



Minutes of November 27, 2019 General Meeting

1. **Announcements** – Typo on card inviting you to this meeting. It's the Good and Welfare committee, not the Health & Safety committee, that is coordinating delivery of donations. They'll be dropped off at Our Place that day. Nov. 25-Dec 1 - National Addictions Awareness Week, Canadian Centre on Substance Abuse and Addictions. Google 'National Addictions Awareness Week' for items to download. Nov. 26th – 16 days of global action to eliminate gender based violence. Dec 1 - World AIDs Day. Dec 3 - Persons with Disabilities. Dec 6 – Day to End Violence Against Women. Dec 10 – International Human Rights day. Calendar update – different events, committees, educational opportunities for our members. Application for membership form. New members please take form, fill it out and return to CUPE 951 office. At next general meeting we'll ask if there are exceptions to you joining and then we'll swear in new members.

2. **Roll Call of Officers and Stewards** (Cathrine Jansen), **Recognizing the Territories** (Michael Rheault), **Equality Statement** (Laurie Whyte), **Health and Safety** (Kirk Mercer), **Green statement** (Page DeWolfe)

3. **Attendance Report, Welcome and Oath of New Members** – 18 members attended. Quorum is 20. No new members in the audience. Names of new members who submitted applications were read. They were personally invited by President but none in attendance. If no exceptions to members joining, then at the next meeting they attend they'll be sworn in as new members.

4. **Approval of the Agenda** – The agenda was displayed on Powerpoint. No motion for approval due to lack of quorum.

5. **Approval of the Minutes** – The minutes from the October 25, 2019 general meeting were available on the website with some printed copies available at the meeting. No motion for approval due to lack of quorum.

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

7. **Treasurer's Report** (MR) – Three page document of Statement of Income and Expenses for the periods of July 1, 2019 through July 31, August 1 through August 31 and September 1 through September 30, 2019 (on blue). Michael gave an overview of his report. Term deposits due for renewal were not rolled over but instead transferred into Defence Fund so we have it available in the event of strike activity. Once bargaining is completed those amounts will be put back into term deposits. Kirk asked if members would like to see specifics of term deposits provided with Treasurer's reports. A few indicated they would. Confidentiality of these details may prevent including them but they could be verbally shared at the general meeting. No motion for approval due to lack of quorum.

8. **Executive Board Report** (PS) – The Executive met on November 6, 2019:
Recognition of territory - UVic has updated to remove the word "Speaking" and we should update ours.
Al Weibe retiring – he's submitted his retirement papers along with notice of resignation as a Trustee and Sergeant at Arms.
Budget for holiday social - Kirk and Michael reviewed cost of BBQ and Holiday Social and developed a budget of \$5500. Last year we included \$250 for Child Care as they are unable to attend. Will do the same this year. Teresa Dixon agreed to work with in the budget.

Motion carried (Mercer/Love): That we set a budget of \$5500 for the 2019 Holiday Social events of December. It was suggested we do one social event a year not centered in December as many have other commitments. Laurie shared that many library staff look forward to the two events. A survey might be a good idea.

Phishing email - It appears that someone went to our website and got email addresses, VIDC and senior Admin. Staff received them as well. Use the Report Phishing button in Outlook exchange.

Emergency Motion E-vote – *Motion carried (Gordon/Jansen): That we send one member to the “Bargaining in the Broader Public Sector” conference, Nov 19, 2019 in Vancouver.*

Lancaster House Bargaining Conference - Kirk has been registered to attend the one day conference.

Sick Bank Chair - Kayleigh Gordon is stepping down as Chair and Amy Issel has graciously agreed to step into the role. Michael Rheault has also joined the committee.

Bargaining dates - Nov. 26th and Dec. 17th.

441 strike update - Kirk has attended picket lines with our flag to show our support.

Education Motions - *Motion carried (Education committee/Shade): That we send two members to the 25th Annual BC Labour Law Review conference Dec.11-12 in Vancouver.* *Motion carried (Education committee/Mercer): That we send one member to one week long course at Canadian Labour Congress 2020 Pacific Region Winter School in Harrison Hot Springs, BC to be held January/February 2020.*

Credit card update - All cards received and activated.

Together Against Poverty Society (TAPS)

donation - Haven't done a donation in past 2 years.

No motion for approval due to lack of quorum.

9. **President's Report** (KM) – Nov. 5th - Our local took part in the United Way Plasma car race in the Michele Pujol room. It was a great way to get our local out to take part in this event with our team Bread & Roses.

Nov. 7th - Our Chief Steward, Sherry Harmsworth, former Chair of the Sick Bank

committee, and I met with HR to have a stage one grievance meeting re the employer's new interpretation on how your sick bank is used. We followed this up with a 44-page response showing how your bank has been used to keep our members whole from 1993 to 2019.

On many occasions I took part in the picket lines of CUPE 441 and attended rallies Nov. 8th and Nov. 13th. On Nov. 16th I was happy to see that the parties had come together and local 441 reached a tentative agreement.

Nov 16th - I had the honour to present Joan Peterson with a Thank You card from the local and wish her a happy retirement. Joan was at the top of our seniority list after starting her full time career back in 1973.

Nov 17th - We are happy to hear that a tentative agreement was reached between UNITE HERE Local 40 and the Rosewood Hotel Georgia! Picket lines are down.

Nov 19th - I attended the Lancaster House Bargaining Conference in Vancouver. There were panels on the economic forecast for 2020, Case law and Legislative changes effecting bargaining, Truth and Reconciliation putting the principles into practice in the work place, and looking back moving forward: lessons from the last round of bargaining. Both myself and the president of 4163 asked PSEC questions on the mandate. Nov 26th - Your bargaining committee met with the employer side and were able to get a couple green sheets signed off. Still at this point what we see as house keeping items. As local 917 moves forward at their table we hope to meet with them in December to go over our joint benefits proposals. We are set to meet again on Dec. 17 for a full day and that will take us into 2020 to continue.

Question re PSEC's mandate of 2/2/2. There is limited amount of money that can be used for wage redress, in service improvement. 0.25% of big base. Very last CUPE K-12 local just settled today and ratified.

No motion for approval due to lack of quorum.

10. **Chief Steward's Report** (TG) – no report due to his absence.

11. **Other Executive Committee Reports** – Pat Shade, chair of Joint Occupational Health &

Safety committee, gave a report on the Oct. 28 and Nov. 26 meetings. Highlights: Rob Johns presented the new UVic Safety app at their meeting. 85% of those who went through the speed reader in the last year were under 50 km/h.

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

13. **Reports of Committees, Delegates** – Laurie Whyte – thanked the local for allowing her to attend as delegate the CUPE National convention in November. Very thrilled that very first resolution on Monday was one she wrote for our Local and VIDC. She read the motion around gender neutral language. She was first speaker on the resolution and it passed. The convention went through 29 resolutions and just two were defeated. One from VIDC (that she mentioned). Eighteen constitutional resolutions, two were to add two trustee positions for CUPE National and to update and clarify the trial procedure for CUPE National. There were quite a few equality events during the week. For her personally it was the best national convention that she attended. She got up several people to speak. Over 2000 delegates and you're displayed on two Jumbotron displays. She has programs, etc. if anyone would like to see them. This was first year that they asked for your preferred pronouns and had handout on pronouns and suggestions. Any questions please feel free to contact her.

Page DeWolfe - thanked Local for sending her to Introduction to Stewarding training in Courtenay. Last time she attended was technically in the last century.

Michael Rheault - thanked Local for sending him to the weeklong school in Nanaimo where he attended the Financial Training course. It was very intensive. A couple of the topics covered were building a budget from scratch, using paper and digital ledgers.

14. **Unfinished Business** - none

15. **New business** – none

16. **Adjournment** – meeting adjourned at 1:01 pm

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

Handouts – Application for Membership form (on white), Calendar – November 2019 (on blue), Statement of income and expenses for period of July 1 to July 31, August 1 to August 31, September 1 to September 30, 2019 (on blue), WANTED flyer for warm clothing, socks, etc. for donation at December Holiday social (Dec 10th). Donations will be delivered to Our Place.

Next General Meeting

December 10, 2019

11:45 – 1:15

Michele Pujol room, SUB