 23, 2019

11:45 – 1:15

UVSS Upper Lounge  
in the SUB