



Minutes of June 24th, 2020 General Meeting

Meeting held using the Zoom video-conference platform

1. Announcements

- The Calendar is at the end of the minutes
- June is National Indigenous History Month, meant to celebrate the diverse, rich, and distinct languages and cultures of Canada's first peoples.
- June is also Pride month where we celebrate the diversity of the LGBTQ2S+ Community. Pride was first begun in 1939, as a protest in the United States against police brutality and racism against the QTBIPOC community
- June 2nd was the 5th anniversary of the Calls to Action of the Truth and Reconciliation Commission of Canada. Grounded in the courage and resilience of residential school survivors, the Calls to Action reveal, in the words of Chief Commissioner Celeste Haldane, a "pathway to shared responsibility of critical change in Canada" towards a better future for all Canadians. June 2, 2015 was the "end of the beginning" to paraphrase the TRC's closing theme at the time. Reconciliation is an ongoing responsibility of every individual if we are to overcome the evils of racism and the cultural genocide inflicted by Canadians on Aboriginal people.

- June 21st was National Indigenous Peoples' Day, an official day of celebration to recognize and honour the heritage, cultural diversity and valuable contributions to society by the First Nations, Inuit and Métis peoples.

2. Roll Call of Officers & Stewards – LSW

- 6 members of the Executive & Stewards participated in the meeting

3. Recognition of the Territory – KM

- Kirk read the local's recognition of the Territories where the University stands.
- Kirk read #92 of the Calls to Action from the Truth & Reconciliation Commission and encouraged members to read all the TRC's Calls to Action

4. Equality Statement – LSW

- Laurie read the CUPE National Equality Statement

5. Health & Safety – Emergency Preparedness – PS

- Pat emphasized that members should try to pay attention to the ergonomic set up of their equipment while working remotely
- Pat encouraged members to go the University's OHSE website: COVID-19 Health and Safety:

<https://www.uvic.ca/ohse/covid-19/index.php> for information on safely returning to work on campus

6. Green Statement – KM

- Kirk read the local's green statement originally written by Michèle Favarger

7. Attendance Report & Welcome

a. Number of Members Signed-In – CJ

- Catherine reported that 25 members were signed into the Zoom video-conference meeting at 11:58 a.m.
- Quorum is 20

b. Welcome/Oath of New Members – KM

- Kirk announced that no new membership applications were received

8. Approval of the Agenda

a. Additions

- There were no additions to the agenda

b. Changes

- Approval of the minutes of the previous general meeting was delayed – the minutes were emailed to participants at 12:12 p.m. and so this agenda item was delayed to allow participants time to review the minutes before voting on them

Motion: That the agenda be approved as circulated – MSCarried

9. Approval of the Minutes From Previous Meeting

- The minutes from the May 27th, 2020 general meeting were posted on the website
- The minutes will be emailed to participants shortly – there were technical difficulties which delayed the emailing of the minutes
- The minutes were emailed to participants at 12:12 p.m.

b. Errors/Omissions

- There were no errors or omissions in the minutes

Motion: That the minutes from the May 27th, 2020 general meeting be approved – MSCarried

10. Matters Arising From the Minutes

- There were no matters arising from the minutes

11. Treasurer's Report – KM for MR

- Michael was excused from the meeting, but provided a copy of his report to Kirk
- Kirk shared the financial statement on his screen and read out the figures
- For any questions about the Treasurer's report please contact Michael Rheault at: mrheault@uvic.ca

Motion: That the Treasurer's report be approved – MSCarried

12. Executive Board Report – PS

- The Executive meeting was held June 10th, 2020, virtually via the Zoom platform

- Participants: Kirk Mercer, Pat Shade, Ted Godwin, Laurie Whyte, Michael Rheault, Amy Issel and Barbara Gordon.
- Guests: Micha Pesta Nat Staff Rep, Ross Alden Member at Large elect.
- Going forward we will read out one of the Truth & Reconciliation Commission of Canada (TRC)'s calls to action at each Executive and General meeting
- Excused: Bo Love, Teresa Dixon.
- President Kirk Mercer gave a report on the Workforce adjustment LOA.
- ***Executive Motion: That the letter of agreement re: Related Workforce Adjustments be recommended for ratification by the membership. M/S/C***
- Safe Work Plans (SWP): all reopening departments have to submit a safe work plan for approval before reopening. These SWPs must be approved by the UVic OHSE department, but don't need to be approved by WorkSafeBC as previously thought
- ***Executive Motion: That the Local subscribe to Lancaster Houses "First Resort" College and University Employment Law Alert. M/S/C***
- For any questions about this report, please contact Pat Shade at: pshade@uvic.ca

Motion: That the Executive Board report be approved – MSCarried

13. President's Report – KM

- Kirk welcomed everyone and presented his report:
- Your executive has been working on a Survey on remote working for members to give us some insight in to how the university dealt with the partial closure in mid-March due to the COVID-19 pandemic. So please watch your email for it in the next week.
- We have had lots of good feedback on the Zoom general meetings and will continue to adapt as we move together as a local.
- As most of you will know the CUPE locals and PEA on campus have been working with the Employer on a Workforce Adjustments letter of agreement (LOA). At the heart of this is how best to support our members so they are able to maintain Benefits, Pension, and seniority during a temporary layoff.
- This meant creating a process outside of the Collective agreement – an LOA
- With limited time restricting our ability to meet with as many members as possible, the executive with the advice of our National Staff Rep., Micha Pesta, made the decision to send out the information in the same manner as we did for the ratification of the collective agreement.
- When the University partially closed, they followed our Article 20 language and maintained regular CUPE staff's wages and benefits. However, as we watched casual

employment severely reduced and temporary appointments being ended early to provide work for regular employees, we knew that the employer's ability to maintain wage continuity was not sustainable,

- I know that many temporary and casual members are feeling left behind as the University discontinues their positions. Thanks to our collective agreement they did receive 4 weeks' notice before their positions ended.
- On June 5, Our Solidarity meeting with the Faculty Association, PEA, CUPE, and United Steel workers expanded to include Royal Roads University and Camosun College. I was asked to chair this meeting that included BCGEU and many other Union Reps. We heard from those other institutions on the issues around COVID-19. By the end of the meeting there was agreement to expand to include Vancouver Island University and North Island College. The next meeting will take place on the morning of June 25 so keep an eye on your email for any news that comes out of that meeting
- On June 13th the CUPE Vancouver Island District Council had its general meeting via Zoom
- 5 of our delegates were present.
- I was re-elected Members at Large for Duncan South, and I am happy to serve the council in this capacity.
- This past weekend I was able to use some vacation to help represent Labour in Cumberland at a modified Miners' Memorial

ceremony which recognized Ginger Goodwin a Union activist who was shot and killed by RCMP in 1918.

- This marks over 30 years of Unions going to visit Ginger's grave in Cumberland and the forgotten graves of Chinese and Japanese Miners
- I met with the CUPE BC University's committee on Monday, June 22nd and we heard updates from UBC, SFU, UNBC, TRU, and RRU.
- Our CUPE Communications rep Steven Beasley talked about an idea for a cost share to bring Post-Secondary issues to light when we seem to be left behind at times like now. This could be very useful in how the public portrays us.
- For any questions about this report, please contact Kirk Mercer at: presidentcupe951@uvic.ca

Motion: That the President's report be approved – MSCarried

14. Chief Steward's Report – TG

- Many Temporary Employees are having their Term Appointments ended early. While we have always tried to make improvements to the Collective Agreement for Temporary Employees such as four-weeks-notice for such endings, this crisis has highlighted how vulnerable they are. The abuse of this category by the employer has been made worse by the current situation. And let us be clear, while the University is within their legal rights to do this, it is their conscious decision to

abandon these members at this time and we should not forget this.

- I have attended the first meetings around layoffs under the Letter of Agreement (LOA) in Residence Services. The number of students who will be in residence in September is still very much up in the air but there is hope that layoffs will be few among our members in that unit.
- I do need to clarify for everyone: you end up with the same benefits whether you volunteer for layoff or not. There is no bonus for volunteering other than protecting you or your loved ones from increased risk of exposure.
- A concern has come forward re: public access to buildings, specifically a public event is apparently being planned for the Fraser Building. All building openings are subject to the restrictions imposed by the Provincial Health Officer. As well a memo has gone out to unit heads and supervisors from UVic Occupational Health and Safety (OHSE) which says, "Before resuming any activity on-campus, each unit must have an approved safety plan in place, ensuring compliance with WorkSafe BC requirements."
- If you have concerns about these plans or you don't see one before being asked to come back into your building, please contact me

(Ted Godwin) at:

chiefstewardcupe951@uvic.ca .

Motion: That the Chief Steward's report be approved – MSCarried

15. Other Executive Committees' Report

a. Communications Committee Report –

AI

- No report
- For any Communication Committee questions, please contact Amy Issel at: amyrowe@uvic.ca or cupelocal951@gmail.com

b. Education Committee Report – BG

- No report
- For any Education Committee questions, please contact Barbara Gordon at: bgordon@uvic.ca

16. Nominations, Elections or Installations

a. Trustees Vacancies (2)

- We are looking for members to fill 2 vacant Trustee positions
- Kirk asked for volunteers
- No one raised their hands
- Kirk will be appointing someone into the positions until the election in September
- If you are interested in being a Trustee for the local or would like more information about what that would entail, please contact Kirk Mercer at: presidentcupe951@uvic.ca

17. Reports of Committees, Delegates

- There were no reports

18. Unfinished Business

- There was no unfinished business

19. New Business

- There was no new business

20. Adjournment

Motion: to adjourn the meeting at: 12:24 p.m. – MSCarried

Next General Meeting:
September 30th, 2020
11:45 – 1:15 p.m.
Using the Zoom Video-Conference Platform

There won't be a July or August general meeting unless something important happens that needs to be brought to the attention of the membership.



CALENDAR UPDATE to CUPE 951 General meeting –June, 2020 – DRAFT

(* under consideration) (*changes are underlined*)

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 5 Post Secondary Solidarity meeting UVic, RRU, Camosun College, (CUPE, PEA, BCGEU, FA) – Kirk Mercer

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 5,12,16 - 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,

June 13 Vancouver Island District Council- via Zoom - Kirk Mercer, Laurie Whyte, Amy Issel, Pat Shade, Ted Godwin

June 15 – Victoria Labour Council executive meeting – Ted Godwin, Kirk Mercer

June 16 - CUPE BC Executive meeting via Zoom– Kirk Mercer, Pat Shade **Canceled**

June 17 United Way Greater Victoria AGM – Kirk Mercer

June 17 – Victoria Labour Council- Kirk Mercer, Ted Godwin

June 20 – Miner’s Memorial- Cumberland- Kirk Mercer

June 22 - University’s committee meeting – Kirk Mercer

June 23 - Solidarity meeting via BlueJeans- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

June 23 – CUPE BC All Presidents meeting – Kirk Mercer

June 23-25 SUPER CON (Nanaimo) **Postponed**

June 23 - Solidarity meeting via BlueJeans- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

June 25 - Solidarity Meeting - Vancouver Island Post-Secondary Unions – Kirk Mercer

July 2 - CUPE BC Executive meeting via Zoom– Kirk Mercer, Pat Shade

July 22-24 Think Tank (Harrison)? - Kirk Mercer, Pat Shade

Aug 6 - CUPE BC Executive meeting via Zoom– 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

We are all different and that is beautiful!