



Minutes of February 19, 2020 General Meeting

1. **Announcements** – updates on Calendar February 2020

2. **Roll Call** (LSW)
Recognition of the Territory (MR)
Equality Statement (TG)
Health & Safety – Emergency Preparedness (PS)
Green Statement (PDW)

3. **Attendance Report**
Number of Members Signed in_(CJ) – 46 members were in attendance (Quorum is 20).
Welcome/Oath of New Members_(KM) – There were no new applications for membership, so no Oath of New Members

4. **Approval of the Agenda**
Motion: to move Unfinished Business from 14. to 11. (after the Chief Steward's Report) – (Laurie Whyte/Ted Godwin) – Carried.
Motion: That the agenda be approved as amended (Laurie Whyte/Ted Godwin) – Carried.

5. **Approval of the Minutes**
Copies of the minutes from the January 29, 2020 general meeting were available at this meeting and will be posted on the website shortly.
Motion: that the minutes from the January 29, 2020 general meeting be approved (Laurie Whyte/Teresa Dixon) – Carried

6. **Matters Arising From the Minutes**
None.

7. **Treasurer's Report** (MR)
No report

8. **Executive Board Report** (PS)
The Bargaining committee met with our new National Servicing Representative, Micha Pesta to discuss bargaining strategy. Cathrine Jansen has resigned as Recording Secretary but has taken on the role of Sargent-at-Arms. Laurie Whyte was appointed Acting Recording Secretary until an election can be held. Kirk Mercer and Ted Godwin are brainstorming on how to recruit more stewards.
If you want to be a steward, training is provided, just see Ted or any of the Executive. The Executive discussed possible time changes for the general meetings, membership engagement at general meetings and how we can get more members to attend. Some ideas were: more door prizes, educational opportunities, etc. We need to update our web page and social media. Kirk Mercer met with the UVic Emergency Coordinator regarding the Nouveau Corona virus. Updates will be on the UVic website. The local received a \$1,000 CUPE BC scholarship to send Amy Issel to the CLC Winter School at Harrison. There are 10 weeks to go for the TEF building renovations Local 4163 will move first, then 951. We have elected 7 members to attend convention in Vancouver and we need to have further discussions with the treasurer in regards to the education budget for educational conferences, such as Lancaster House and other legal

conferences. CUPE National has approved our last audit.

Motion: to approve the Executive Board Report (Pat Shade/Maddy Smith) – Carried

9. President's Report (KM)

Welcome everyone. On February 4th, I met with Bryon Spiers, President of Local 917 and Human Resources to talk about the Nouveau Corona Virus, now known as COVID-19. At that meeting we were told for all current information to follow the updates on the UVic web site and the BC Center For Disease Control. The UVic website's last update was on February 11th. On February 6th, Chief Steward Ted Godwin and I met with PEA representative Sam Montgomery to talk about issues involving CUPE duties migrating to the PEA and the provisional back-fill of PEA with 951 members. February 7th, Vice President Pat Shade, Ted Godwin and I met our new National Representative, Micha Pesta to talk about the local and bargaining. February 10th was the first Solidarity meeting I attended with other unions on campus: CUPE 4163, PEA, Faculty Association, and the United Steel Workers were there. Out of this meeting I heard common concerns from the PEA and Faculty Association on workload, retention, and lack of benefits beyond age 72. There will be a follow up meeting in April to talk about a campaign on precarious employment, and the federal funding under the Fair Employment Week established by the Canadian Association of University Teachers. February 12th the Bargaining Committee met for a full day caucus with Micha Pesta to bring him up to speed on where we were at in bargaining. February 18th, the Bargaining Committee met with the employer for the first time with our new CUPE representative. Micha fit right in, as if

we never skipped a beat and we were able to sign off on some more language.

Motion: to approve the President's report (Kirk Mercer/Ted Godwin)

10. Chief Steward's Report (TG)

No new grievances were filed this past month. We have a Stage II meeting early next week on benefits for workers past age 71. Every new member has a right to a Union orientation. I have been invited to a department on Friday to provide this for new (and not so new) members. If you have new members in your area please let me know.

I can provide this ON WORK TIME (not lunch hours or breaks).

Motion: to approve the Chief Steward's report (Ted Godwin/Page DeWolfe) – Carried.

A door prize draw for an Emergency Preparedness kit was held – Laurie Whyte won.

11. Other Executive Committees' Report None

12. Nominations, Elections or Installations

Nominations were opened for the position of Recording Secretary. Pat Shade nominated Laurie Whyte. There were no other nominations. Laurie let her name stand, with thanks to her nominator and was acclaimed into the position of Recording Secretary. Laurie was sworn in. Laurie's Executive-Member-At-Large position will now be vacant and nominations will be brought forward at the next general meeting (March).

13. Reports of Committees, Delegates

Kirk Mercer reported on the Vancouver Island District Council (VIDC) meeting held February 1, 2020. VIDC will be co-hosting a

'Super Conference' in Nanaimo at the Coast Bastion Hotel in June. The conference will have 5 pillars of learning: Equity, OH&S, Senior Leadership, Steward and Learning, and Emerging Issues. There will be more information at the next 951 general meeting (March).

Laurie Whyte reported on the work that the VIDC Recognition of the Territories Ad Hoc Committee, which she chairs as Diversity-Executive-Member-At-Large for VIDC. The committee is researching a more respectful and meaningful recognition of all the territories where its delegates work and live, that can hopefully be adapted for 951's use.

Page DeWolfe thanked the local for helping to allow her to attend Respectful Workplaces in the Arts, put on by the Cultural Human Resources Council and hosted by Cinevic. While the workshop was targeted towards small, largely non-unionized performing arts workplaces, the overview, discussions and case studies presented were broadly applicable to all workplaces. More information can be found at respectfulartsworkplaces.ca

14. Unfinished Business

Motion: That CUPE 951 contribute \$500 to the Vancouver Island Library Staff Conference 2020 (Laurie Whyte/Maddy Smith). Motion was carried.

15. New Business

None.

A door prize draw for a second Emergency Preparedness kit was held – Andrea Roszmann won.

16. Adjournment – Motion: to adjourn the meeting (Kirk Mercer/Pat Shade)

17. Motion carried and the meeting was adjourned at 12:21 p.m.

Copies of written reports can be requested from the Recording Secretary.

Handouts:

- Calendar – February 2020 (On purple)
- Copies of minutes from January 30, 2020 general meeting

**Next General Meeting
March 25, 2020
11:45-1:15 p.m.
Senate Chambers – University Centre
Room A180**