



Minutes of CUPE 951

May 27th

General Meeting

11:45-1:05 p.m.

Held via Zoom Video-Conferencing Platform

1. Announcements:

- a. Calendar updated for May 2020
- b. Calendar attached at end of minutes

2. Roll Call (LSW)

3. Recognizing the Territory (KM)

4. Reading of the Equality Statement (PS)

5. Health & Safety (PS)

6. Green Statement (KM)

7. Attendance Report (CJ):

- a. Quorum is 20
- b. 31 members in attendance as of 12:03 p.m.
- c. 32 members in attendance as of 12:55 p.m.

8. Welcome & Oath of New Members (KM)

- a. Ross Alden's membership application was approved and he has already been sworn in

9. Approval of the Agenda:

Motion: That the agenda be approved as shown on screen – (Pat Shade/Ted Godwin) – Carried

10. Approval of the Minutes:

- a. Draft minutes were sent with the invitation to this meeting and posted on the CUPE 951 website
- b. There were no errors or omissions

Motion: That the minutes from the April 29, 2020 general meeting be approved as

circulated – (Pat Shade /Ted Godwin) – Carried

11. Matters Arising from the Minutes

- a. There were none

12. Treasurer's Report (MR):

- a. Statement of Income and Expenses for March 1st-31st, 2020 were shared on screen
- b. The Defence Fund (DF) is not actually below the threshold to invoke the special assessment as the money taken out of the term deposits during bargaining haven't been put back into term deposits and isn't included in the current DF total

Motion: That the Treasurer's Report be approved – (Michael Rheault/Pat Shade) – Carried

13. Executive Board Report (PS):

- a. [Pat to send his report for me to insert her]

Motion: That the Executive Board report be approved – (Pat Shade/Page DeWolfe) – Carried

14. President's Report (KW):

- a. Welcome everyone,
- b. Your executive has met on May 4 and I updated on the university will not be making any decisions about

- layoffs or operations for another two weeks
- c. All BC Universities are being asked by the government to follow the same model for Fall classes, layoffs, operations, etc.
 - d. Any plan to re-open or re-start classes must be approved by the Provincial Health Officer.
 - e. UVic is looking at starting up research soon they don't know how much face-to-face teaching there will be; the majority of classes will likely be online at least into the new year. Once students get used to online classes – it may be difficult to switch back to face-to-face classes.
 - f. As my report goes on you will notice changes, the university told us about our LTD plan was at 3.195% this is over our cap at 3.08%. The university hires Mercer Company to review the plan and will try to adjust the numbers to come in under the cap.
 - g. At our April meeting the elections committee presented how our elections would be for this meeting and how it would be different from how we normally conduct our elections.
 - h. May 5,7 I met with our National Rep and presidents from local 917 and 4163, we are meeting twice a week as the information keeps changing. Part of those talks was about the U-Watch program that campus security is asking under-utilized members to walk the campus from 4 to 12 pm just to keep an eye on the building and property.
 - i. May 6, at our executive meeting we heard about the layoffs at Victoria Public Libraries, The Libraries are cautiously optimistic that they will re-open before the majority of the notice periods expire. Premier John Horgan announced that a gradual re-opening of businesses in BC would begin soon and the public libraries would be a part of that.
 - j. May 12, I met with the executive the day after UVic President Jamie Cassels said they would be discussing enhanced safety protocols/measures with the unions on campus. All protocols/measures must be approved by the Provincial Health Officer and WorkSafeBC. Kane Kilbey brought up at the last University Safety meeting that all protocols will be the same at all BC universities.
 - k. We also discussed that you the members are feeling a little disconnected so the Chief Steward and I would be making videos about some of the questions that are coming up and place those on our Facebook page and website.
 - l. As I had mentioned in last month's report, I have submitted the costs of our local working remotely, i.e.: three laptops, Simply Voting, and the first month of Zoom to the CUPE BC Pandemic Fund.
 - m. May 12 was a busy day I chaired the Campus Union Solidarity meeting, we talked about the enhanced safety protocols and an Op-ed and possible provincial campaigns.
 - n. May 19, Pat Shade and myself attended the now bi-weekly CUPE BC Executive meetings – mostly this meeting was about changes to the lobbying laws around talking with government officials. lucky for us it only applies to our Executive
 - o. At the meeting with Human Resources (HR) and the other presidents we heard about campus

security re-opening and what protocols have been put in place. Because the campus has had some areas remain open they do not have to wait on the WorkSafeBC and government approval. But they will update with any new recommendations that WorkSafeBC comes up with.

- p. HR is going by the BC Centre for Disease Control (BC CDC) website on documents in the same areas of operations on campus that are done in other industry's like the child care and hotel sectors. According to this our child care centers could reopen soon with the proper protocols.
- q. On May 21 the Campus Union Solidarity Op-Ed was published in the Times Colonist. You can read it on our Facebook page or in the Times Colonist newspaper. At the HR meeting, we heard about some changes from previous meetings: first was the good news that the Mercer Company were able to bring the numbers down on our LTD to have it stay under the cap, so HR will rescind the notice to the Unions about having to decrease the benefit.
- r. The bad news was our retro pay was not going to be ready for the end of this month.
- s. The University also have not released the Fall calendar, this may happen on the 28th.
- t. As far as any reopening, the deadlines government made for June 1st are not realistic, as we are looking at 3 weeks before any guidelines come back on transitioning work back on campus.
- u. I met with the CUPE BC University's committee on the same day and we heard updates from UBC, SFU,

UNBC, TRU, and RRU. Our CUPE National Communications representative Steven Beasley has produced a paper on the history of Post-Secondary Education and what to watch out for moving forward under COVID-19. This will be very useful as the intuitions and unions work on what the new normal may look like and how best to keep members supported as we deal with this. Every university is struggling with potential layoffs/working remotely.

- v. Members may contact Kirk for more information about anything in his report: presidentcupe951@uvic.ca

Motion: That the President's report be approved – (Kirk Mercer/Page DeWolfe) – Carried

15. Chief Steward's Report (TG):

- Information videos on questions concerning our members are now posted on facebook.com/cupe951 and www.cupe951.ca.
- One was on vacation and I want to advise members to take vacation time even though we are not in the office. Time away from the phone and screens and being available is important to your health and wellbeing.
- The office move is now complete (same building, same hallway, just next door) and I am now more regularly in the office.
- In-person meetings are once again a possibility for those members who need it, otherwise Zoom and phone meetings are available.

- The past couple of weeks have been relatively quiet but I expect that to change as the campus ramps up for return to more on-campus operations.
- Plans are being developed by departments but if you hear anything that concerns you about the return to campus do not hesitate to contact me.
- Members may contact Ted with any concerns or questions: chiefstewardcupe951@uvic.ca

Motion: That the Chief Steward's report be approved – (Ted Godwin/Janice Closson) – Carried

16. Trustees' Report:

- No report

17. Other Executive Committees Reports:

a. Education Chair's report (BG):

- Due to COVID-19, in-place education has not been happening
- We can't send people to in-person conferences or workshops
- We have a large number of Lancaster House (LH) audio conferences on MP3s
- Looking at making the MP3s available online
- Kirk and Ted are looking at hosting the MP3s on a Cloud based system so they will be easily accessible for all the stewards as educationals
- If you have any questions you can contact Barbara at: bgordon@uvic.ca

b. Communication Chair's report (AI) –

- The Communications Committee is utilizing Facebook and email to keep our members informed
- An update to the CUPE 951 web site should be coming in the next couple of months
- Contact Amy if you have any questions or ideas for better ways to communicate with our members: cupelocal951@gmail.com

Motion: That all Executive Committee reports be approved – (Amy Issel /Pat Shade)—Carried

18. Nominations, Elections or Installations –

(Sherry Harmsworth, Chair CUPE 951 Executive Elections Committee)

- *See end of minutes for details of the CUPE 951 Executive election*
- There were 7 positions up for election:
 1. First Vice-President
 2. Treasurer
 3. Chief Steward
 4. Communications Chair
 5. Member-At-Large (1-year term to 2021)
 6. Member-At-Large (2-year term to 2022)
 7. Trustee (3-year term)
- Nominations were open until May 20, 2020
- The CUPE 951 Election Committee received nominations for each of the positions except Trustee
- One 3-year Trustee position is still vacant
- None of the positions were contested, so all of the nominees will be acclaimed

Motion: to acclaim all candidates for the CUPE 951 2020 Executive [election] – (a voting poll was displayed on-screen as an example for members to vote) – Carried (100%)

- A single ballot was cast for each candidate and they will be considered acclaimed

Motion: to destroy the ballots – (a voting poll was displayed on screen for members to vote on) – (Pat Shade/Laurie Whyte) – Carried

- The Executive Officers elected were sworn in by Kirk Mercer using the CUPE Oath of Office from the CUPE National Constitution

19. Reports of Committees and Delegates:

a. University Safety Committee (PS):

- The meeting was held May 26th, 2020 from 2:30 – 4:00 p.m. (online).
- Attending: K. Kilbey, A. Mavretic, D. Huculak, E. Errington, R. Johns, K. Cascon, A. Eddy, C. Boraston, O. Granot, C. Haman, S. Kovacs, G. Melnechuk, P. Shade.
- Report on International/National/Provincial update on Cov-19.
- Same as PM's daily message, many students are not returning to Campus.
- EOC (Emergency Operations Centre) moving from a reactionary stage and standing down as UVic moves in to a transitional stage

- Post-Secondary sector update. All BC Universities are on the same page and returns must be approved by the Provincial Health Officer (PHO)
- Safe Work Plans (SWP). Before a Department can reopen it must have an SWP drawn up and submitted to the University Safety Committee (USC) and then it will be submitted to WorkSafeBC (WSBC) and the PHO for approval. Andy Mavretic said he doesn't see those happening anytime soon as Departments are scrambling to draw up their SWPs
- Ergonomic consultation – Cathy Boraston, HR Work Life Consultant (WLC) urged people to visit the HR website to see how to set up your home office ergonomically. If your office desk and workstation are better for you the University will ship it to your home.
- Ceramic hand washing stations. Developed at UVic, but the University isn't considering installing them. The University is moving towards installing foot pump operated hand sanitizing stations outside entry doors.
- Heating Ventilating and Air Conditioning (HVAC) systems cleaning. Daryl Huculak from Facilities Management (FMGT) addressed concerns over Covid-19 living in HVAC systems. FMGT has been doing regular maintenance and filter replacement and we were advised that due to no active cases on Campus the risk is near zero.

- There are still many transients on Campus – building checks are up by more than a 1000% over last year at this time. Many insecure buildings and offices. The U-Watch program is working well. Expected that this will drop off June 1st when BC Transit bring fares back. Many transients were riding the bus to campus when it was free
- April WSBC claims. 5 people injured, investigations done.
- WSBC inspections. None at this time but as UVic moves to reopen there will be more.
- The USC will be using the Zoom platform from now on for meetings – UVic no longer using the BlueJeans platform

Motion: That the University Safety Committee report be approved – (Pat Shade/Page DeWolfe) – Carried

20. Unfinished Business:

- a. CUPE 951's submission to the CUPE BC COVID-19 Fund has been accepted (cost of 3 lap tops, Zoom platform subscription fee and Simply Voting platform fee) and the cheque is in the mail

21. New Business:

- There was none

22. Adjournment – 1:05 p.m.

Motion: to adjourn the meeting at 1:05 p.m. – (Kirk Mercer/Pat Shade) – Carried (by show of 'hands')

Wrap-Up Information (KM/PS)

- We hope to continue to increase participation at our Zoom general meetings
- Any questions about the general meeting invites, processes, etc., please contact Pat: pshade@uvic.ca
- If you have any questions or concerns, feel free to reach out to any of the CUPE 951 Executive members – the Executive meet via the Zoom video-conference platform at least once a week and our CUPE National Representative, Micha Pesta participates joins them
- The Executive contact information is listed on the CUPE 951 web site
- **Good & Welfare** – Micha Pesta, our CUPE National Representative suffered a concussion and wasn't able to be with us on this video-conference meeting
- Micha has taken a great interest in the local and participates every opportunity he has, sharing information and listening to our concerns – his support is much appreciated

<p align="center">Next General Meeting: June 24, 2020 11:45 – 1:15 p.m. <i>Via Zoom Video-Conferencing Platform</i></p>
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**CUPE 951 Executive Elections – May 27, 2020 –
Chaired by: Kirk Mercer**

*Held via Zoom Video-Conference Platform – no positions
were contested, so the Simply Voting Platform wasn't
necessary as all positions were acclaimed.*

First Vice-President

(Current Incumbent – Pat Shade)

Nominated: Pat Shade

Acclaimed: Pat Shade

Treasurer

(Current Incumbent – Michael Rheault)

Nominated: Michael Rheault

Acclaimed: Michael Rheault

Chief Steward

(Current Incumbent – Ted Godwin)

Nominated: Ted Godwin

Acclaimed: Ted Godwin

Communications Chair

(Current Incumbent – Amy Issel)

Nominated: Amy Issel

Acclaimed: Amy Issel

Member-At-Large – ending 2021

(Vacant)

Nominated: Ross Alden

Acclaimed: Ross Alden

Member-At-Large – ending 2022

(Current Incumbent – Teresa Dixon)

Nominated: Teresa Dixon

Acclaimed: Teresa Dixon

Trustee – 3-year term

(No Current Incumbent)

Nominated: No one

Acclaimed: No one

**CALENDAR UPDATE to CUPE 951 General meeting –
May, 2020 – DRAFT
(* under consideration) (changes are underlined)**

May 1 - VIDC – Sub-committee for May meeting – Kirk Mercer

May 4 - 8 – CLC Convention
(Vancouver Convention Centre) **Postponed** – Kirk Mercer

May 4, 6, 12 Executive updates via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Nat Rep Micha Pesta,

May 4 – United Way Labour Committee – Kirk Mercer

May 5, 7 – **COVID-19** update with HR via Skype

951,917,4163 and Nat Rep Micha Pesta – Kirk Mercer

May 7 – CUPE BC Executive meeting – Kirk Mercer, Pat Shade

May 7 – Victoria Labour Council – Political action committee – Kirk Mercer

May 7 -- VIDC – Sub-committee for May meeting – Kirk Mercer

May 12 - Solidarity meeting via BlueJeans- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

May 12, 14 - **COVID-19** update with HR via Skype 951,917,4163 and Nat Rep Micha Pesta – Kirk Mercer

May 13 – Executive Meeting - Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Nat Rep Micha Pesta

May 19 – CUPE BC Executive meeting – Kirk Mercer, Pat Shade

May 19, 21- **COVID-19** update with HR via Skype 951,917,4163 and Nat Rep Micha Pesta – Kirk Mercer

May 20 – VLC Kirk Mercer, Ted Godwin

May 21 – CUPE BC Universities meeting via Zoom – Kirk Mercer, Nat Rep Micha Pesta

May 23 - Vancouver Island District Council

Postponed- Ted Godwin, Laurie Whyte, Amy Issel, Pat Shade

May 23-26 CAF conference 2020 (Calgary) **Postponed** – Kirk Mercer

May 24 – 29 CUPE BC Weeklong Spring School (Kelowna) **Cancelled**

May 26 - Solidarity meeting via BlueJeans- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

May 26, 29 **COVID-19** update with HR via Skype 951,917,4163 and Nat Rep Micha Pesta – Kirk Mercer

May 27 General Meeting via Zoom

May 28 **COVID-19** update with HR via Skype 951,917,4163 and Nat Rep Micha Pesta – Kirk Mercer

May 28 – VIDC executive meeting via Zoom Kirk Mercer, Laurie Whyte

June 2 - CUPE BC Executive meeting via Zoom – Kirk Mercer, Pat Shade
June 2,4 **COVID-19** update with HR via Skype
951,917,4163 and Nat Rep Micha Pesta – Kirk Mercer
June 4, 5, 16,17 Facing Management (UVic)?
June 9 - Solidarity meeting via BlueJeans- PEA,
951,917,4163, USW 2009, UVICFA – Kirk Mercer
June 10 — Executive Meeting via zoom- Kirk Mercer,
Ted Godwin, Pat Shade, Bo Love, Laurie Whyte,
Michael Rheault, Amy Issel, Barbara Gordon, Teresa
Dixon, Nat Rep Micha Pesta,
June 13 Vancouver Island District Council- via Zoom -
Kirk Mercer, Laurie Whyte, Amy Issel, Pat Shade, Ted
Godwin
June 16 - CUPE BC Executive meeting via Zoom– Kirk
Mercer, Pat Shade
June 23-25 SUPER CON (Nanaimo) **Postponed**
June 23 - Solidarity meeting via BlueJeans- PEA,
951,917,4163, USW 2009, UVICFA – Kirk Mercer
June 30 - CUPE BC Executive meeting via Zoom– Kirk
Mercer, Pat Shade
July 22-24 Think Tank (Harrison)? - Kirk Mercer, Pat
Shade
September 17-18 - CUPE BC Executive Board (Anvil
Centre, New Westminster) – Kirk Mercer, Pat Shade
*October 3-9 - CUPE Fall Weeklong School
December 4–5 - CUPE BC Executive Board (Anvil
Centre, New Westminster) - Kirk Mercer, Pat Shade
